



S a l e s C o m p e n s a t i o n

Commission

(USA Standard)



**You are paid commission based on
NFI, for your split of the deal.
(Eg – fee of \$20k split between you
and another consultant at 50%
each. You get \$10k towards your
quarterly number)**

**NFI (Net Fee Income) is calculated
quarterly, but commissions are paid
monthly in arrears**

Bandings:
\$0k to \$40k = 10% Payout
\$40k to \$80k = 20% Payout
\$80k to \$120k = 30% Payout
\$120k + = 40% Payout



Example

Let’s assume the below table, consists of all your placements in Q2 (Apr/May/Jun):

Candidate	Client	Salary	%	Fee (NFI)	Start Date	Commission Paid
A	ABC Inc	\$100,000	20%	\$20,000	05-Apr-24	May-24
B	DEF Inc	\$90,000	18%	\$16,200	10-Apr-24	May-24
C	GHI Inc	\$110,000	25%	\$27,500	05-May-24	Jun-24
D	JKL Inc	\$80,000	20%	\$16,000	10-May-24	Jun-24
E	MNO Inc	\$140,000	20%	\$28,000	05-Jun-24	Jul-24
F	PQR Inc	\$150,000	20%	\$30,000	10-Jun-24	Jul-24
				<u>\$137,700</u>		

Using your commission bandings on the previous page, let’s apply them to your NFI:

Total NFI for Q2 (Apr/May/Jun)

\$137,700

\$40,000 x 10% =	\$4,000 Commission
\$40,000 x 20% =	\$8,000 Commission
\$40,000 x 30% =	\$12,000 Commission
\$17,700 x 40% =	\$7,080 Commission
	<u>\$31,080</u>



Example

Commissions are paid monthly in arrears (eg - a placement who starts in April, commission for this will be paid in May)

<u>NFI Month</u>	<u>NFI Amount</u>	<u>Calculation</u>	<u>Commission Payment</u>	<u>Payment Month</u>
April	\$36,200	Cumulative total of \$36200	\$3,620	May
May	\$43,500	Cumulative total of \$79700 less previous months payment	\$7,320	June
June	\$58,000	Cumulative total of \$137700 less previous months payment	\$20,140	July
	\$137,700		\$31,080	



Other Information:

- Finance will set you up on our Konquest (<https://konquest.io/product>) portal, in due course, which will enable you see details of your commission payouts.
- Contractor commission is payable upon actual billings (approved timesheets)
- Permanent commission is payable upon confirmation that the candidate has started.