



Membership & Leadership Opportunities



 Vendors of TEEMA will have the opportunity to get involved in our business platform in several different ways. If one wants to increase their billings they can do so by driving revenue at the sales desk level, coaching and developing other vendors within their business unit, contributing to the growth of our community or a combination of them all. To take advantage of such business opportunities, Vendors of TEEMA will need to qualify – the qualifications, benefits and parameters are laid out in the following pages.

DRM1 ASSOCIATE PROGRAM

All Vendors of TEEMA start off within this Associate Member (DRM 1) program. Vendors will have a choice whether to stay building their business under these parameters or move to Senior Associate (DRM 2).

Qualifications

- Sign the Master Vendor Agreement
- Submit all business documentation for vendor onboarding
- Each Vendor will be required to go through TEEMA University online e-learning courses designed to optimize their business within the TEEMA platform

Required certification

- "TEEMA Certified", "System Certified", "Talent Manager Certified" and "Client Manager Certified"
- "Contract Certified" if conducting contract business; "Enterprise Account Certified" if working on Enterprise Accounts

Benefits

- You'll be a remote business vendor
- Net new Associates at TEEMA are eligible for up to \$300/month in tool cost reimbursements upon submitting invoices and meeting the [Associate Scorecard](#) metrics. This offer excludes members transitioning from DRM 2 back to DRM 1.
- Hands-on coaching and mentoring by more senior Vendors to help you settle in and adjust to our community and platform

Commission Plan

- [Business Commission Plan #1](#)

Expectations

- Comply with the Master Vendor Agreement
- Comply with all training taught through TEEMA University
- Participation in weekly business commitment calls at the discretion of your Partner
- Must attain **\$15,000** in **Perm/Direct-Hire only**, or **\$20,000** in **Perm/Direct-Hire & Contract combined** within a 90-day window to be eligible to apply for DRM 2
- Progressive growth (Starting Q1 of 2024):
 - For the first 6 months, scorecard metrics will be determined by the Partner and Associate
 - At 9 months \$15,000
 - At 12 months \$20,000
 - Going forward, \$10,000 per Quarter
- If you transition from DRM 2 to DRM 1, in order to return to DRM 2, you must book \$20,000 within a 90-day window

DRM2 SENIOR ASSOCIATE PROGRAM

All Vendors of TEEMA who are in DRM 2 will have a choice to stay building their business under these parameters, and if they wish, consider the other leadership programs available to them within the TEEMA platform.

Qualifications

- Must have completed all qualifications at DRM 1

Required certification

- “TEEMA Certified”, “System Certified”, “Talent Manager Certified” and “Client Manager Certified”
- “Contract Certified” if conducting contract business; “Enterprise Account Certified” if working on Enterprise Accounts

Benefits

- You earn more commissions on deals done
- You’re a remote business partner
- You’re given the opportunity to work on any open job without restriction

Commission Plan

- [Business Commission Plan #2](#)

Expectations

- Comply with Master Vendor Agreement and now pay for all business tools as outlined in the MVA
- Comply with training taught through TEEMA University
- [Scorecard requirements are \\$15,000 per Quarter](#) in New Booked Perm/Direct-Hire commissions **or \$20,000 in total combined** Perm/DirectHire/Contract commissions.
- If you fail your Senior Associate Scorecard, Desk Fees may apply, [click here](#) for more details.

** Note: the option of paying a desk fee to remain at DRM 2 is not available for the 2nd consecutive Scorecard failure, move to DRM 1 is the only option**



(AP/PP) PARTNER PROGRAM

All Vendors of TEEMA who are in DRM 2 will have a choice whether to stay building their business under those parameters or consider moving to AP/PP should they qualify. Note that this program has a pre-qualification period before being voted into Partnership.

Phase 1

Phase 1 qualifications

- DRM 2 (Senior Associate), 12 months total tenure, attendance at either PClub or Sales Conference and be ranked in the top 50% of the LB (approx. \$100k for '23) at the time of entry into the Partner Program

Benefits

- In “Phase 1”, Members who qualify will be invited to join the 2 monthly Partner calls along with the monthly Associate Partner Huddle

Expectations of the SA for Phase 1

- 6 months in duration, attend Partner and Associate Partner meetings, show community involvement by participating in or leading community events, i.e., Scrums/Huddles, Lunch & Learns, Committees, Client/Candidate Appreciation Events, Sales Conference as well as shadow NMP calls with their Partner

Expectations for the SA for Phase 1

- Partner coaching on business planning for what makes a great business unit, business leadership training, shadowing NMP calls with their Partner

After 6 months from the time of entry into the Partner program

- The Member’s “Progress Report” will be reviewed by the Member and the Sr. Partners to mutually determine, if the Partner Program is a good fit. If it’s not (or the timing isn’t right), that’s okay but exiting the Partner program is required. If it is a good fit, based on the Progress Report data, proceed to “Phase 2” as long as the Members LB status remains in the top 50%

**** Note: “Phase 1” will not be restricted from onboarding new Members until Phase 2, you can start right away! Phase one is intended to give you the skills and experience required to onboard however if you feel comfortable and have the blessing/help of your Partner, please start recruiting Day 1! ****



(AP/PP) PARTNER PROGRAM

In Phase 2, if all qualifications are met, you will be promoted to Associate Partner (AP).

Phase 2

Phase 2 qualifications

- A satisfactory Progress Report has been achieved and the Member would like to start recruiting NMPs. The title of “Associate Partner” is granted (AP) and updated on Pingboard, LinkedIn, email signature, etc.

Benefits

- The newly minted AP is encouraged to “kick-off” their recruitment efforts by reaching out to their contacts letting them know they’ve been promoted and that they are actively seeking people who may be interested in joining TEEMA, #livebetter

Expectations of the SA for Phase 2

- The same as Phase 1, plus onboard 3 Members within 12 months. If the AP has not onboarded 3 Members by the end of 12 months, they will be asked to leave the program unless a compelling business case is approved by the Sr. Partners to grant them an extension

Expectations for the SA for Phase 2

- The same as Phase 1, plus working closely with your Partner to screen and interview New Member Prospects (NMP). Your Partner will provide you with some tips and tricks when reviewing NMPs to ensure you are maximizing your return on investment of time

After onboarding 3 Members and meeting all Partner qualifications

- The AP can present to be considered for Partner (PP)



PP PARTNER PROGRAM

All Vendors of TEEMA who are in AP will have a choice whether to stay building their business under those parameters or consider moving to PP should they qualify. Note that this program has a pre-qualification period before being voted into Partnership.

Qualifications

- AP status
- Must have a minimum of 3 active Members who have 6 months tenure each that the AP has onboarded themselves (inherited or transferred Members do not count)
- Must be an active business partner in the TEEMA community (involved in Scrums/Huddles, committees, conferences, lunch & learns, etc)
- Partner and 2 peer nominations
- Completion of Leadership profile (DISC for Leaders)
- Ranked in the top 50% of the leaderboard at time of presentation
- Presentation to TEEMA's Executive Team that results in a unanimous vote to become a Partner

After successful Partnership Presentation & promotion to Partner

- Update your title on Pingboard, LinkedIn, email, etc.
- Transfer your Members that you onboarded from your Partner to your new Partner group
- You will receive your Partner Profit Share report monthly, 2 months in arrears
- You will receive your Partner Scorecard quarterly, graced for 4 quarters

Required certification

- Any necessary certification as outlined in previous leadership programs "Partner Certification"

Benefits

- Coach, mentor and lead your business unit which will provide you with financial rewards, depending on your overall success
- Your Sales Conference fees and hotel costs will be paid for by TEEMA, including any extra night(s) that are required for Business Leader training (you are responsible for all travel costs)
- Ability to participate in advisory groups that come up with recommendations for the Senior Executive Committee

Commission Plan

- Business Commission Plan #2
- Partner Profit Sharing

Expectations

- Comply with Master Vendor Agreement, Member [Scorecard](#) in effect at DRM 2 (SA/Member)
- Comply with Partner Agreement, Partner Scorecard in effect at PP
- Must be an active business partner in the TEEMA community (involved in committees, conferences, lunch & learns, etc)

**** Note: Inherited Members (transfers from another Partner) do not count towards your Partner and/or Senior Partner qualifications. Also, P&L Profit Share payments do not count towards your Partner and/or Senior Partner qualifications.****



PA PRINCIPAL ASSOCIATE PROGRAM

All Vendors of TEEMA who are in DRM 2 will have the opportunity to become recognized as one of TEEMA's most consistent Top Performers and become pre-qualified for the elite PA

Pre-qualifications

- Minimum of 5 years tenure as a DRM at TEEMA
- Must have invoiced TEEMA \$2.5M
- Demonstrate consistency by achieving 2 separate years of \$400K in booked commissions across each calendar year (these do not need to be consecutive years)
- Presidents Club achievement greater than 80%
- Must receive a unanimous thumbs up from the Executive team, Senior Partners and Principal Associates (prior to any form of presentation and formal vote)

Required certification

- "TEEMA Certified", "System Certified", "Talent Manager Certified" and "Client Manager Certified"
- "Contract Certified" if conducting contract business; "Enterprise Account Certified" if working on Enterprise Accounts.

Benefits

- You're a remote business partner
- You're allowed to work on any open job without restriction
- No business reporting is required unless operating an Enterprise Account
- Ability to participate in Profit Sharing
- Benefit if a change of ownership occurs as long as you've qualified in that year
- Special recognition (title, P-club)
- Participation in Leadership "round table/advisory" and training sessions

Commission Plan

- Business Commission Plan #2

Expectations

- Comply with the Master Vendor Agreement
- Comply with training taught through TEEMA University
- Must continue to invoice \$250K or greater each year to participate in profit sharing (profit will be paid out quarterly)
- Must be an active business partner in the TEEMA community (involved in committees, conferences, lunch & learns, etc)
- Complete and pass an annual business review by TEEMA (weighted PA scorecard)
- Transition to a Principal Associate will only take place annually
- All other details of this program will be detailed in the Principal Associate Agreement

**** Note: A Member must decide which path they take, either PP or PA, you cannot be both at the same time. ****

SP SENIOR PARTNER PROGRAM

All Vendors of TEEMA who are in PP will have a choice to stay building their business under those parameters or consider moving to SP should they qualify

Pre-Qualifications

- PP must have been achieved
- Qualified or a minimum of 3 P-Clubs
- Invoiced TEEMA greater than \$1M in personal commissions
- Run a profitable and growing business unit
- Minimum 60+ month tenure as a TEEMA Vendor
- 10+ Senior Associates with greater than 6 months tenure each
- Participation and leadership within the TEEMA community (committees, Lunch & Learns, Scrum Management, Conference involvement, etc.)
- Must be profitable on a quarterly and annualized basis as a Partner (PP) to be considered for Senior Partner (SP)
- Executive and Senior Partner teams to review qualified partners on an annual basis
- Selected partners are invited to present to the Executive team for Senior Partner consideration
- A unanimous Executive Team vote is needed to become a Senior Partner
- The presentation exercise also includes a 2/3 peer partner vote and leadership profile assessment.

Required certification

- Any necessary certification as outlined in previous leadership programs as well as "Partner Certification"

Benefits

- All benefits in PP
- Automatic P-club qualification
- Participation in TEEMA Profit-Sharing Program
- Paid TEEMA Conference
- No Member Scorecard, Senior Partner [Scorecard](#) in effect
- Benefit if a change of ownership occurs

Commission Plan

- Business Commission Plan #2
- Associate Overrides, P&L Bonus, Senior Partner Overrides and TEEMA Profit Sharing

Expectations

- Comply with Master Vendor Agreement, Member Scorecard NOT in effect at SP
- Comply with Partner Agreement, Senior Partner Scorecard in effect at SP
- Be an ambassador and example with training taught through TEEMA University
- Must be an active business partner in the TEEMA community (involved in committees, conferences, lunch & learns, etc)

**** Note: Inherited Members (transfers from another Partner) do not count towards your Partner and/or Senior Partner qualifications. Also, P&L Profit Share payments do not count towards your Partner and/or Senior Partner qualifications.****

