

# PARTNERSHIPS INCENTIVE PROGRAM POLICY - (23)

For members of Alive 90.5 FM

Version – July 2021



## 1. Purpose

1.1 The purpose of the Partnerships Incentive Program is to:

- a) motivate and reward members and presenters for actively assisting in the recruitment of partners at Alive 90.5 FM.
- b) better educate the members and presenters about the significance and strength of having multiple partnerships with Alive 90.5 FM in the success of the station in and for the community.
- c) give presenters the opportunity to have their air fees credited.
- d) inspire presenters to enlist additional partners, not just to cover air fees, but to also earn funds that may assist in the running of their individual programs e.g. purchase of music

## 2. Definition

2.1 This policy has been broken into two (2) parts

- a) The **Credit of Air Fees** – specifically for presenters.
- b) A **Payment of Commission** from the station income from new and renewed partners to Alive 90.5 FM – for presenters and other financial members

## 3. Commencement of Policy

3.1 This Policy will commence on 1<sup>st</sup> July 2021 coinciding with the launch of the new packages Partnerships Packages

## 4. Application of the Policy

4.1 For the purpose of the *Credit of Air Fees*, this Policy applies to the sale of the **NEW partnerships packages** OR renewal of older partnerships agreements by **presenters**

4.2 For the purpose of *Payments of Commissions*, this Policy applies to the sale of any of the **NEW partnerships packages** by any **financial member** of Alive 90.5 FM.

## 5. Incentive Outline

5.1 Subject to the terms and conditions outlined below, members and/or presenters may be eligible to receive the following incentives:

- a) Presenters: **Credit of Air Fees.**

Annual Air fees will be credited in full if the value of an annual partnership agreement has been acquired by the presenter over and above the value of the annual air fee total.

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Annual Air fees will be credited in part If the value of the annual partnership agreement is less than the value of the total air fees. The balance of the air fees will be payable by the presenter

*Example 1:*

Total Annual Air fees for 12 months (2 hr/wk)	\$1140
Total Partnership Agreement value (not including GST)	\$2000
Total Annual Air Fees to be paid by presenter	\$0

*Example 2:*

Total Annual Air fees for 12 months (2 hr/wk)	\$1140
Total Partnership Agreement value (not including GST)	\$1000
Total Annual Air Fees to be paid by presenter	\$140

b) Presenters: **Payment of Commission.**

A presenter is eligible to a 20% commission on the total amount of the annual Partnership Agreement (excluding GST) if the value of the Agreement is over and above the value of the total annual air fees.

*Example 1:*

Total Annual Air fees for 12 months (2 hr/wk)	\$1140
Total Partnership Agreement value (not including GST)	\$2000
Total Annual Air Fees to be paid by presenter	\$0
Total commission payable to presenter	\$400

*Example 2:*

Total Annual Air fees for 12 months (2 hr/wk)	\$1140
Total Partnership Agreement value (not including GST)	\$1000
Total Annual Air Fees to be paid by presenter	\$140
Total commission payable to presenter	\$0

c) General Members: **Payment of Commission.**

A General Member is eligible to a 20% commission on the total amount of the annual Partnership Agreement (excluding GST).

*Example 1:*

Total Partnership Agreement value (not including GST)	\$2000
Total commission payable to presenter	\$400

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- Incentives will be paid ONLY on acquiring the NEW Partnership package and NOT applicable for existing partners rolling over to old packages.
- The rollover of a partner to an Agreement on the NEW packages each year will attract a 10% commission payment as per the above examples
- Alive 90.5 FM urges you to seek accounting advice on how to deal with tax implications attracted to income acquired by this incentive scheme.

## 6. Eligibility

6.1 Participation in the program is open to any financial member of Alive 90.5 FM

## 7. Payments

7.1 Incentive will be processed via an expense claim form on Alive 90.5 FM website or paid via an invoice with an ABN

7.2 Incentive will be paid on the same terms as the Partnership Agreement e.g. if Partner pays up-front, incentive will be paid upfront - if partner pays quarterly, incentive will be paid quarterly.

7.3 Incentive payments do not attract GST

7.4 All incentives are calculated on the Partnership Agreement value EXCLUDING GST

7.5 The incentive will only be processed and paid once the Partnership Agreement money has cleared in Alive 90.5 FM back account.

## 8. Conditions

8.1 *Credit of Air Fees and Payment of Commissions* are dependent upon:

- a) Partnership Agreement document has been signed by all parties and returned to Alive 90.5 FM
- b) Funds have been confirmed as received by Alive 90.5 FM Treasurer

## 9. Confidentiality

9.1 It is a condition of each member and/or presenter's participation in the incentive program, that all details are kept confidential.