

Standard Commission and Bonus Schemes

The Employee is entitled to Commission in respect of Qualifying Deals initiated and undertaken by the Employee.

£0 - £25,000 = 10% commission

£25,001 - £50,000 = 20% commission

£50,001 - £100,000 = 30% commission

£100,001 - £150,000 = 40% commission

£150,001 + = 45% commission

All above commission are based on the entire Gross Profit cumulative deal value for a quarter, paid on a monthly basis.

For example, if consultant bills £30,000 in first month of the quarter, then commission of 10% is payable on £0 - £25,000 (£2,500), commission of 20% is payable on £25,001 - £30,000 (£1,000), total commission of £3,500.

If the same consultant bills £30,000 in second month of the quarter, then commission of 20% is payable on £30,001 - £50,000 (£4,000), commission of 30% is payable on £50,001 - £60,000 (£3,000), total commission of £7,000.

If the same consultant bills £45,000 in third month of the quarter, then commission of 30% is payable on £60,001 - £100,000 (£12,000), commission of 40% is payable on £100,001 - £105,000 (£2,000), total commission of £14,000.

Once the quarter has elapsed, the consultant starts again from £0.

Quarters are defined as follows:

Q1 – January, February, March

Q2 – April, May, June

Q3 – July, August, September

Q4 – October, November, December

Commission will not be paid if the Consultant is suspended from the business for disciplinary reasons on a Payment Date and will be paid on the next Payment Date following the cessation of the suspension, save this is always subject to exercise of Directors' discretion.

Resourcer Commission Scheme

Upon each deal completing, the employee will receive the following commission:

1st Qualifying Deal £100 2nd Qualifying Deal £200

Once the 2nd Deal is completed, the Employee will be entitled to the Standard Commission and Bonus Scheme. consultant level commission.

Team Leader Quarterly Commission Scheme

The Employee is entitled to Commission in respect of Qualifying Deals initiated and undertaken by consultants in their team each quarter (team billings).

The Commission bands are:

80 – 99.9% of target = 2% of total

100 – 125% of target = 3% of total

125 – 150% of target = 4% of total

150 – 200% of target = 6% of total

200%+ of target = 8% of total

For example, if the team bill £50,000 against a target of £50,000, then the Team Leader will get 3% (£1,500).

Quarters are defined as follows:

Q1 – January, February, March

Q2 – April, May, June

Q3 – July, August, September

Q4 – October, November, December

Only Consultants' Qualifying Deals count towards the team billings. There is a separate commission scheme for Qualifying Deals made by resourcers.

The Team Leaders' own Qualifying Deals fall within the Standard Commission and Bonus Scheme.

Managing a Resourcer Commission Scheme

For CVs sourced and sent by a resourcer in the initial weeks of a resourcer's employment, resulting in a Qualifying Deal (subject to a maximum, currently two Qualifying Deals) the applicable percentage of Gross Profit will count towards the team leader's personal commission target for the Qualifying Monthly Period as follows:

0-12 weeks – 90%

13-25 weeks – 70%

26+ weeks – 50%

The resourcer's introduction must be supported by a paper trail.

Once the resourcer has completed the set amount of resource deals (currently two) they will join the Standard Commission and Bonus Scheme and their Qualifying Deals will count within the Team Leader's team billings.