

**Remington**  
**2020 SALES BONUS PLAN**  
**REGIONAL DIRECTOR**  
**IBT SALES**  
**(2+ yrs. position tenure)**

**I. PURPOSE**

The purpose of the Remington (“Company”) Sales Manager Bonus Plan (the “Plan”) is to (1) focus the attention of a Sales Manager (“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 reaches the 2 or 5 year threshold during the plan year will be eligible for the 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.

- A. A potential bonus award can vary from \$0 to \$6,875 per quarter based on an Associate’s achievement of booking goals as indicated in the attached payment matrix. Booking goals may be revised Monthly and or Quarterly. 100% of any bonus awarded to an Associate will be paid within 60 days of the end of a booking goal period.

- B. Bonus Plus: A potential Bonus Plus award can vary from \$250 to \$2,500 per quarter based on an Associate's minimum achievement of 90% 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 4<sup>th</sup> 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. Pinnacle Club Eligibility: The Top Twenty Five (25) Sales Managers/Area Sales Managers/Assistant Directors 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 – Sept 30) in order to be considered eligible for this program. Associate must be employed on or before October 1<sup>st</sup> of the Pinnacle Plan Year to participate.

V. **SALES REPORTING PROCEDURE**

See most recent booking policy document

VI. **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.

**INDIVIDUAL SALES MANAGER BONUS MATRIX (2+ yrs.)**

			<b>BONUS PLUS</b>		
<u>Actual Performance of Revenue Booking Goal</u>	<u>Quarterly Incentive</u>	<u>Annual Incentive in Dollars</u>	<u>Actual Performance of Revenue Booking Goal</u>	<u>Quarterly Bonus Plus Incentive - Paid Annually</u>	<u>Annual Incentive in Dollars</u>
			<b>Bonus Plus Incentive is achieved quarterly and paid out annually with 4th Qtr. bonus distribution</b>		
90%	\$2,337.50	\$9,350	151%-155%	\$250	\$1,000
91%	\$2,420.00	\$9,680	156%-160%	\$500	\$2,000
92%	\$2,502.50	\$10,010	161%-165%	\$750	\$3,000
93%	\$2,585.00	\$10,340	166%-170%	\$1,000	\$4,000
94%	\$2,667.50	\$10,670	171%-175%	\$1,250	\$5,000
95%	\$2,750.00	\$11,000	176%-180%	\$1,500	\$6,000
96%	\$2,832.50	\$11,330	181%-185%	\$1,750	\$7,000
97%	\$2,915.00	\$11,660	186%-190%	\$2,000	\$8,000
98%	\$2,997.50	\$11,990	191%-195%	\$2,250	\$9,000
99%	\$3,080.00	\$12,320	196%-200%	\$2,500	\$10,000
100%	\$3,162.50	\$12,650			
101%	\$3,245.00	\$12,980			
102%	\$3,327.50	\$13,310			
103%	\$3,410.00	\$13,640			
104%	\$3,492.50	\$13,970			
105%	\$3,575.00	\$14,300			
106%	\$3,657.50	\$14,630			
107%	\$3,740.00	\$14,960			
108%	\$3,822.50	\$15,290			
109%	\$3,905.00	\$15,620			
110%	\$3,987.50	\$15,950			
111%	\$4,070.00	\$16,280			
112%	\$4,152.50	\$16,610			
113%	\$4,235.00	\$16,940			
114%	\$4,317.50	\$17,270			
115%	\$4,400.00	\$17,600			
116%	\$4,482.50	\$17,930			
117%	\$4,565.00	\$18,260			
118%	\$4,647.50	\$18,590			
119%	\$4,730.00	\$18,920			
120%	\$4,812.50	\$19,250			
121%	\$4,895.00	\$19,580			
122%	\$4,977.50	\$19,910			
123%	\$5,060.00	\$20,240			
124%	\$5,142.50	\$20,570			
125%	\$5,225.00	\$20,900			
126%	\$5,307.50	\$21,230			
127%	\$5,390.00	\$21,560			
128%	\$5,472.50	\$21,890			
129%	\$5,555.00	\$22,220			
130%	\$5,637.50	\$22,550			
131%	\$5,720.00	\$22,880			
132%	\$5,802.50	\$23,210			
133%	\$5,885.00	\$23,540			
134%	\$5,967.50	\$23,870			
135%	\$6,050.00	\$24,200			
136%	\$6,132.50	\$24,530			
137%	\$6,215.00	\$24,860			
138%	\$6,297.50	\$25,190			
139%	\$6,380.00	\$25,520			
140%	\$6,462.50	\$25,850			
141%	\$6,545.00	\$26,180			
142%	\$6,627.50	\$26,510			
143%	\$6,710.00	\$26,840			
144%	\$6,792.50	\$27,170			
145% - 150%	\$6,875.00	\$27,500			

