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## SURVEY: OUTSIDE SALES COMPENSATION

*13% of WAFD members responded to this survey.*

<b>TRAINEE (WITH NO FASTENER EXPERIENCE)</b>	
25% reported they pay an annual salary plus a commission	\$30,000 plus 1% of gross sales
<b>TRAINEE (WITH SOME SALES EXPERIENCE)</b>	
25% reported they pay an annual salary plus a commission	\$30,000 plus 1% of gross sales
<b>TRAINEE (WITH SOME FASTENER EXPERIENCE)</b>	
25% reported they pay an annual salary plus a commission	\$36,000 plus 1% of gross sales
<b>AFTER ONE YEAR</b>	
50% reported they pay an annual salary plus a commission	\$36,000 plus 1% of gross sales \$36,000 plus 8% (quarterly on gross profit dollars)
<b>AFTER TWO YEARS</b>	
50% reported they pay an annual salary plus a commission	\$36,000 plus 1% of gross sales \$39,000 plus 8% (quarterly on gross profit dollars)
<b>AFTER THREE YEARS</b>	
50% reported they pay an annual salary plus a commission	\$40,000 plus 1% of gross sales \$46,000 plus 8% (quarterly on gross profit dollars)
<b>AFTER FOUR YEARS</b>	
50% reported they pay an annual salary plus a commission	\$44,000 plus 1% of gross sales \$68,000 plus 8% (quarterly on gross profit dollars)

<b>AFTER FIVE YEARS</b>	
25% reported they pay a weekly salary plus a commission	\$250 plus 5% on GP
75% reported they pay an annual salary plus a commission	\$38,000 plus an average of \$15,000 \$48,000 plus 1% of gross sales \$86,000 plus 8% (quarterly on gross profit dollars)

**Car Allowance Descriptions:**

- \$500 monthly plus gas.
- \$250 monthly plus company gas card.
- \$.37 per mile (after 5 years, sales people get a company car).
- Company cars are provided.

**Other benefits specifically for outside sales:**

- Reimbursement for entertainment expenses, home office supplies and sales training seminars.
- \$75 monthly allowance for cell phones.
- Medical, 401K, 3 week vacation and expense account.