



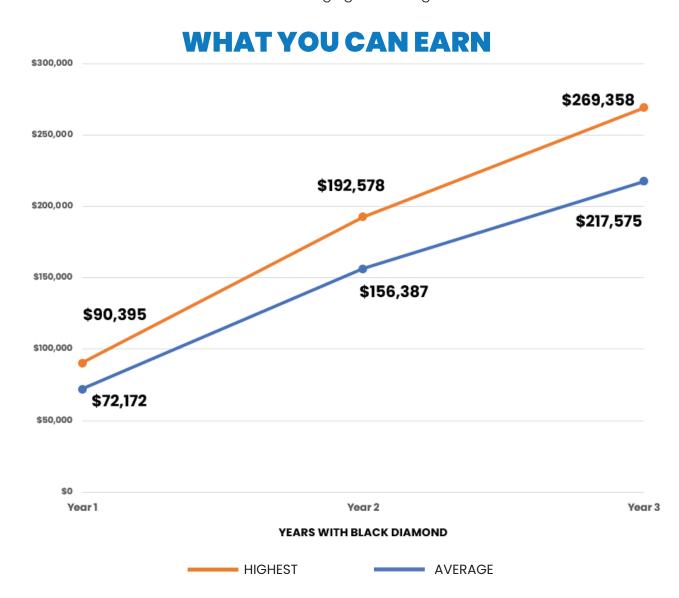


When we say uncapped commission potential, we really mean it.

You're earning money for every hour a contractor is on the job.

## So what does that look like when you're first getting started?

We followed a group of our account executives and recruiters during their first three years with Black Diamond. This is how their earnings grew during that time.



Note: these numbers include base salary and commission. They show the highest, lowest, and average salaries earned during a group of employees' first three years with Black Diamond.