

# Enhanced Compensation Bonus

- 1. Residual Commission on Manufacturing Representatives that you sign up or work directly with your company.**
  - Keep in mind your salesman will receive FULL commission on all sales, just as you do on direct sales based on HBS Net. However, for your efforts in recruiting, training and establishing a territory for that salesman you will receive 1% residual commission.
  - Example: The new Manufacturers Sales Rep. has \$1,000,000 annual dealer net sales; your residual commission is \$10,000.
  
- 2. Residual commission on HBS Dealers (with contract) based on HBS Net. (you receive X% of the sales they make) – 1% Residual commission on your dealers net sales.**
  
- 3. Increased commission on Sale Buildings.**
  - Example: Many customers do not want the same size building we offer in sales promotions; however HBS Sales Manager will receive full commission on smaller length (2 bays) maximum.
  - (1) 60 x 126 x 16 = \$1.750.00 commission
  - (2) Customer wants smaller 60 x 98 x 16 = \$ 1750.00 (regardless of length or building price your commission is based on the building width)
  - He will still receive full sales building commission.

The old commission schedule decreased as the building got smaller.
  
- 4. Attachments International Sales Commission**
  - HBS Sales Managers can also increase compensation by simply delivering AI literature to Ag and Construction dealers and receive 10% on all sales (Dealer Net). (The more places you present AI information the greater chance you have of picking up a commission)
  - We do not require “Call Reports,” however we require face to face meeting with the owner, sales managers or department head responsible for AI sales, additionally we require that person’s business card with valid email address. This computer entry will assure AI/HBS salesman will receive an ongoing commission.

\*This is a quick and easy way to pay all your expenses while on the road.
  
- 5. Cash in full at time of contract.**
  - Extra 1% off (the customer will receive 1% off of the basic building sale price, this does not affect the amount of your commission) the advantages for this are obviously immediate commission.
  - At the end of the year this is very attractive to farmers and ranchers that had a good year; we make sure we sell it in the correct fiscal year for his business purposes and he pays “in full” for delivering whenever needed.
  - We’ve also had farmers making less than 1% in the back and they’ve paid in full.
  - Another example we’ve had farmers demand a very fast delivery date if HBS incurs additional hours and overtime, we demand payment in full.

\*Sales Advantage – you get paid as soon as the check is cleared.

## **6. Lumber Yards**

- Set up a program to sell components. (Trusses and Columns) (you will receive X% of any sales the lumber yards make)
- This is a great program and is starting to receive real traction.
- Lumber yards like the idea of thousands of dollar sales, lumber, nails, screws.