

Mountain Ridge Photography portrait pay structure for the 2023-2024 Ski Season:

You will have access to all of your sales each day and know exactly what you have sold. Mountain Ridge Photography will pay a minimum \$20/hr plus bonuses or 18% of sales plus bonuses - whichever is *greater*. If your commission sales plus bonuses are *less* than \$20/hr plus your bonuses you will be bumped *up* to the \$20/hr plus bonuses.

It's in both our best interest to sell as much as possible so if you sell well you will be paid well. Our photographers are generally in the \$22-\$26/hr range and \$26/hr+ is possible but depends on the photographer. Examples are below.

\$20/hr + bonuses

Hours	\$20/hr	Incentive Bonuses	Sales Bonuses	Total
35	\$700 in hourly	\$35 in incentive	\$25 in sales	\$760 total
				\$760/35 hours
\$20/hr + bonuses				\$21.42/hr

18% commission with \$3,000 in sales

Hours	18% of \$3,000 in sales	Incentive Bonuses	Sales Bonuses	Total
35	\$540 in sales commission	\$35 in incentive	\$25 in sales	\$600 total
				\$600/35 hours
Would be bumped up to \$20/hr + bonuses on paycheck which is \$21.42/hr				\$17.14/hr

18% commission with \$5,000 in sales

Hours	18% of \$5,000 in sales	Incentive Bonuses	Sales Bonuses	Total
35	\$900 in sales commission	\$35 in incentive	\$25 in sales	\$960 total
				\$960/35 hours
\$20/hr + bonuses = \$21.42/hr, you would be bumped up to \$27.43/hr				\$27.43/hr

In summary:

Mountain Ridge Photography will pay a minimum \$20 an hour plus bonuses or 18% of sales plus bonuses - whichever is *greater*. Bonuses include *sales* bonuses and *daily* bonuses.

Sales bonuses - will not change for the season:

- \$1 for any sale below \$248 (basically any sale under the digital 5 pack, sell a photo get \$1)
- \$3 for a 5 pack digital (\$249)
- \$5 for a 10 pack digital (\$349)
- \$10 for an "all in/all photos" (\$499) - could be split between other photographers but rare

Daily bonuses - might change daily/weekly for motivation:

- \$1 for every group out of skis
- \$1 for every jump shot
- \$1 for every "bunny/dog pile" shot
- ?? for something to help improve on or help motivate you (bad weather days are an example)