

Remington
2020 SALES BONUS PLAN
SALES MANAGER
(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 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.

- 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 95% 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 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 (2+ yrs.)

			BONUS PLUS		
<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>
			Bonus Plus Incentive is achieved quarterly and paid out annually with 4th Qtr. bonus distribution		
95%	\$2,337.50	\$9,350	151%-155%	\$250	\$1,000
96%	\$2,420.00	\$9,680	156%-160%	\$500	\$2,000
97%	\$2,502.50	\$10,010	161%-165%	\$750	\$3,000
98%	\$2,585.00	\$10,340	166%-170%	\$1,000	\$4,000
99%	\$2,667.50	\$10,670	171%-175%	\$1,250	\$5,000
100%	\$2,750.00	\$11,000	176%-180%	\$1,500	\$6,000
101%	\$2,832.50	\$11,330	181%-185%	\$1,750	\$7,000
102%	\$2,915.00	\$11,660	186%-190%	\$2,000	\$8,000
103%	\$2,997.50	\$11,990	191%-195%	\$2,250	\$9,000
104%	\$3,080.00	\$12,320	196%-200%	\$2,500	\$10,000
105%	\$3,162.50	\$12,650			
106%	\$3,245.00	\$12,980			
107%	\$3,327.50	\$13,310			
108%	\$3,410.00	\$13,640			
109%	\$3,492.50	\$13,970			
110%	\$3,575.00	\$14,300			
111%	\$3,657.50	\$14,630			
112%	\$3,740.00	\$14,960			
113%	\$3,822.50	\$15,290			
114%	\$3,905.00	\$15,620			
115%	\$3,987.50	\$15,950			
116%	\$4,070.00	\$16,280			
117%	\$4,152.50	\$16,610			
118%	\$4,235.00	\$16,940			
119%	\$4,317.50	\$17,270			
120%	\$4,400.00	\$17,600			
121%	\$4,482.50	\$17,930			
122%	\$4,565.00	\$18,260			
123%	\$4,647.50	\$18,590			
124%	\$4,730.00	\$18,920			
125%	\$4,812.50	\$19,250			
126%	\$4,895.00	\$19,580			
127%	\$4,977.50	\$19,910			
128%	\$5,060.00	\$20,240			
129%	\$5,142.50	\$20,570			
130%	\$5,225.00	\$20,900			
131%	\$5,307.50	\$21,230			
132%	\$5,390.00	\$21,560			
133%	\$5,472.50	\$21,890			
134%	\$5,555.00	\$22,220			
135%	\$5,637.50	\$22,550			
136%	\$5,720.00	\$22,880			
137%	\$5,802.50	\$23,210			
138%	\$5,885.00	\$23,540			
139%	\$5,967.50	\$23,870			
140%	\$6,050.00	\$24,200			
141%	\$6,132.50	\$24,530			
142%	\$6,215.00	\$24,860			
143%	\$6,297.50	\$25,190			
144%	\$6,380.00	\$25,520			
145%	\$6,462.50	\$25,850			
146%	\$6,545.00	\$26,180			
147%	\$6,627.50	\$26,510			
148%	\$6,710.00	\$26,840			
149%	\$6,792.50	\$27,170			
150%	\$6,875.00	\$27,500			