

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

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 \$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 at the end of a booking goal period (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 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.)
(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			