

**Remington**  
**2020 SALES BONUS PLAN**  
**SALES MANAGER**  
**(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 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 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. 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 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 (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
			<b>Bonus Plus Incentive is achieved quarterly and paid out annually with 4th Qtr. bonus distribution</b>		
95%	\$2,444	\$9,775	155%	\$250	\$1,000
96%	\$2,530	\$10,120	160%	\$500	\$2,000
97%	\$2,616	\$10,465	165%	\$750	\$3,000
98%	\$2,703	\$10,810	170%	\$1,000	\$4,000
99%	\$2,789	\$11,155	175%	\$1,250	\$5,000
100%	\$2,875	\$11,500	180%	\$1,500	\$6,000
101%	\$2,961	\$11,845	185%	\$1,750	\$7,000
102%	\$3,048	\$12,190	190%	\$2,000	\$8,000
103%	\$3,134	\$12,535	195%	\$2,250	\$9,000
104%	\$3,220	\$12,880	200%	\$2,500	\$10,000
105%	\$3,306	\$13,225			
106%	\$3,393	\$13,570			
107%	\$3,479	\$13,915			
108%	\$3,565	\$14,260			
109%	\$3,651	\$14,605			
110%	\$3,738	\$14,950			
111%	\$3,824	\$15,295			
112%	\$3,910	\$15,640			
113%	\$3,996	\$15,985			
114%	\$4,083	\$16,330			
115%	\$4,169	\$16,675			
116%	\$4,255	\$17,020			
117%	\$4,341	\$17,365			
118%	\$4,428	\$17,710			
119%	\$4,514	\$18,055			
120%	\$4,600	\$18,400			
121%	\$4,686	\$18,745			
122%	\$4,773	\$19,090			
123%	\$4,859	\$19,435			
124%	\$4,945	\$19,780			
125%	\$5,031	\$20,125			
126%	\$5,118	\$20,470			
127%	\$5,204	\$20,815			
128%	\$5,290	\$21,160			
129%	\$5,376	\$21,505			
130%	\$5,463	\$21,850			
131%	\$5,549	\$22,195			
132%	\$5,635	\$22,540			
133%	\$5,721	\$22,885			
134%	\$5,808	\$23,230			
135%	\$5,894	\$23,575			
136%	\$5,980	\$23,920			
137%	\$6,066	\$24,265			
138%	\$6,153	\$24,610			
139%	\$6,239	\$24,955			
140%	\$6,325	\$25,300			
141%	\$6,411	\$25,645			
142%	\$6,498	\$25,990			
143%	\$6,584	\$26,335			
144%	\$6,670	\$26,680			
145%	\$6,756	\$27,025			
146%	\$6,843	\$27,370			
147%	\$6,929	\$27,715			
148%	\$7,015	\$28,060			
149%	\$7,101	\$28,405			
150%	\$7,188	\$28,750			