

90 Day Trial Period - for Newly Promoted

Pilot Staff Sales Manager - COMPENSATION 90 DAY REVIEW

Position Outline

1. Developing AM Sales leaders with-in the pilot office that begin to duplicate themselves

Job Duties

1. **Meeting** with each paid Assistant Manager on a **weekly basis** (1 hour minimum) via live or zoom and given undivided attention to review, role-play, and confirm script is adequate and properly done. (*LIVE is always more ideal*)
 - a. Demo - Full Demo (start to end)
 - b. Leads - Script, Binder, App all well organized and confirmed understood
 - c. Phone - Script, Call Log, fully understanding of program and script reason.
 - d. (If time allows and rest is mastered) dig in on their leads, schedule, and when they are making calls
2. **Updating DRM / DOM / DVM** on a group email once a week ideally Sunday outlining each AM Sales / Personal Info (*can be done on a google doc and sent on e-mail*)
 - a. Strengths
 - b. Weaknesses
 - c. To Do Assignments given to the Assistant Manager
 - d. MISC.
3. **Once a month** - running an **onboarding group meeting** for newly promoted Assistant Manager going over the following
 - a. PSSM Role and why it is there
 - b. The importance of Assistant Manager Leadership
 - c. Excel Sheet Basics (Lead Binder)
 - d. The Drop Down Explained

DISCLAIMER: AM count can increase from 7 - 14 relatively quickly if a training class does well and the weeks begin to compound. We do expect the PSSM to adapt and still hold position to standard. Outlined in #3 the Onboarding Group Meeting could get large

New AM On-boarding

1. New AM's being added will get their next onboarding group meeting date and put in calendar by the DOM
2. DOM will send a text introducing PSSM and the New AM to each other to save contact information
3. PSSM set's first one on one meeting in the calendar (on the date after their onboarding group meeting.)

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Expected Results consistently throughout the year

1. 7 AM's make a sale on a weekly basis

- DOM and PSSM must stay in communication as PSSM will want DOM to build up the onboarding process so that we always have over 7+ AMs (so 7 can always make a sale and be on report)
- AM's begin to truly understand the sales process** - being able to duplicate what PSSM has taught them.

For Assistant Managers, career sales levels will dictate bonus levels and the minimum will be \$2,500 per month during Campaigns 1 and 3.

Assistant Manager Bonus Percentages (Campaigns 1 & 3 only)			
must be paid minimum 1% AM pay each wk for entire tab month			
must tab at least 2,500 during the month			
Commission Program Effective January 1, 2025			
Field Title	Rep Title	Career CPO Level	AM Bonus %
FSL - Field Sales Leader	FS0	20,001 - 30,000	5%
SFSL - Senior Field Sales Leader	FS2	30,001 - 50,000	10%
FSM - Field Sales Manager	FS3	50,001 - 150,000	15%
SFSM - Senior Field Sales Manager	FS4	150,000+	20%

Compensation Outline

Commission Override

1% - New Business Sales (30k Reps or less)

- 1% Commission Override provides lower standards on personal sales to hit bonus. This should not be the focus - however this is the reality. We would hope the PSSM to be a 150k+ annual sales rep meaning this is not needed.

Bonus- additional incentives

- \$300 Monthly (x12) Bonus if 7AM's in pilot hit \$4,000 (28k for the month)
- \$1,000 Bonus on SC1 if 7 AM's in pilot hit 10k push
- \$1,000 Bonus on SC2 if 7AM's hit 10k push from pilot
- \$1,000 Bonus - for every \$50,000+ New Business Week
- \$1,000 Bonus if 7 Candidates from pilot attending Olean hit 10k push
- \$1,000 Bonus if 7 AM's from pilot hit 10k at YEB Push
- \$2,400 Bonus if Office Clears \$900,000+ New Business in 12 months

Perks - Additional Incentives

- After 180+ days - will get company card with \$200 monthly limit (PC's)
 - Only for business meals with AM
 - Focus on Vision / Development / Leadership
- If 7 AM's do \$50,000+ in the year - Payoff for PSSM

Disclaimers

Not all outlined job duties can be foreseen or outlined in this agreement. The communication and direct relationship with the DOM is something that will cater highly to the success of the PSSM role. This agreement is simply outlining the basic tasks a PSSM likely will do to achieve the success and numbers he / she is seeking to attain.