

Manager Compensation And Bonus Structure

Compensation:

Your yearly compensation is a combination of your annual base pay, health insurance, 3% matching in retirement, two week paid vacation, and monthly quarterly bonus structure. Your annual base salary is **\$31,200**, potential of **\$2,400** in monthly goals, and quarterly bonus structure as described below.

Bonus Structure:

A **\$2,400** annual bonus amount is placed in a “pool” and is available to you based on the **Percentage of Target Achieved (PTA)** for quarterly revenue targets.

- .65 PPC
- 75% rebooks
- 90% staff retention service providers
- \$69 AST
- 70% productivity
- Hitting quarterly service and retail goals set at 10% growth of 2023

\$600 will be available each quarter for revenue targets bonus and is weighted as follows:

- You need to achieve a minimum of 90% of quarterly revenue targets to qualify for a percentage of your annual bonus.
- 50% of the quarterly bonus earned will be paid quarterly and 50% will be held for a year-end bonus.
- You can receive more or less than \$600; depending on your monthly PTA. *(See examples below. Targets are examples only.)*

Calculating Each Key Indicator:

Hitting 90% of each to be eligible for the quarterly bonus. If you hit 100%=100% of \$600 each. Each key indicator is worth 16.66% of \$600 bonus. If you hit the 90% of target you will get a percentage of the \$100 of each key indicator.

Example: *If you are eligible to get a \$100 but you hit 91% of the goal then you will get \$91 of the \$100.*

Note:

This bonus plan is subject to annual review and can be changed at any time. This compensation structure becomes effective _____ and your first bonus payment will be paid in your quarter ending paycheck.

Owner

Date

Manager

Date