

TEEMA Commission Plan



Permanent Placements

Associate

Members can earn **UP TO 50%** commission of the placement fee. Typically a CM and TM are involved in the placement and would equally split the allotted 50%. If additional Members are included on that placement, (i.e. a "SCOOP" or a "LEAD") the commission split % will be adjusted.

| Type of Placement | Fees Paid | Processing Fee | Commissions Earned |
|-----------------------------------|-------------------|----------------|--|
| Permanent Placement / Direct Hire | Example: \$25,000 | 20% | CM = \$6250 (25%) TM = \$6250 (25%) |

Senior Associate

Members can earn **UP TO 80%** commission of the placement fee. Typically a CM and TM are involved in the placement and would equally split the allotted 80%. If additional Members are included on that placement, (i.e. a "SCOOP" or a "LEAD") the commission split % will be adjusted.

| Type of Placement | Fees Paid | Processing Fee | Commissions Earned |
|-----------------------------------|-------------------|----------------|--|
| Permanent Placement / Direct Hire | Example: \$25,000 | 20% | CM = \$10000 (40%) TM = \$10000 (40%) |

Contract Placements

Associate

Members can earn **UP TO 40%** of the Gross Profit Margin (GPM) on each contract placement.
GPM = Bill Rate minus Pay Rate minus TEEMA Burdens and any applicable fees (i.e MSP, VMS, Rebates, etc).

| Tier | Margin From | Margin To | Processing Fee | Associate CM Commission | Associate TM Commission |
|------|-------------|-----------|----------------|-------------------------|-------------------------|
| 1 | \$0.00 | \$10.00 | 50% | 12.5% | 12.5% |
| 2 | \$10.01 | \$14.00 | 40% | 15% | 15% |
| 3 | \$14.01 | \$22.00 | 36% | 16% | 16% |
| 4 | \$22.01 | \$30.00 | 26% | 18.5% | 18.5% |
| 5 | \$30.01+ | | 20% | 20% | 20% |

Senior Associate

Members can earn **UP TO 80%** of the Gross Profit Margin (GPM) on each contract placement.
 GPM = Bill Rate minus Pay Rate minus TEEMA Burdens and any applicable fees (i.e MSP, VMS, Rebates, etc).

| Tier | Margin From | Margin To | Processing Fee | Senior Associate CM Commission | Senior Associate TM Commission |
|------|-------------|-----------|----------------|--------------------------------|--------------------------------|
| 1 | \$0.00 | \$10.00 | 50% | 25% | 25% |
| 2 | \$10.01 | \$14.00 | 40% | 30% | 30% |
| 3 | \$14.01 | \$22.00 | 36% | 32% | 32% |
| 4 | \$22.01 | \$30.00 | 26% | 37% | 37% |
| 5 | \$30.01+ | | 20% | 40% | 40% |