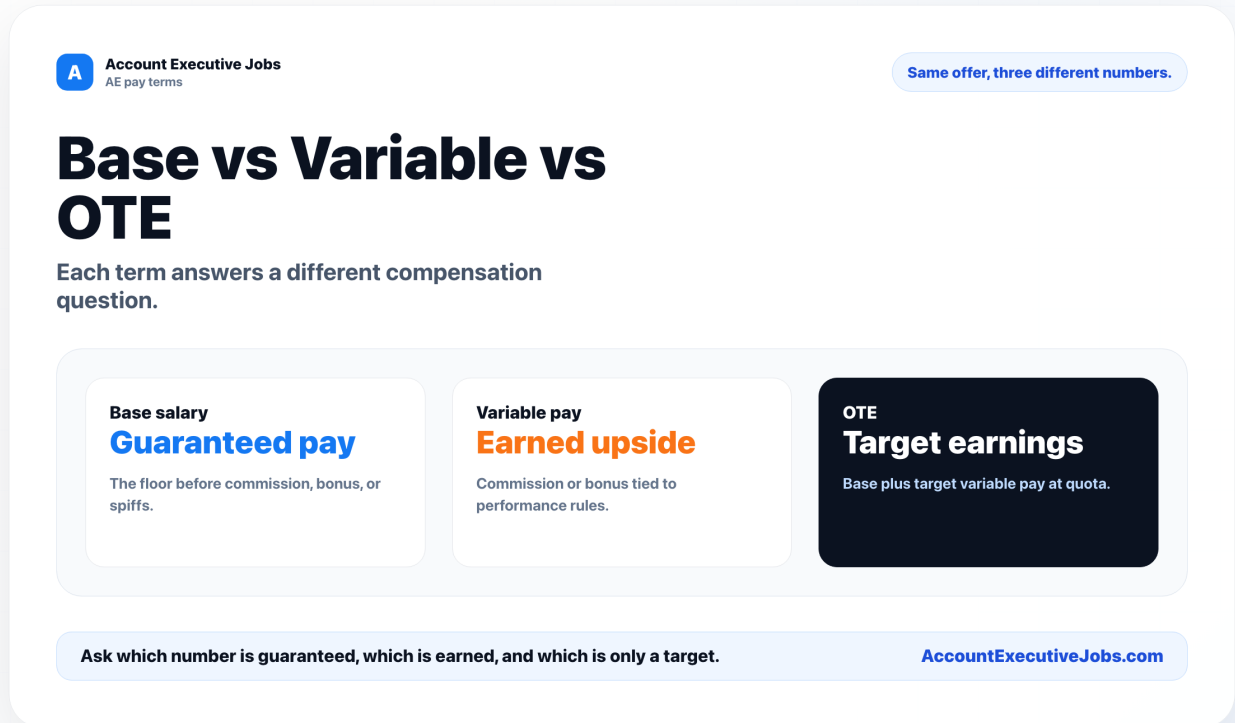


Base vs Variable vs OTE

Comparison of base salary, variable pay, and OTE for account executive compensation.

<https://accountexecutivejobs.com/blog/sales-compensation/account-executive-salary>



Account Executive Jobs
AE pay terms

Same offer, three different numbers.

Base vs Variable vs OTE

Each term answers a different compensation question.

Base salary	Variable pay	OTE
Guaranteed pay	Earned upside	Target earnings
The floor before commission, bonus, or spiffs.	Commission or bonus tied to performance rules.	Base plus target variable pay at quota.

Ask which number is guaranteed, which is earned, and which is only a target.

AccountExecutiveJobs.com

Use this reference

Read the full guide for the context behind this visual. The original illustration and its source belong together when you share it.

Notes