



## Mr. HVAC Performance Based Compensation System

Do you want to implement a fair system of compensation that isn't simply based upon punching a time clock? Do you want to create a compensation plan that rewards efficiency, hard work, professional behavior, great customer service, quality technical skills, and excellent sales results?

If you said yes to these questions, than the Mr. HVAC Performance Based Compensation system is just what you have been looking for.

- Designed specifically for the HVAC (heating and air conditioning) industry.
- This system was created and perfected in a real working HVAC company - not a class room.
- This system is in use by hundreds of HVAC companies all over America.
- HVAC service, installation, new construction, sales, and company profit sharing is covered.
- Includes a complete set of bonuses and spiffs for selling services and accessories.
- Includes precise policy, procedure, employee agreements, and examples.
- All documents, charts, and tables were created using Microsoft Word 2007. These fully editable documents are included.
- This system includes a thirty six page manual plus five pages of forms.
- Professionally formatted and easy to modify.

This performance based pay manual includes information on how to pay technicians and sales people. We cover Performance Based pay, flat rate pay, paying based on book time, time & materials, bonuses, spiffs, commissions, etc.

This system includes documents such as T&M payroll time journal, flat rate time journal, bonus claim form, commission schedule, and more. We have even included information on how to pay a flat rate fee for new construction. This system includes all of the fee charts that you will need. This system also explains how to handle call-backs, warranty work, and more.

This is a highly popular kit because many HVAC dealers know that it makes sense

Company Profit Sharing Table

Sample Company Profit Sharing Plan  
For 4th Quarter 20XX

Quarterly Sales	Actual Gross Profit Margin for the Quarter												
	46.00	46.25	46.50	46.75	47.00	47.25	47.50	47.75	48.00	48.25	48.50	48.75	49.00
\$308,000.00	0.20	0.30	0.35	0.40	0.45	0.50	0.55	0.60	0.65	0.70	0.75	0.80	0.85
\$310,000.00	0.22	0.32	0.42	0.52	0.62	0.72	0.82	0.92	1.02	1.12	1.22	1.32	1.42
\$312,000.00	0.24	0.34	0.44	0.54	0.64	0.74	0.84	0.94	1.04	1.14	1.24	1.34	1.44
\$314,000.00	0.26	0.36	0.46	0.56	0.66	0.76	0.86	0.96	1.06	1.16	1.26	1.36	1.46
\$316,000.00	0.28	0.38	0.48	0.58	0.68	0.78	0.88	0.98	1.08	1.18	1.28	1.38	1.48
\$318,000.00	0.30	0.40	0.50	0.60	0.70	0.80	0.90	1.00	1.10	1.20	1.30	1.40	1.50
\$320,000.00	0.32	0.42	0.52	0.62	0.72	0.82	0.92	1.02	1.12	1.22	1.32	1.42	1.52
\$322,000.00	0.34	0.44	0.54	0.64	0.74	0.84	0.94	1.04	1.14	1.24	1.34	1.44	1.54
\$324,000.00	0.36	0.46	0.56	0.66	0.76	0.86	0.96	1.06	1.16	1.26	1.36	1.46	1.56
\$326,000.00	0.38	0.48	0.58	0.68	0.78	0.88	0.98	1.08	1.18	1.28	1.38	1.48	1.58
\$328,000.00	0.40	0.50	0.60	0.70	0.80	0.90	1.00	1.10	1.20	1.30	1.40	1.50	1.60
\$330,000.00	0.42	0.52	0.62	0.72	0.82	0.92	1.02	1.12	1.22	1.32	1.42	1.52	1.62
\$332,000.00	0.44	0.54	0.64	0.74	0.84	0.94	1.04	1.14	1.24	1.34	1.44	1.54	1.64
\$334,000.00	0.46	0.56	0.66	0.76	0.86	0.96	1.06	1.16	1.26	1.36	1.46	1.56	1.66
\$336,000.00	0.48	0.58	0.68	0.78	0.88	0.98	1.08	1.18	1.28	1.38	1.48	1.58	1.68
\$338,000.00	0.50	0.60	0.70	0.80	0.90	1.00	1.10	1.20	1.30	1.40	1.50	1.60	1.70
\$340,000.00	0.52	0.62	0.72	0.82	0.92	1.02	1.12	1.22	1.32	1.42	1.52	1.62	1.72
\$342,000.00	0.54	0.64	0.74	0.84	0.94	1.04	1.14	1.24	1.34	1.44	1.54	1.64	1.74
\$344,000.00	0.56	0.66	0.76	0.86	0.96	1.06	1.16	1.26	1.36	1.46	1.56	1.66	1.76
\$346,000.00	0.58	0.68	0.78	0.88	0.98	1.08	1.18	1.28	1.38	1.48	1.58	1.68	1.78
\$348,000.00	0.60	0.70	0.80	0.90	1.00	1.10	1.20	1.30	1.40	1.50	1.60	1.70	1.80
\$350,000.00	0.62	0.72	0.82	0.92	1.02	1.12	1.24	1.32	1.42	1.54	1.64	1.74	1.84

Employees will be rewarded for helping to achieve company financial goals. Our minimum sales goal for the 4th quarter of 2003 is \$308,000.00 (last year was \$307,540). Our minimum gross profit margin goal is 46% (last year it was 40.5%). If we meet this goal, everyone will receive a quarterly bonus equal to 20 cents times the number of hours they worked during the first quarter.

Example: Lets say we have sales of \$312,000 and a gross profit margin of 47% and you work 520 hours for the quarter. Your bonus will be \$332.80 (520 hours x .64 cents).

Figure 1: Sample Profit Sharing Plan

This product is available only online at [www.mrhvac.com](http://www.mrhvac.com)

