**2013 Sales Representative Milestones**

**Sales Increase 75 Points Total**

6% Total Sales Increase 25 Points

6% PPG Sales Increase 25 Points

9% Abrasive Sales Increase 15 Points

10% Spray Equipment Sales Increase 5 Points

10% FE Sales Increase 5 Points

**Business Management 25 Points Total**

Expense to Sales (1.00%) 15 Points

AR Turns (30) 10 Points

**TOTAL Points Available 100**

Total Bonus Available – Milestones 3%

**Target Accounts Bonus Opportunity**

**REFINISH** (Autocolor, Global, Envirobase, Deltron, DelFleet)

Annual Shop Sales: $720,000 - $1,499,999 = **$500 Bonus**

Annual Shop Sales: $1,500,000 - $2,999,999 = **$1000 Bonus**

Annual Shop Sales: $3,000,000 and up = **$1,500 Bonus**

**COMMERCIAL** (Delfleet, CPC & MPC)

Bonus – 1% of 6 months of consecutive liquid purchases

**Other Bonus Opportunities**

Clip Lizard System Install = $100

Meguiar’s System Install = $50

Guidelines

1. Must have 2 target wins to be eligible for milestone bonus.
2. ALL Call reports and expenses must be current and complete to be eligible for milestone bonus.
3. Gerber accounts will not count towards sales increase for bonuses.
4. Team Member will be eligible for bonuses after 6 months of employment. Any team member that misses more days than they are allowed or has excessive tardiness will not be eligible for any bonus or pay increase. Exceptions may be made for extenuating circumstances. If an exception is made the team member will not receive a bonus for the time they have missed; it will be a prorated amount. Their pay increase will also be a prorated amount.
5. Any team member that is terminated or quits during the year will not be paid their bonus.
6. Bonuses and pay raises are based strictly on base pay.
7. Bonuses will be paid no later than March 31, 2014. Target account bonus will be paid 90 days after system installation.