

Business Partner Development Plan

Beemac Logistics



2025 Business Partner Development Plan

Tier 1: Client Solutions Manager	Tier 2: Client Solutions Manager	Tier 3: Client Solutions Manager (Silver Level Partner)	Tier 4: Client Solutions Director (Gold Level Partner)	Tier 5: Client Solutions VP (Platinum Level Partner)
0-35K three months GP rolling average	36K-60K three months GP rolling average	60K-85K three months GP rolling average	85K-110K three months GP rolling average	110k+ three months rolling GP average
Office Work Requirements - Non-commissionable: M to F - Fully-commissionable: M to R	Office Work Requirements M, T, & W	Office Work Requirements T & W	Work Status Remote full-time	Work Status Remote full-time
Tier 1 KPI's - Unbilled must be kept to 7 days - CRM activities: 15 day / 75 week 3+ new revenue producers / reactivations per month OR 10+ different revenue producers over 2 months 6-8 full in office weeks per year	Tier 2 KPI's - Unbilled must be kept to 7 days - CRM activities: 5 day / 100 month 2+ new revenue producers / reactivations per month 6-8 full in office weeks per year	Tier 3 KPI's - Unbilled must be kept to 7 days - CRM activities: 50-month 2+ new revenue producers / reactivations per month 30 min. bi-weekly business recap with manager 6-8 full in office weeks per year	Tier 4 Incentive Plan & KPI's - Unbilled must be kept to 7 days 30 min. bi-weekly business recap with manager 6-8 full in office weeks per year Business partner MUST serve at least 1 year tenure to achieve gold level status	Tier 5 Incentive Plan & KPI's - Unbilled must be kept to 7 days 6-8 full in office weeks per year Business partner MUST serve at least 2 years tenure to achieve gold level status
NA	NA	Financial Bonus & Additional Incentives \$1,500 bonus (paid out 1 time) - Outside sales meetings with clients - Trade shows / conference attendance	Financial Bonus & Additional Incentives \$3,000 bonus (paid out 1 time) - Outside sales meetings with clients - Trade shows / conference attendance	Financial Bonus & Additional Incentives \$5,000 bonus (paid out 1 time) - Eligible for executive monitoring & exec. leadership training - Solo outside sales meetings with clients - Trade shows / conference attendance

Sales Commission Structure



\$750 Bonus

- Earned if employee reaches \$7,500 in cumulative gross profits from months 1–4
- Paid out one time



\$1,500 Bonus

- Earned if \$12,000 in gross profits is made in any single month within months 1–6
- Paid out one time



\$2,500 Bonus

- One-time payout if employee reaches full commission status by end of month 6
- Requirements: \$7,500 cumulative gross profits in months 1–4, and \$5,500 minimum gross profits per month thereafter



Full & Uncapped Commission Activation

- \$18,000+ in gross profits for two consecutive months. Must include a diverse book of business, & all KPIs must be met or exceeded
- Completion of 12 months in sales (whichever comes first)



Commission Rate After Activation

- Employee receives 25% of gross profits on their book of business
- Salary compensation ends upon commission activation