

Revised Commission Structure Announcement

Subject: Important Update to Commission Structure - Effective Q3 2025

Dear Valued Sales Associates,

After careful analysis and market benchmarking, we are implementing changes to our commission structure effective July 1st, 2025. This decision was made to ensure competitiveness and alignment with industry standards.

The updated structure includes:

- Base commission rate increased from 8% to 10% on all new accounts
- Accelerator kicks in at 110% of quota (previously 120%)
- Enhanced residual commissions on renewals: 3% (up from 2%)
- New category bonuses for cross-selling premium services

These changes reflect our commitment to rewarding your contributions and supporting your earning potential. We project that representatives maintaining current performance levels will see an average increase of 15-20% in annual commission earnings.

A comprehensive comparison chart and updated commission calculator are available on the sales portal. Our finance team will conduct individual sessions throughout June to walk through how these changes impact your specific territory and accounts.

We recognize that changes to compensation can raise questions. Please feel free to schedule a one-on-one meeting with your regional manager to discuss how this affects you personally.

Thank you for your continued dedication.

Sincerely,

James Patterson

Chief Sales Officer

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