

# OTE Reality Check

OTE reality check for account executive salary covering base pay, quota, attainment, ramp, territory, payout timing, clawbacks, and the written plan.

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

**Account Executive Jobs**  
Compensation due diligence

Downloadable checklist

## OTE Reality Check

Trust the number only after you understand what supports it.

01 **Base / variable split**  
What is guaranteed, and what must be earned?

02 **Quota**  
What target produces the commission number?

03 **Rep attainment**  
How many fully ramped reps hit quota last year?

04 **Ramp**  
What happens before a new AE has real pipeline?

05 **Territory**  
Which accounts, segment, or region comes with the role?

06 **Payout timing**  
Does commission pay on booking, invoice, or cash collection?

07 **Clawbacks**  
Can churn, refunds, or non-payment reverse commission?

08 **Written plan**  
Can you review the rules before accepting?

Copy the questions. Ask calmly. Decide from the answer.

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

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