

Remington
2020 SALES BONUS PLAN
ASSISTANT DIRECTOR OF SALES
(5+ yrs. position tenure)
California & Anchorage Only

I. PURPOSE

The purpose of the Remington (“Company”) Assistance DOS Bonus Plan (the “Plan”) is to (1) focus the attention of a ADOS (“Associate”) on established booking goals, (2) reward an Associate for attaining and/or surpassing booking goals, and (3) reward an Associate’s commitment to the Company for continuing to be employed when a bonus is paid.

II. PLAN YEAR

The Plan is in effect from January 1, 2020 through December 31, 2020 (the “Plan Year”).

III. PLAN ELIGIBILITY

An Associate is eligible to participate in the Plan if the following conditions are satisfied:

- A. The Plan is for Associates who have established booking revenue goals. The Associate becomes eligible for the bonus beginning of the first full month after they receive their goal (*e.g. received goal March 15th – bonus eligibility April 1st*).
- B. To be eligible for the Bonus Plus portion of the Plan, an Associate must be hired prior to June 30, 2020.
- C. The Associate must be employed by the Company on the date a bonus is paid.
- D. The Associate must be in good standing and cannot have received a written reprimand reflecting a violation of Company policies or procedures. A Performance Improvement Review will not necessarily preclude eligibility under the Plan.
- E. An Associate who achieves 2 years of position tenure during the plan year will be eligible for this enhanced plan effective the beginning of the following quarter.

IV. PLAN PARTICIPATION AND AWARD DETERMINATION

If an Associate is eligible to participate in the Plan, the COO of the Company, in the COO’s sole and absolute discretion, may award a bonus to the Associate. Although the award of a bonus is completely discretionary, the COO is generally guided by the following objective and quantifiable criteria.

As a threshold for the annual bonus, an Associate’s base hotel must (1) be ranked in the top 50% in guest service for the brand or independent for the Plan Year, (2) achieve a 50% flow through for the Plan Year.

- A. A potential bonus award can vary from \$0 to \$8250 per quarter based on an Associate’s minimum achievement of 95% of booking goals as indicated in the attached payment matrix. Booking goals may be revised Monthly/Quarterly.

100% of any bonus awarded to an Associate will be paid within 60 days of the end of a booking goal period. Reports of individual results will be issued monthly.

- B. Bonus Plus: A potential Bonus Plus award can vary from \$250 to \$2,500 per quarter based on an Associate's achievement of booking goals as indicated in the attached payment matrix. The "Bonus Plus" portion of the incentive will be calculated each quarter and paid out to the Associate with the 4th quarter bonus distribution which will be paid within 60 days of the end of the calendar year.
- C. An Associate is eligible to participate in the "Bonus Plus" portion of the plan provided they are hired with established booking goals by June 30, 2020.
- D. A bonus paid to an Associate is not an indication that another employee of the Company will receive a bonus. A bonus is determined on a case by case basis in the sole and absolute discretion of the COO. At no time will a bonus accrue during the course of the Plan Year.
- E. Pinnacle Club Eligibility: The Top Twenty Five (25) Sales Managers/Area Sales Manager/Assistant Director of Sales in the company may qualify for the Pinnacle Club. Sales Managers must achieve 100% of Booking Revenue Goal for the Pinnacle Plan Year (October 1- September 30) in order to be considered eligible for the program. Associate must be employed on or before October 1st of the Pinnacle Plan Year to participate.

V. **ADDITIONAL BONUS CONSIDERATION – ASSISTANT DOS**

As a threshold for the annual bonus, an Associate's base hotel must achieve the annual RevPar Index (RPI) Goal. If this threshold is met the Associate may be awarded a bonus of up to 5% of the Associate's earned salary (paid annually).

- Any annual bonus awarded will be paid in the first quarter of the year following the Plan Year. A bonus paid to an Associate is not an indication that another associate of the Company will receive a bonus. A bonus is determined on a case by case basis in the sole and absolute discretion of the COO. At no time will a bonus accrue during the course of the Plan Year.

VI. **SALES REPORTING PROCEDURE**

See most recent booking policy document.

VII. **MISCELLANEOUS**

The Plan supersedes and replaces all other bonus plans. The Plan is not an employment contract and does not represent any agreement between the Company and the Associate. The Company has the right to amend or terminate the Plan at any time without notice. Any amendment to the Plan must be in writing and signed by the COO.

ADOS BONUS MATRIX (5+ yrs.)
(California & Anchorage Only)

| Actual Performance of Revenue Booking Goal | Quarterly Incentive | Annual Incentive in Dollars | Actual Performance of Revenue Booking Goal | Quarterly Bonus Plus Incentive - Paid Annually | Annual Incentive in Dollars |
|--|---------------------|-----------------------------|---|--|-----------------------------|
| | | | Bonus Plus Incentive is achieved quarterly and paid out annually with 4th Qtr bonus distribution | | |
| 95% | \$3,881 | \$15,525 | 155% | \$250 | \$1,000 |
| 96% | \$3,968 | \$15,870 | 160% | \$500 | \$2,000 |
| 97% | \$4,054 | \$16,215 | 165% | \$750 | \$3,000 |
| 98% | \$4,140 | \$16,560 | 170% | \$1,000 | \$4,000 |
| 99% | \$4,226 | \$16,905 | 175% | \$1,250 | \$5,000 |
| 100% | \$4,313 | \$17,250 | 180% | \$1,500 | \$6,000 |
| 101% | \$4,399 | \$17,595 | 185% | \$1,750 | \$7,000 |
| 102% | \$4,485 | \$17,940 | 190% | \$2,000 | \$8,000 |
| 103% | \$4,571 | \$18,285 | 195% | \$2,250 | \$9,000 |
| 104% | \$4,658 | \$18,630 | 200% | \$2,500 | \$10,000 |
| 105% | \$4,744 | \$18,975 | | | |
| 106% | \$4,830 | \$19,320 | | | |
| 107% | \$4,916 | \$19,665 | | | |
| 108% | \$5,003 | \$20,010 | | | |
| 109% | \$5,089 | \$20,355 | | | |
| 110% | \$5,175 | \$20,700 | | | |
| 111% | \$5,261 | \$21,045 | | | |
| 112% | \$5,348 | \$21,390 | | | |
| 113% | \$5,434 | \$21,735 | | | |
| 114% | \$5,520 | \$22,080 | | | |
| 115% | \$5,606 | \$22,425 | | | |
| 116% | \$5,693 | \$22,770 | | | |
| 117% | \$5,779 | \$23,115 | | | |
| 118% | \$5,865 | \$23,460 | | | |
| 119% | \$5,951 | \$23,805 | | | |
| 120% | \$6,038 | \$24,150 | | | |
| 121% | \$6,124 | \$24,495 | | | |
| 122% | \$6,210 | \$24,840 | | | |
| 123% | \$6,296 | \$25,185 | | | |
| 124% | \$6,383 | \$25,530 | | | |
| 125% | \$6,469 | \$25,875 | | | |
| 126% | \$6,555 | \$26,220 | | | |
| 127% | \$6,641 | \$26,565 | | | |
| 128% | \$6,728 | \$26,910 | | | |
| 129% | \$6,814 | \$27,255 | | | |
| 130% | \$6,900 | \$27,600 | | | |
| 131% | \$6,986 | \$27,945 | | | |
| 132% | \$7,073 | \$28,290 | | | |
| 133% | \$7,159 | \$28,635 | | | |
| 134% | \$7,245 | \$28,980 | | | |
| 135% | \$7,331 | \$29,325 | | | |
| 136% | \$7,418 | \$29,670 | | | |
| 137% | \$7,504 | \$30,015 | | | |
| 138% | \$7,590 | \$30,360 | | | |
| 139% | \$7,676 | \$30,705 | | | |
| 140% | \$7,763 | \$31,050 | | | |
| 141% | \$7,849 | \$31,395 | | | |
| 142% | \$7,935 | \$31,740 | | | |
| 143% | \$8,021 | \$32,085 | | | |
| 144% | \$8,108 | \$32,430 | | | |
| 145% | \$8,194 | \$32,775 | | | |
| 146% | \$8,280 | \$33,120 | | | |
| 147% | \$8,366 | \$33,465 | | | |
| 148% | \$8,453 | \$33,810 | | | |
| 149% | \$8,539 | \$34,155 | | | |
| 150% | \$8,625 | \$34,500 | | | |