**COUNTER OFFER LETTER**

October 25, 20XX

Pat Contino

Director of Sales, Page Industries

910 Verdant Lane

Sacramento, CA 94211

Dear Mrs. Contino,

Thank you for offering me the Sales Associate position at Page Industries. I am extremely grateful for this opportunity and believe my 10 years of experience in manufacturing sales will make me a valuable asset to your team. I find your offer to be acceptable with a few minor changes.

I trust your base salary offer of $50,000 to be very generous but would like you to consider increasing my sales commission from 5% to 7.5%. I believe my long list of professional contacts and established relationships in the industry will allow me to add a significant number of new accounts to Page Industries. This is evidenced by the 10% growth in revenue earned through my sales efforts over the past five years with my previous employer.

I would also like to propose an additional 2.5% commission if I exceed my set annual sales goals. This figure is in line with what other manufacturing companies offer their sales team members for exceptional performance. I truly believe my skills and experience make me the best candidate for Page Industries' Sales Associate, and I'm excited to join such a talented group of sales professionals. Please let me know if we can meet to discuss this offer in person.

Thank you for your consideration.

Sincerely,

Lee Harmon