

SAMPLE PLAN DESIGN TABLE

Annual Revenue Targets and Target Awards

The table below summarizes the annual revenue targets and sales plan awards by Survey position at 90% of target, 100% of target, 105% of target, 110% of target and, when applicable, at maximum.

Annual Revenue Targets and Target Awards

Survey Position	Annual Revenue Targets and Target Awards														
	Annual Revenue Targets (in \$MM)		% of Base at This % of Revenue Achievement Against Target												
			90%			100%			105%			110%			Max
	n	50 th	Mean	n	50 th	Mean	n	50 th	Mean	n	50 th	Mean	n	50 th	Mean
80012 VP, Sales (excl Mktg)															
80014 Dir, Natl Sales (Mgmt)															
80016 Mgr, Area Sales (Mgmt)															
81023 Area Sales Mgr (Selling)															
81024 Regl Sales Mgr (Selling)															
81025 Sales Rep (Selling)															
81123 Natl Sales Dir (Selling)															
81125 Key Accounts Rep (Selling)															

Cost of Dealer / Distributor Sales Compensation

The table below summarizes the cost of dealer / distribution sales compensation elements as a percent of last fiscal year dealer / distributor sales revenues.

Cost of Dealer / Distributor Sales Compensation Elements as a Percent of Last Fiscal Year Dealer / Distributor Sales Revenues

Compensation Element	As % of Last Fiscal Year Dealer / Distributor Sales Revenues				
	n	25 th	50 th	Mean	75 th
Total sales incentives					
Total sales force base salary payroll					
Sales force incentives + base salary payroll					