



*Stria® is a nationwide provider of document lifecycle services. The company is a privately held, forward-leaning organization with a deep focus on document imaging and records management.*

*Stria provides services to a number of vertical markets including energy, legal, government, health care, financial services and wealth management. Stria's core competencies include Back file document conversion services, Onsite document imaging, Scan-on-Demand and Records Management Consulting. More information can be found online at [www.Stria.com](http://www.Stria.com).*

<b>Position</b>	Account Executive - Texas
<b>Location</b>	Based in Austin, Texas – Covers the entire state
<b>Summary</b>	<p>Stria's Account Executives will be tasked with identifying and closing new business in the named regions or vertical markets.</p> <p>The Account Executive job is an "outside" sales position. Account Executives are required and expected to spend a majority of their time out of the office selling Stria services.</p> <p>Exceptionally successful or experienced Account Executives may be given the "Senior Account Executive" title. Roles of the two positions are the same while the revenue targets of the Sr. AE position are substantially higher.</p>
<b>Specific Duties</b>	<ul style="list-style-type: none"><li>• Meet or Exceed sales goals.</li><li>• Engage existing and potential clients by successfully managing all aspects of the sales cycle within defined markets.</li><li>• Take direct responsibility for driving positive company revenue.</li><li>• The AE position requires cold calling (feet on the street and phone/technology), sales administration and management skills (CRM tool, reports, pricing &amp; contract development, RFP's, proposals, etc), closing skills and client rapport-building skills, amongst others.</li><li>• Use SalesForce.com and other corporate systems (MS Outlook,</li></ul>

DocumentMall, etc.) to track sales activities daily.

- Administer and maintain appropriate and goal directed time management skills.
- Develop and continuously maintain partner, competitor and marketplace expertise.
- Become appropriately immersed in market user group activities, networking or lead groups and industry associations, as required to accomplish sales goals.
- Make timely and appropriate suggestions on developing market strategies/programs.
- Provide a monthly, quarterly and annual Sales Plan for market/territory as directed by management.
- Partner with every team member on the Stria staff for excellence in professionalism, accuracy and affordability as it relates to delivering Stria services.
- Travel to and from meetings in cities/towns throughout Texas.
- Speak and communicate clearly with customers and prospects.
- A variety of physical activity including but not limited to walking, driving, using public and private transportation and lifting boxes of paper (30lbs and more).
- 4 year college degree desired but not required.
- Minimum of 2 years sales experience in document lifecycle, records management or similar industry.
- Innate professional sales skills.
- Focused, driven and motivated to succeed.
- Able to meet or exceed monthly and annual sales goals (i.e. be a closer).

An Account Executive will be on probation for the first 120 days of employment. During that time, management will evaluate performance and determine if the employee can perform at an acceptable level. All employment with Stria, is "at will", meaning the company or the employee can terminate the employment relationship at any time, with or without reason or notice. Successful completion of the probationary period does not change the "at will" nature of employment at Stria, .

**Compensation**

A base salary of \$32,500 will be provided.

Monthly unlimited commission is paid on gross cash receipts from an AE’s customer list. AE’s are paid 5% of top line revenue for all direct sales and 2.5% of top line revenue for all partner or indirect sales.

The details of the commission plan are outlined below:

Customer Type	Multiplier	Quarterly Commission Payment
A named customer sold directly through Stria (i.e. non-partner)	5%	AE Monthly Sales Total X Multiplier
A named customer sold through a Stria partner	2.5%	AE Monthly Sales Total X Multiplier

**Definitions and Clauses**

- *AE Monthly Sales Total*: The sum total of all **invoices** paid by an AE’s named customers within a month
- *Named Customers*: Customers assigned to or “owned” by a given AE within Stria’s CRM system (SalesForce.com)
- *Multiplier*: The percentage by which the AE’s Monthly Sales Total (see definition above) for a given customer type is multiplied when calculating the Monthly Commission Payment
- *Monthly Commission Payment*: The product of the *AE Monthly Sales Total* and the *Multiplier* (2.5% or 5%)
- Commission will be paid for each month. Payments are issued as W2 pay on the first pay period of the following month. (ie. first quarter commission will be paid on the first pay period in April, second quarter on the first pay period in July, etc.)
- There is no cap on commission payments for Stria AE’s
- Yearly On Target Earnings for a high performing Stria AE are \$100,000

**The compensation program is subject to change at any time in Stria’s sole discretion.**

**Benefits**

- Health Insurance (75% / 25% split)
- 401K

- Mileage reimbursement for authorized travel (\$0.39 per mile)
- \$75 per month communication stipend
- Reimbursement of other pre-approved expenses
- Laptop, marketing material, business cards and other ancillary items