

3. Salary and Commission Structure

All salespeople's pay has two components: salary and commission.

3.1 Salary Structure

All salespeople's salaries start at \$30,000.00 CDN and increase to \$60,000.00 CDN when their gross profit has reached \$50,000.00 CDN over a three-month period. It's a rolling average and if a salesperson fails to reach this goal in the following three-month period, their salary goes back to \$30,000.00 CDN.

N.B. If your gross profits are equal to or greater than \$3600 CDN per week after 90 days of your start date you will continue to receive a base salary of \$30,000. If your gross profits are less than \$3600 CDN per week after 90 days of your start date you will receive straight commission.¹ If you go on straight commission your responsibilities will remain the same.

3.2 Commission Structure

All salespeople receive 8% of gross profits on their current accounts; 8% of the gross profits on house accounts; and 12% of gross profits on their own new accounts and winbacks for the first year.

*After having a new or winback account for one full year, it becomes part of your current accounts and you start receiving 8% of the gross profits.

*On loads where there is advance, salespeople still make 8% of the 8%, not the 10%.

3.2.2 Commission & The Handling of Accounts

When taking a load from a customer you must be sure that you are making a minimum of \$150 in the currency of the load or 8%, whichever amount is greater. In other words, if you're doing a load for only \$500 US, you must be sure to make \$150 US and not \$40 US (8%). And, if you're doing a load for \$5000 US you must be sure to make \$400 US (8%) and not \$150 US.

¹ Straight commission is defined as 12% on Gallop's gross profit for new accounts, and 8% on Gallop's gross profit for active and winback accounts.

3.3 Health Benefits

All salespeople and their families receive health benefits once their gross profits have reached the \$50, 000.00 CDN target in a three-month period. These benefits cover 100% medical and 80% dental. For more details, refer to the Benefits Package Booklet in the Administration Department.

3.4 Deductions

All deductions are applied to the salespeople's commission cheques. The following is a detailed list of deductions that a salesperson may find on his or her commission cheque.

- Pallet charges
- Missed deductions for unloading or gate fees
- Short payments (Management sets 30 days to pay outstanding A/R)
- Claims (i.e. late deliveries, broken boxes, short product, temperature)
- All Comcheck losses
- Using a Broker to cover a load²
- If a salesperson does business with a customer or carrier that management has blacklisted or not approved, the salesperson is 100% responsible for that business including bankruptcies.
- Legal fees to recoup any losses
- Any additional expenses to recoup losses
- Failure to follow problem loads and claims procedures (see section 14)
- All former customers (winback) found in Wolfbyte must be approved by management prior to covering a load. If they are not approved, the salesperson is 100% responsible for any losses.

² Using a broker is never allowed. That being said, if one is used and management is not made aware of it, you are financially responsible for what occurs.