



Communications Workers of America, AFL-CIO

District 6 Arkansas, Kansas, Missouri, Oklahoma, Texas

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Andy Milburn
Vice President

December 12, 2007

To: Local Presidents – SWB Yellow Pages Only

From: Mark Franken *MEF*
CWA Representative

Subject: Revised Commission Schedules

Enclosed is a new commission schedule for Sales Representatives and Account Representatives which replaces the one contained in Article XXVI, Section 2.b. (P.112) of the 2004 Labor Agreements. Also included on the attachment is a revised commission schedule for Senior Account Representatives which replaces the one found in Article XXVII, Section 2.b.(3), found on page 152.

All changes in the aforementioned schedules reflect increases in the commission payout percentages. These increases are the result of negotiations with the Company. Finally, an additional increase, albeit negligible, was also applied reflecting the recent COLA adjustment. These changes are effective December 9, 2007. The Company has advised that they will be able to effectuate these changes immediately thus eliminating the need for any retroactive payments.

The Company does not plan to print, or otherwise provide, addendums to reflect these changes. I believe it is important that the new schedules reach the employees in the applicable titles. As such, I recommend that you reproduce the attachment and distribute it accordingly.

MEF: lc
opeiu#13

cc: Andy Milburn
Richard Kneupper
Mike Littleton
Ed Pinkelmann
Rita Voorheis
District 6 Staff
Jim Kolve
Ted Levee

Article XXVI

	*Rate Band	Commission Rates				
		Monthly Revenue Value				
		(A)	(B)	(C)	(D)	Metro
Account By Account Rate Of Return %	Greater Than 0% But Less Than Or = To 60%	26%	20%	15%	13%	10%
	Greater Than 60% But Less Than Or = To 80%	28%	22%	17%	15%	11%
	Greater Than 80% But Less Than Or = To 100%	49%	40%	31%	25%	16%
	Greater Than 100% But Less Than Or = To 102%	52%	44%	41%	33%	33%
	Greater Than 102% But Less Than Or = To 104%	54%	46%	43%	36%	36%
	Greater Than 104% But Less Than Or = To 106%	55%	47%	44%	37%	37%
	Greater Than 106% But Less Than Or = To 108%	55%	47%	44%	37%	37%
	Greater Than 108% But Less Than Or = To 110%	56%	48%	45%	38%	38%
	Greater Than 110% But Less Than Or = To 112%	57%	50%	46%	40%	40%
	Greater Than 112% But Less Than Or = To 114%	61%	52%	47%	43%	43%
	Greater Than 114% But Less Than Or = To 116%	64%	56%	49%	46%	46%
	Greater Than 116% But Less Than Or = To 118%	66%	58%	52%	49%	49%
	Greater Than 118% But Less Than Or = To 120%	69%	62%	55%	52%	52%
	Greater Than 120% But Less Than Or = To 122%	73%	64%	58%	55%	55%
	Greater Than 122% But Less Than Or = To 124%	75%	67%	61%	58%	58%
	Greater Than 124% But Less Than Or = To 126%	78%	70%	64%	61%	61%
	Greater Than 126% But Less Than Or = To 128%	81%	73%	67%	64%	64%
	Greater Than 128% But Less Than Or = To 130%	84%	76%	70%	67%	67%
	Greater Than 130% But Less Than Or = To 140%	88%	80%	73%	69%	69%
	Greater Than 140% But Less Than Or = To 150%	91%	84%	78%	74%	74%
Greater Than 150% But Less Than Or = To 160%	98%	91%	85%	80%	81%	
Greater Than 160% But Less Than Or = To 170%	106%	99%	93%	88%	89%	
Greater Than 170%	113%	107%	102%	97%	97%	
Rework	135%	130%	115%	105%	105%	
	** Performance Factor	192%	168%	144%	120%	120%
	**Performance Factor Personal Assignment	160%	140%	120%	120%	120%

Article XXVII

Rate of Return

<u>**Revenue Return</u>	<u>% of Monthly Revenue Pay</u>
Renewal Commission	11%
Increased Commission	101%
*Annual Net Bonus Commission	200%
Personal Assignment Commission	15%