

Effortz ^MScaleFT Law

We are introducing Effortz ^MScaleFT Law to reflect employee's performance in their financial packages directly to motivate for a high reliable and booster performance output. It is completely a new concept from current traditional methods.

Note: *It is highly not suitable for employees who are not good confident.*

What is ^MScaleFT?

^MScale means Marketing Scale

^MScale defines Marketing/Sales Executives Pay Scale package

FT means Fast Track

^MScaleFT revises salary scale on each quarter on fresh basis



How Effortz^MScaleFT Law is working?

1ST MONTH SALARY = WE WILL DECIDE

- We will decide based on your experience and domain knowledge.

[OR]

1ST MONTH SALARY = YOU CAN DECIDE!!!

IT WILL BE, 1ST MONTH SALES VALUE / 4

Eg #1: if 1st month sales value = 120,000.00 then starting salary will be 30,000.00
Eg #2: if 1st month sales value = 400,000.00 then starting salary will be 100,000.00

- Sales define confirmed businesses with minimum 1st payment received.
- Sales value has two classes:
 - Direct Effortz services / applications – have 100% value
 - Effortz Partner Services / applications – have 100% on Effortz profit
 - For all Effortz Partner items we will provide our profit margin details in training also if any changes occur will update immediately.
- Above point applicable only for NEW Employee who joined after implementing Effortz MScaleFT Law.
- If an executive not get any business in his/her 1st month then Effortz have rights to terminate employee directly or may provide additional training to improve if required or continue for another month.
 - NO salary will be paid for 1st month if no business generated.

General Points for both classes

- After our mandatory 3 days training period, 1st day at work will start.
- An executive, who needs an additional training then he/she has to take training by his/her own interest. No stipend will be provided for these days.
- 1st Month salary will be fixed only for 2 more months after 1st month salary paid. i.e., from date joined it will be 3 months.



REVISED SALARY = AVERAGE OF QUARTER SALES / 5

Eg #1: 1st month sales – 120,000.00

2nd month sales – 140,000.00

3rd month sales – 220,000.00

Average of quarter sales = $(120,000.00+140,000.00+220,000.00)/3 = 160,000.00$

Revised Salary = $160,000.00/5 = 32,000.00$

Eg #2: 1st month sales – 400,000.00

2nd month sales – 820,000.00

3rd month sales – 560,000.00

Average of quarter sales = $(400,000.00+820,000.00+560,000.00)/3 = 593,333.00$

Revised Salary = $593,333.00/5 = 118,666.00$

- Sales define confirmed businesses with minimum 1st payment received.
- Sales value has two classes:
 - Direct Effortz services / applications – have 100% value
 - Effortz Partner Services / applications – have 100% on Effortz profit
 - For all Effortz Partner items we will provide our profit margin details in training also if any changes occur will update immediately.
- Average of Quarter Sales means [sum of 3 months sales / 3].
- Salary will keep revise on every Quarter from date joined at work.
- Effortz ^MScaleFT Law will take your performance values as salary directly.
- If sales value not generated minimum 2 times of your salary for 3 months consecutively then Effortz have rights to terminate employee directly or may continue for another month if valid reasons received.



COMMISSION = IF SALES < [SALARY * 5] THEN "NO COMMISSION"

IF SALES >= [SALARY * 5] & SALES < SALARY * 10 THEN 5%

FOR EVERY NEXT 5 DENOMINATION, IT WILL INCREASE 5%

IF COMMISSION REACHES 25% THEN IT WILL STOP

Eg #1: If salary 30,000.00 and sales value 120,000.00 then commission is 0%

Here commission starts only after 150,000.00 sales values

Eg #2: If salary 30,000.00 and sales value 180,000.00 then commission is 5%

ie., commission will be 9,000.00

Eg #3: If salary 30,000.00 and sales value 450,000.00 then commission is 15%

ie., commission will be 67,500.00

- Sales define confirmed businesses with minimum 1st payment received.
- Sales value has two classes:
 - Direct Effortz services / applications – have 100% value
 - Effortz Partner Services / applications – have 100% on Effortz profit
 - For all Effortz Partner items we will provide our profit margin details in training also if any changes occur will update immediately.
- Commission on monthly sales basis.
- Commission starts only after 5 Times of your Salary sales value.
- If Sales less than 5 times of your salary then NO Commission.
- Every additional 5 times of sales values will give additional 5% commission.
- Commission stop for particular month if it reaches 25% of Sales.

Please contact us if you have any questions, Thank you.

