

# Templates for Compensation Plans [www.TheRecruiterU.com](http://www.TheRecruiterU.com)

## **Recruiting Coordinator**

A base salary outlined in the offer letter, paid semi-monthly. (usually \$25,000)

While serving as a *Recruiting Coordinator*, the employee will receive commissions on the following schedule of all net cash in resulting from the placement by the company of any candidate whom the company determines was recruited by the employee:

- a) five percent (5%) of the first \$30,000 per calendar quarter.
- b) Ten percent (10%) of the next \$15,000 per calendar quarter.
- c) Fifteen percent (15%) of the next \$15,000 per calendar quarter.

Note: Other than the employee's first quarter, any amount under \$30,000 cashed in for the quarter will roll over the next quarter.

## **Marketing Coordinator**

A base salary outlined in the offer letter, paid semi-monthly. (usually \$25,000)

While serving as a *Marketing Coordinator*, the employee will receive commissions on the following schedule of all net cash in resulting from the placement by the company on any job order/search assignment whom the company determines was procured by the employee:

- d) five percent (5%) of the first \$30,000 per calendar quarter.
- e) Ten percent (10%) of the next \$15,000 per calendar quarter.
- f) Fifteen percent (15%) of the next \$15,000 per calendar quarter.

## **Account Executive (both marketing AND recruiting—managing deal)**

Base Salary: \$25,000

10% of the net cash in of the first \$10,000 in a month

35% of cash-in from 10,001 and up

If the employee does not achieve \$10,000 in a month any and all balances will carry forward.

# Activity Targets for Draw

## **First Week**

No requirements

## **Second Week**

70 Presentations per week  
15 hours of connect time per week

## **Third Week thru 90 day period**

The above PLUS 3 send-outs per pay period or an average of 1.5 per week.

Criteria will count for the last full week ending prior to the pay date of the 15<sup>th</sup> or 31<sup>st</sup>.

ALL the criteria must be met to qualify for the \$200 per pay period draw. There will be no pro-rating the amount.

(Note: this draw is in addition to the base salary but IS contingent upon them hitting targets that lead them to placements)