



COMPENSATION FOR RETAIL SALES AGENTS

Actual compensation for an agent is based on a commission approved compensation formula. Depending on the type of store (exclusive or non-exclusive), the agent will receive a fixed base allowance plus a variable sales commission.

The OLCC may adjust the variable sales commission in order to be sure that it only disburses an average of 9.02% of liquor sales by the end of the biennium as requested by the legislature. The current adjusted variable rate is 8.20% for consumer sales and 6.40% for licensee sales.

EXCLUSIVE AGENT COMPENSATION		
Fixed Base Allowance		
<u>Store Class/Annual Sales</u>	<u>Fixed Base Allowance</u>	<u>Fixed Base</u>
I Up to \$209,999	14.25% of the first \$10,000 monthly sales	
II \$210,000 - \$449,999		\$1,660
III \$450,000 - \$749,999		\$1,920
IV \$750,000 - \$1,049,999		\$2,348
V \$1,050,000 - \$1,649,999		\$2,440
VI \$1,650,000 and up		\$2,700
Variable Sales Commission		
Currently, 8.20% consumer and 6.40% licensee.		

NON-EXCLUSIVE AGENT COMPENSATION	
Fixed Base Allowance	14.25% of first \$10,000 of monthly sales
Variable Sales Commission	
Currently, 8.20% variable and 6.40% licensee.	

Oregon Liquor Control Commission Estimated Annual Compensation for Liquor Store Agents

Retail Sales Agent's compensation is based on a commission approved compensation formula which is a combination of a fixed base allowance plus a variable sales commission. The amounts reflected below are estimated calculations based upon the store's total annual sales and the mix of those sales between consumers and licensees (i.e bars, restuarants). The current variable sales commission rates are 8.20% for consumer sales and 6.40% for licensee sales and are used for the estimated calculations below and are subject to change in order to maintain the Legislatively approved overall disbursement rate of 9.02%.

EXCLUSIVE LIQUOR STORE COMPENSATION							
<i>Exclusive</i>	Base Allowance		Variable Sales Commission (percentage column heading reflects Consumer sales as a % of total store sales)				
Store Total Annual Sales			100%	95%	90%	85%	80%
Up to \$209,999	\$17,100*	plus	\$0 - \$17,220	\$0 - \$17,031	\$0 - \$16,842	\$0 - \$16,653	\$0 - \$16,464
\$210,000 - \$449,999	\$19,920	plus	\$17,220 - \$36,900	\$17,031 - \$36,495	\$16,842 - \$36,090	\$16,653 - \$35,685	\$16,464 - \$35,280
\$450,000 - \$749,999	\$23,040	plus	\$36,900 - \$61,500	\$36,495 - \$60,825	\$36,090 - \$60,150	\$35,685 - \$59,475	\$35,280 - \$58,800
\$750,000 - \$1,049,999	\$28,176	plus	\$61,500 - \$86,100	\$60,825 - \$85,155	\$60,150 - \$84,210	\$59,475 - \$83,265	\$58,800 - \$82,320
\$1,050,000 - \$1,649,999	\$29,280	plus	\$86,100 - \$135,300	\$85,155 - \$133,815	\$84,210 - \$132,330	\$83,265 - \$130,845	\$82,320 - \$129,360
\$1,650,000 - \$2,000,000	\$32,400	plus	\$135,300 - \$164,000	\$133,815 - \$162,200	\$132,330 - \$160,400	\$130,845 - \$158,600	\$129,360 - \$156,800
\$2,000,000 - \$2,500,000	\$32,400	plus	\$164,000 - \$205,000	\$162,200 - \$202,750	\$160,400 - \$200,500	\$158,600 - \$198,250	\$156,800 - \$196,000
\$2,500,000 - \$3,000,000	\$32,400	plus	\$205,000 - \$246,000	\$202,750 - \$243,300	\$200,500 - \$240,600	\$198,250 - \$237,900	\$196,000 - \$235,200
NON-EXCLUSIVE LIQUOR STORE COMPENSATION							
<i>Non-Exclusive</i>	Base Allowance		Variable Sales Commission (percentage column heading reflects Consumer sales as a % of total store sales)				
Store Total Annual Sales			100%	95%	90%	85%	80%
Up to \$209,999	\$17,100*	plus	\$0 - \$17,220	\$0 - \$17,031	\$0 - \$16,842	\$0 - \$16,653	\$0 - \$16,464
\$210,000 - \$449,999	\$17,100	plus	\$17,220 - \$36,900	\$17,031 - \$36,495	\$16,842 - \$36,090	\$16,653 - \$35,685	\$16,464 - \$35,280
\$450,000 - \$749,999	\$17,100	plus	\$36,900 - \$61,500	\$36,495 - \$60,825	\$36,090 - \$60,150	\$35,685 - \$59,475	\$35,280 - \$58,800
\$750,000 - \$1,049,999	\$17,100	plus	\$61,500 - \$86,100	\$60,825 - \$85,155	\$60,150 - \$84,210	\$59,475 - \$83,265	\$58,800 - \$82,320
\$1,050,000 - \$1,649,999	\$17,100	plus	\$86,100 - \$135,300	\$85,155 - \$133,815	\$84,210 - \$132,330	\$83,265 - \$130,845	\$82,320 - \$129,360
\$1,650,000 - \$2,000,000	\$17,100	plus	\$135,300 - \$164,000	\$133,815 - \$162,200	\$132,330 - \$160,400	\$130,845 - \$158,600	\$129,360 - \$156,800
\$2,000,000 - \$2,500,000	\$17,100	plus	\$164,000 - \$205,000	\$162,200 - \$202,750	\$160,400 - \$200,500	\$158,600 - \$198,250	\$156,800 - \$196,000
\$2,500,000 - \$3,000,000	\$17,100	plus	\$205,000 - \$246,000	\$202,750 - \$243,300	\$200,500 - \$240,600	\$198,250 - \$237,900	\$196,000 - \$235,200

* Based on distilled spirit sales of \$10,000 or more. The fixed base amount will be less when sales are below than \$10,000 per month.