

Variable Compensation Plan - Manager

As a Manager, you are eligible to receive a Monthly Bonus in accordance with the below variable compensation plan:

Calculation of Bonus

- Each month, you will be given a revenue target which is the sum of the revenue targets allocated for every rep on your team.
- Calculation of bonuses uses the revenue scale, which includes only revenue earned based on deals closed, excluding any special incentives, manual adjustments, or accelerators
- For managers, if you manage a mix of SDR & AE's, AE's achievement will be worth 75% of your total target achievement. SDR achievement will be worth 25%.
- Your total percentage achievement will be applied to a curve, the weighted achievement will determine the percentage payment of your Monthly Bonus. Curve can be found here.
 - On outline of the curve is:
 - Between 0 and 50% to this revenue goal you accrue payout at a 0.5x rate -- e.g. 50% performance = 25% payout.
 - Between 51% and 75%, you accrue at a 1.25x rate.
 - Between 76% and 100%, you accrue at a 1.75x rate. This gets you back to 100% payout at 100% performance but means your payout will be below your performance % if the team misses goal.
 - Between 100% and 120% you accrue at a 2x rate, so at 120% you earn a 140% payout.
Above 120%, you earn at a 2.5x rate, which at 150% achievement would earn a 215% payout.
- Head Start/Quota Relief revenue awarded to the reps on your team for vacation coverage will not count towards your team achievement. Head Start revenue awarded for ramping will count towards your team achievement.
- If you are a team lead, you are eligible for accelerators in the form of bonus revenue on your Individual Contributor quota. For your Team quota, no curve is applied.

Conditions

- All activities are subject to the conditions of your agreements. In no way should the conditions of this incentive plan be taken to override these previous agreements.
- Reps on your team in the first 3 months of a new role may be eligible for a partial quota for that month, in the form of a “head start” towards their revenue goal. For instance, when first moving from SDR to AE, instead of needing to achieve \$XX revenue, you may start the month with \$XX revenue , and need to achieve \$XX additional revenue to meet target.
- If you have been allocated “head start” revenue for either ramping into a new role, this is not a reduction to your total target. Achievement will be calculated as actual achievement plus head start revenue and measured against the full target.
- Bonuses will be paid each calendar month, for performance the previous month.
- The amount of your bonus will be communicated at least 24 hours before payroll locks, any disputes must be raised to the VP of Sales and resolved before payroll is locked.
- The VP of Sales will have the final say on all compensation disputes and decisions.
- The Company reserves the right to modify this incentive plan as it sees fit.

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