

## FY22 Bonus Scale for EBITDA Attainment Payout

Target Award	<b>10.0%</b>
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Confidential - Internal use only

Last updated: 07/01/2021

Bonus Payout Scale									
EBITDA Attain	Payout	EBITDA Attain	Payout	EBITDA Attain	Payout	EBITDA Attain	Payout	EBITDA Attain	Payout
<b>75.0%</b>	<b>5.0%</b>	85.0%	7.0%	95.0%	9.0%	105.0%	12.0%	115.0%	16.0%
76.0%	5.2%	86.0%	7.2%	96.0%	9.2%	106.0%	12.4%	116.0%	16.4%
77.0%	5.4%	87.0%	7.4%	97.0%	9.4%	107.0%	12.8%	117.0%	16.8%
78.0%	5.6%	88.0%	7.6%	98.0%	9.6%	108.0%	13.2%	118.0%	17.2%
79.0%	5.8%	89.0%	7.8%	99.0%	9.8%	109.0%	13.6%	119.0%	17.6%
80.0%	6.0%	90.0%	8.0%	<b>100.0%</b>	<b>10.0%</b>	110.0%	14.0%	120.0%	18.0%
81.0%	6.2%	91.0%	8.2%	101.0%	10.4%	111.0%	14.4%	121.0%	18.4%
82.0%	6.4%	92.0%	8.4%	102.0%	10.8%	112.0%	14.8%	122.0%	18.8%
83.0%	6.6%	93.0%	8.6%	103.0%	11.2%	113.0%	15.2%	123.0%	19.2%
84.0%	6.8%	94.0%	8.8%	104.0%	11.6%	114.0%	15.6%	124.0%	19.6%
								<b>125.0%</b>	<b>20.0%</b>