

Remington
2020 SALES BONUS PLAN
REGIONAL DIRECTOR
IBT SALES
(5+ 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 \$7,188 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 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. 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 1st 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 (5+ yrs.)

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		
90%	\$2,444	\$9,775	150%	\$250	\$1,000
91%	\$2,530	\$10,120	155%	\$500	\$2,000
92%	\$2,616	\$10,465	160%	\$750	\$3,000
93%	\$2,703	\$10,810	165%	\$1,000	\$4,000
94%	\$2,789	\$11,155	170%	\$1,250	\$5,000
95%	\$2,875	\$11,500	175%	\$1,500	\$6,000
96%	\$2,961	\$11,845	180%	\$1,750	\$7,000
97%	\$3,048	\$12,190	185%	\$2,000	\$8,000
98%	\$3,134	\$12,535	190%	\$2,250	\$9,000
99%	\$3,220	\$12,880	195%	\$2,500	\$10,000
100%	\$3,306	\$13,225			
101%	\$3,393	\$13,570			
102%	\$3,479	\$13,915			
103%	\$3,565	\$14,260			
104%	\$3,651	\$14,605			
105%	\$3,738	\$14,950			
106%	\$3,824	\$15,295			
107%	\$3,910	\$15,640			
108%	\$3,996	\$15,985			
109%	\$4,083	\$16,330			
110%	\$4,169	\$16,675			
111%	\$4,255	\$17,020			
112%	\$4,341	\$17,365			
113%	\$4,428	\$17,710			
114%	\$4,514	\$18,055			
115%	\$4,600	\$18,400			
116%	\$4,686	\$18,745			
117%	\$4,773	\$19,090			
118%	\$4,859	\$19,435			
119%	\$4,945	\$19,780			
120%	\$5,031	\$20,125			
121%	\$5,118	\$20,470			
122%	\$5,204	\$20,815			
123%	\$5,290	\$21,160			
124%	\$5,376	\$21,505			
125%	\$5,463	\$21,850			
126%	\$5,549	\$22,195			
127%	\$5,635	\$22,540			
128%	\$5,721	\$22,885			
129%	\$5,808	\$23,230			
130%	\$5,894	\$23,575			
131%	\$5,980	\$23,920			
132%	\$6,066	\$24,265			
133%	\$6,153	\$24,610			
134%	\$6,239	\$24,955			
135%	\$6,325	\$25,300			
136%	\$6,411	\$25,645			
137%	\$6,498	\$25,990			
138%	\$6,584	\$26,335			
139%	\$6,670	\$26,680			
140%	\$6,756	\$27,025			
141%	\$6,843	\$27,370			
142%	\$6,929	\$27,715			
143%	\$7,015	\$28,060			
144%	\$7,101	\$28,405			
145%	\$7,188	\$28,750			