

AE Pay Questions To Ask

Account executive pay questions checklist covering base, variable pay, quota, attainment, ramp, territory, payout timing, and plan rules.

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

A

Account Executive Jobs

Candidate checklist

Downloadable checklist

01

Base

What is the guaranteed salary before commission?

02

Variable

What commission or bonus creates the OTE?

03

Quota

What annual target supports the plan?

04

Attainment

What percentage of fully ramped reps hit quota?

05

Ramp

What changes in months one through six?

06

Territory

Which accounts, region, or segment will I own?

07

Payout

When is commission earned and paid?

08

Plan rules

Are there caps, draws, clawbacks, or accelerators?

AE Pay Questions To Ask

Good candidates ask how the number is earned.

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