



Contractor Commission and Incentives plans Consultant (Australia)

Document: Finance Policy | Contractor Commission and Incentive Plans | Version 1
Effective Date: 05.04.21
Owner: Business Development Manager

Internal:
Business Development Manager

External:
Consultants, Team Leaders

Abbreviations

TL	Team Leader	HO	Head Office
NL	New Team Leader	RRP	Recommended Retail Price
RCTI	Recipient Created Tax Invoice	AWST	Australian Western Standard Time
FT	Flexi-Tribe	ABN	Australian Business Number
60DP	60 Day Program	GST	Goods and Services Tax



Overview

This document outlines the Flexi-Tribe Pty Ltd (Flexi-Tribe) commission program for Team Leaders and Consultants and is referred to in your Independent Contractor Agreement.

The terms of this document are subject to change pursuant to clauses 4.2, 4.3 and 4.4 of your independent Contractor Agreement.

This document should be read in conjunction with the Sales Guides which are accessible on the Consultant Portal.

Personal Financial Information

Consultants / Team Leaders can update and manage all personal financial information by sending an email to admin@flexi-tribe.com.au to advise of any updates, This includes:

- Bank Account Details
- ABN
- GST Status

GST

All amounts in this document exclude GST unless otherwise stated. GST will be added to the Recipient Created Tax Invoice(RCTI) for Consultants registered for GST.

Commission Payments

Payment of commissions will be made by the 15th day of each month.

Closed Sale

A Closed Sale occurs when Flexi-Tribe receives payment of Establishment Fees by 11.59pm AWST on the 14th day of each calendar month.

Finance and Direct Deposit Conditions

When an Establishment Fee is paid by Direct Deposit, Basic Commission will be earned in the month that Flexi-Tribe receives payment in full.

Incentives, Rewards and Recognition Programs

We may, at our sole discretion, offer periodic incentives and other short-term rewards or bonuses that will generally include qualifying criteria. These offers are in addition to the commissions and incentives outlined in this document. Details of these shall be provided in writing as and when they are offered.



Consultant Section

Sales Incentives

A Consultant must meet the following minimum Sales Targets in order to receive reimbursement of Business Kit.

- Achieve three (3) Closed Sales within your 60DP and attend one client Onboarding Session

Basic Sales Commission Table		
<i>Total Closed Sales in Calendar Month</i>	<i>Commission per Closed Sale</i>	<i>Commission at each level</i>
1	\$200.00	\$200.00
2	\$220.00	\$440.00
3	\$240.00	\$720.00
4-5	\$250.00	\$1,000.00 - \$1,250.00
6-7	\$260.00	\$1,560.00 - \$1,820.00
8-9	\$280.00	\$2,240.00 - \$2,520.00
10 +	\$300.00	\$3,000+

Consultant	
Basic Commission	Basic commission is paid on all Closed Sales falling within a calendar month pursuant to the Basic Sales Commission Table above.
Referral/Delivery Bonus	<p>A Referral Bonus is paid when a Proposal Acceptance is executed by a Consultant as a result of a lead provided by another Consultant.</p> <p>The Referral Bonus is deducted from the Selling Consultant's commission.</p> <p>The rates of payment for the Referral Bonus is as follows:</p> <ul style="list-style-type: none"> ▪ Within Australia: \$50.00 per closed sale
Referral Bonus - Ambassador	A Referral Bonus of \$50 (deducted from the Selling Consultant's commission) is paid when a Proposal Acceptance is initiated by one Consultant as a result of a lead provided by another Consultant.

Consultant																									
Recruitment Bonus	<p>A Recruitment Bonus is earned by a Consultant who recruits a new Consultant and they achieve more than 1 Proposal Acceptance. The Recruiting Consultant is entitled to the following Recruitment Bonus:</p> <ul style="list-style-type: none"> ▪ 1 Proposal Acceptance = no bonus paid ▪ 2 Proposal Acceptances = bonus of \$100 ▪ 3 Proposal Acceptances = bonus of \$250 																								
Chief Status	<p>Consultants who achieve 10+ Proposal Acceptances in 2 consecutive months will be upgraded to 'Chief Status' and will earn a bonus of \$500.00 in the month they obtain 'Chief Status'.</p> <p>The month after a Consultant achieves 'Chief Status', a commission is earned pursuant to the table below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #1a3d54; color: white;">Total Closed</th> <th style="background-color: #1a3d54; color: white;">Commission per Closed</th> <th style="background-color: #1a3d54; color: white;">Commission at each level</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>\$210.00</td> <td>\$210.00</td> </tr> <tr> <td>2</td> <td>\$230.00</td> <td>\$460.00</td> </tr> <tr> <td>3</td> <td>\$250.00</td> <td>\$750.00</td> </tr> <tr> <td>4-5</td> <td>\$270.00</td> <td>\$1,080.00 - \$1,350.00</td> </tr> <tr> <td>6-7</td> <td>\$290.00</td> <td>\$1,740.00 - \$2,030.00</td> </tr> <tr> <td>8-9</td> <td>\$310.00</td> <td>\$2,480.00-\$2,790.00</td> </tr> <tr> <td>10+</td> <td>\$330.00</td> <td>\$3,300.00</td> </tr> </tbody> </table>	Total Closed	Commission per Closed	Commission at each level	1	\$210.00	\$210.00	2	\$230.00	\$460.00	3	\$250.00	\$750.00	4-5	\$270.00	\$1,080.00 - \$1,350.00	6-7	\$290.00	\$1,740.00 - \$2,030.00	8-9	\$310.00	\$2,480.00-\$2,790.00	10+	\$330.00	\$3,300.00
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Business Kit Reimbursement	<p>If a New Consultant purchases a Flexi-Tribe Business Kit (\$99 incl GST) and achieves 6 Proposal Acceptances, Flexi-Tribe will reimburse the cost of their Business Kit (\$99 incl GST).</p>																								