**Avalon Field Marketing - Post Training- Goals and Pay**

**Individual Goals**

MINIMUM REQUIREMENTS:

18-25 doors knocked an hour.

(will depend on neighborhood density)

Knock 45 Mins of Every Hr (NO EXCESSIVE DRIVING)

Individual Goal:

Conversion %:\_\_\_\_\_\_\_ Leads: \_\_\_\_\_\_\_\_\_\_ Per Hr\_\_\_\_\_\_\_\_\_\_\_\_

Employee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_

Manager Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_

**Payment Agreement**

Employee name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Hourly Rate: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Demo Bonus: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Not Paid upon employee departure)

-This is fully paid for on appointments set by you and product demoed by a sales rep. No bonus paid if product is not demoed. If the lead is turned in as a call to set or no appointment time is set by you, the bonus will be split 50/50 with the phone setter. Any discrepancies or issues will be resolved by the direct manager and that is the final decision. Bonuses will be paid the following pay period after the appointment is conducted and the product is demoed.

Commission: \_\_\_\_\_\_\_\_(Percentage On Net Sales)

-This is fully paid for on appointments set by you. If the lead is turned in as a call to set or no appointment time is set by you, the commission will be split 50/50 with the phone setter. Commissions are paid upon completion and balance is paid in full by the customer and not until both of those are achieved. Any discrepancies or issues will be resolved by the direct manager and that is the final decision.

Mileage rate: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(See Mileage Policy)

Employee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_

Manager Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_