

VARIABLE COMPENSATION & COMMISSION PAYROLL

PAYROLL PERIOD

COMPANY NAME

EMPLOYEE NAME

EMPLOYEE ID

DEPARTMENT / TEAM

JOB TITLE / ROLE

PAYMENT DATE

1. Base Pay Summary

BASE SALARY / HOURLY RATE	HOURS / DAYS WORKED	STANDARD PAY EARNED
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2. Commission Calculator

PRODUCT / SERVICE CATEGORY	SALES VOLUME ACHIEVED	COMMISSION RATE (%)	COMMISSION EARNED
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Total Commission Earned

3. Incentives & Milestone Bonuses

INCENTIVE DESCRIPTION / KPI MET	TARGET METRICS	ACTUAL ACHIEVED	BONUS PAYOUT
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Total Incentives & Bonuses

4. Adjustments & Draws

ADJUSTMENT TYPE (E.G., DRAW RECOVERY, RECOVERABLE DRAW, CARRYOVER)

DEBIT (DEDUCTION)

CREDIT (ADDITION)

5. Compensation Summary

Total Base Pay Earned

Total Commission Earned

Total Performance Incentives & Bonuses

Net Adjustments (Credits - Debits)

Total Gross Variable Compensation

PREPARED BY (PAYROLL SPECIALIST SIGNATURE)

APPROVED BY (MANAGER SIGNATURE)
