

**Compensation based on point system**

Hourly Rate (Calculated Weekly): Base Rate: \$6.25/hr, \$0.05/hr extra per each 1 point earned

Task	Points	TPP
Meetings - 3/wk max (2 Sales, 1 Coaching/Company)	4 per meeting	12
Punctual Shifts (15 Minute Grace)	2 per day	10
Reports (TraxTime, Daily Sales Report)	1 per TraxTime per day; 5 per Sales Report per day	30
Sales Goal (Based on prior average) Goal	<25% -40   <50% -20   50%> 0   65%> 10   85%> 20   100%> 30   110%> 40	130
* For each additional 10% above goal, add 10 points; max 130 points		
# Hours / week	2 per remote hour; 2.5 per office hour	100

**Sample Compensation based on point system**

Task	Calculator		Examples									
	Completed	Points	Completed Points		Completed Points		Completed Points		Completed Points		Completed Points	
Meetings	3	12	3	12	3	12	3	12	3	12	3	12
Punctual	5	10	5	10	5	10	5	10	5	10	5	10
Reports	25	25	25	25	25	25	25	25	25	25	25	25
Goal	65%	10	100%	30	200%	130	300%	230	400%	330		
Remote Hrs	35	70	35	70	40	80	40	80	35	70		
Office Hrs	0	0	0	0	0	0	0	0	0	0		
	Total	127	Total	147	Total	257	Total	357	Total	447		
	Per Hour	\$12.60	Per Hour	\$13.60	Per Hour	\$19.10	Per Hour	\$24.10	Per Hour	\$28.60		
Actual Hrs		35		35		40		40		35		
	Total	\$441.00	Total	\$476.00	Total	\$764.00	Total	\$964.00	Total	\$1,001.00		

Notes:  
TPP = Total Possible Points

Meetings are scheduled 3 times per week; in the event a meeting is cancelled, the points are still awarded  
Requested and Authorized time off and/or sick time meeting policy guidelines qualify for normal points