## Business Technology Manager

This role is responsible for account managing our existing Managed Services Clients. This role is not approved to manage accounts that have their own internal IT personnel, as they do not yet possess the experience to navigate these more complex technology and relationship environments.

### 2019 Compensation Plan Overview:

Base Salary – Will vary based on total MRR supported and will range from $40,000 to $60,000, and adjusted quarterly as MRR is added or reduced. The base salary for the Business Technology Manager is also inclusive of completing agreement renewals for existing clients.

### Quarterly Bonus Potential: $5000

To be eligible for quarterly performance bonus’ three key criteria must be met: 1) 90%+ completion of Quarterly Business Review meetings/deliverables to clients; and 2) completion of your defined quarterly plan; and 3) Effective and accurate use of Opportunities and Activities. Quarterly bonuses when earned are measured at the end of each calendar quarter and paid over the next calendar quarter – with the exception of the Team Attainment goal which if earned is paid first month after the end of a quarter.

* Attainment of Project Services Revenue of 20%+ (as a % of MRR/QRR) = $2500 bonus
  + Attainment of Project Services Revenue of 15%+, but less than 20% (as a % of MRR/QRR) = $1500 bonus
* Attainment of Product/Recurring Gross Margin of 20%+ = $1000 bonus
  + Attainment of Product/Recurring Gross Margin of 15%+, but less than 20% = $500 bonus
* Completion of Quarterly Business Review meetings/deliverables to Clients (100% attainment) = $500 bonus
* Team Attainment of Project Services Revenue of 20%+ (as a % of MRR/QRR) = $1000

### Annual Bonus Potential: $2000 + 50% of back quarterly bonus’ missed

Annual bonuses if earned are paid in the month of January after the completion of a calendar year.

* Attainment of Product/Recurring Gross Margin of 20%+ = $500 Bonus
* Attainment of Project Services Revenue of 20%+ (as a % of ARR) = $500 + 50% of any bonus missed from one of the current calendar year’s previous quarter. i.e. If in Q2 there is 17% Project Services Revenue as a % of MRR where the bonus was only $1500 (vs. $2500), if at the end of the year you are able to attain 20%+, then we will pay back $500 of the $1000 delta from missing the target in a previous quarter (same calendar year only).
* Attainment of Project Services Revenue of 25%+ (as a % of ARR) = $500 Bonus
* Team Attainment of Project Services Revenue of 20%+ (as a % of MRR/QRR) = $500

### New Client Signing Bonus:

* Reference “New Client Signing Bonus Program” document for Business Technology Consultant.

### Annual Revenue & Performance Goals:

* Managed Services Revenue Retention 100%
* Project Services Revenue Sold =20%+ of ARR
* Gross Margin on Product/Hosted Services = 20%+
* Completion of Quarterly Business Review meetings/deliverables to Clients – 100%
* Completion of Annual Strategic Business IT Roadmap Session with Annual Budget 50%+ (for 2019)
* No New Client Sales are not expected for this role, however IF a new client is acquired, then a New Client signing bonus will be paid.