

# PACEBUTLER CORPORATION

Individual Pay Plan Packet 4.23.25

---

Welcome to the Pacebutler Team!

This packet outlines the progression and pay structure for Account Representatives.

Inside you will find clear information on:

- Position Requirements
- Hourly Pay Rates
- Bonus Opportunities
- Responsibilities
- Refocus Process

This program has been designed to reward high performance and personal development through structured promotions and competitive compensation.

---

Covered Positions:

- Senior Account Representative In Training (Estimated Income w/ 5 hours OT - \$52,500)
- Senior Account Representative (Estimated Income w/ 5 hours OT - \$55,500)
- Major Account Representative (Estimated Income w/ 5 hours OT - \$78,750)
- Senior Major Account Representative (Estimated Income w/ 5 hours OT - \$105,500)
- Vice President of Major Accounts (Estimated Income w/ 5 hours OT - \$129,500)

# Senior Account Representative In Training

---

\*Potential income if all programs/bonuses are taken advantage can be \$55,000+ per year

## Pay Structure

- \$21.25 per hour
  - \$31.87 per hour overtime (5 allowed per week)
- 

## Perks

- 1/2 of Health Insurance Premium paid by the company
  - Book Reading Program — \$10 per book read (up to 2 per week)
  - \$50 Weekly Drawings for Walk, Exercise, and Book participation
  - \$500 Monthly Drawing for meeting the 3-Point Commitment
  - \$800 Monthly Drawing based on board units purchased in the month
  - \$1,000 Employee Referral Bonus
- 

## Responsibilities

- Purchase over 1,000 board units per month
- Be a part of the Pacebutler Culture
- Actively attend all developmental meetings
- Continue to expand knowledge of LeadSource
- Update contact information and rate accounts
- Develop long-term relationships with clients
- Improve selling and closing skills
- 60 day probationary period

# Senior Account Representative

\*Potential income if all programs/bonuses are taken advantage can be \$60,000+ per year

## Production Requirement

Purchase 1,000 Board Units for two consecutive months to become a Senior Account Representative.

## Pay Structure

- \$23.25 per hour
- \$34.87 per hour overtime (5 allowed per week)

## Perks

- 1/2 of Health Insurance Premium paid by the company
- Book Reading Program — \$10 per book read (up to 2 per week)
- \$100 Best Month Ever Bonus
- \$500 Group Goal Pay (Group Rep Avg. of 1,500 Board Cell Phones)
- \$50 Weekly Drawings for Walk, Exercise, and Book participation
- \$500 Monthly Drawing for meeting the 3-Point Commitment
- \$800 Monthly Drawing based on board units purchased in the month
- \$0.20 per board unit over 1,000 cell phones in one month
- \$1,000 Employee Referral Bonus

## Responsibilities

- Purchase over 1,000 board units per month
- Be a part of the Pacebutler Culture
- Actively attend all developmental meetings
- Continue to expand knowledge of LeadSource
- Update contact information and rate accounts
- Develop long-term relationships with clients
- Improve selling and closing skills
- Mentor Account Reps to become Senior Account Reps

## Refocus Process

If a Senior Account Rep does not meet the monthly production requirement, the following month will serve as a Refocus Period. This is a one-month grace period, providing the rep another opportunity to meet the production goal.

If the rep fails to meet the production requirement during the Refocus Period, their pay per hour will be \$21.25. Once the rep meets the production goal again, they will be promoted back to their prior position.

# Major Account Representative

\*Potential income if all programs/bonuses are taken advantage can be \$80,000+ per year

## Production Requirement

Purchase 1,800 Board Units for two consecutive months to become a Major Account Representative.

## Pay Structure

- \$31.88 per hour
- \$47.82 per hour overtime (5 allowed per week)

## Perks

- 1/2 of Health Insurance Premium paid by the company
- Book Reading Program — \$20 per book read (up to 2 per week)
- \$250 Best Month Ever Bonus
- \$500 Group Goal Pay (Group Rep Avg. of 2,400 Board Cell Phones)
- \$50 Weekly Drawings for Walk, Exercise, and Book participation
- \$500 Monthly Drawing for meeting the 3-Point Commitment
- \$800 Monthly Drawing based on board units purchased in the month
- \$0.20 per board unit over 1,800 cell phones in one month
- \$1,000 Employee Referral Bonus

## Responsibilities

- Purchase over 1,800 board units per month
- Be a part of the Pacebutler Culture
- Actively attend all developmental meetings
- Continue to expand knowledge of LeadSource
- Update contact information and rate accounts
- Develop long-term relationships with clients
- Improve selling and closing skills
- Mentor Account Reps to become Senior and Major Account Reps

## Refocus Process

If a Major Account Rep does not meet the monthly production requirement, the following month will serve as a Refocus Period. This is a one-month grace period, providing the rep another opportunity to meet the production goal.

If the rep fails to meet the production requirement during the Refocus Period, their pay per hour will be \$25.00. Once the rep meets the production goal again, they will be promoted back to their prior position.

# Senior Major Account Representative

\*Potential income if all programs/bonuses are taken advantage can be \$110,000+ per year

## Production Requirement

Purchase 2,400 Board Units for two consecutive months to become a Senior Major Account Representative.

## Pay Structure

- \$43.50 per hour
- \$65.25 per hour overtime (5 allowed per week)

## Perks

- 1/2 of Health Insurance Premium paid by the company
- Book Reading Program — \$30 per book read (up to 2 per week)
- \$500 Best Month Ever Bonus
- \$50 Weekly Drawings for Walk, Exercise, and Book participation
- \$500 Monthly Drawing for meeting the 3-Point Commitment
- \$800 Monthly Drawing based on board units purchased in the month
- \$0.20 per board unit over 2,400 cell phones in one month
- \$1,000 Employee Referral Bonus

## Responsibilities

- Purchase over 2,400 board units per month
- Be a part of the Pacebutler Culture
- Actively attend all developmental meetings
- Continue to expand knowledge of LeadSource
- Update contact information and rate accounts
- Develop long-term relationships with clients
- Improve selling and closing skills
- Mentor Account Reps to become Senior, Major, and Senior Major Account Reps

## Refocus Process

If a Senior Major Account Rep does not meet the monthly production requirement, the following month will serve as a Refocus Period. This is a one-month grace period, providing the rep another opportunity to meet the production goal.

If the rep fails to meet the production requirement during the Refocus Period, their pay per hour will be \$35.00. Once the rep meets the production goal again, they will be promoted back to their prior position.

# Vice President of Major Accounts

\*Potential income if all programs/bonuses are taken advantage can be \$130,000+ per year

## Promotion Requirement

Purchase 3,100 Board Units for two consecutive months to become the Vice President of Major Accounts.

## Pay Structure

- \$52.50 per hour
- \$78.75 per hour overtime (5 allowed per week)

## Perks

- 1/2 of Health Insurance Premium paid by the company
- Book Reading Program — \$50 per book read (up to 2 per week)
- \$500 Best Month Ever Bonus
- \$50 Weekly Drawings for Walk, Exercise, and Book participation
- \$500 Monthly Drawing for meeting the 3-Point Commitment
- \$800 Monthly Drawing based on board units purchased in the month
- \$0.20 per board unit over 3,100 cell phones in one month
- \$1,000 Employee Referral Bonus

## Responsibilities

- Purchase over 3,100 board units per month
- Be a part of the Pacebutler Culture
- Actively attend all developmental meetings
- Continue to expand knowledge of LeadSource
- Update contact information and rate accounts
- Develop long-term relationships with clients
- Improve selling and closing skills
- Mentor Account Reps to become Senior, Major, Senior Major Account Reps, and Vice Presidents of Major Accounts

## Refocus Process

If a Vice President of Major Accounts does not meet the monthly production requirement, the following month will serve as a Refocus Period. This is a one-month grace period, providing the rep another opportunity to meet the production goal.

If the rep fails to meet the production requirement during the Refocus Period, their pay per hour will be \$46.00. Once the rep meets the production goal again, they will be promoted back to their prior position.