

FY22 Bonus Payout Scale for Stores

Target Award	10.0%
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Last updated: 07/01/2021

Bonus Payout Scale									
Bonus Points	Payout	Bonus Points	Payout	Bonus Points	Payout	Bonus Points	Payout	Bonus Points	Payout
75.0	5.0%	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%	100.0	10.0%	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%
								125.0	20.0%

Bonus Point Scales

Omni Sales % Plan - 85 Points		STH Ship Rate - 10 Points		STH Cycle Time - 5 Points		BOPIS Fill Rate - 5 Points		BOPIS Cycle Time - 5 Points		Sat - Sun HUR - 15 Points	
Score Range	% Attainment	Score Range	% Attainment	Score Range	% Attainment	Score Range	% Attainment	Score Range	% Attainment	Score Range	% Attainment
125% +	125	93% +	100	< 10 hours	100	96% +	100	< 1 hour	100	99.5% - 104%	100
120%-124.9%	120	90%-92.9%	90	10-12.49 hours	90	93%-95.9%	90	1-2 Hours	90	98.5% <> 99.5% or 104% <> 105%	95
115%-119.9%	115	87%-89.9%	80	12.5-14.9 hours	80	90%-92.9%	80	> 2 hours	0	97% <> 98.5% or 105% <> 106%	90
110%-114.9%	110	< 86.9%	0	> 15 hours	0	< 89.9%	0			95.5% <> 97% or 106% <> 107%	80
105%-109.9%	105									94% <> 95.5% or 107% <> 108%	70
100%-104.9%	100									< 94% or > 108%	0
95%-99.9%	95										
90%-94.9%	90										
85%-89.9%	80										
< 84.9%	0										

* The **Bonus Point Scale** will determine the points received, and will range from 0 to 125 points

* The **Bonus Point Score** you receive will correspond to the **Bonus Payout Scale** to determine the % of bonus earned

Here are some Examples:

Total Bonus Points received = **90 points**

90 points on the Payout Scale = **8.0% payout** (which is 80% of your target)

\$80,000 salary x 12.0% bonus payout = \$6,400 bonus earned

Total Bonus Points received = **110 points**

110 points on the Payout Scale = **14.0% payout** (which is 140% of your target)

\$80,000 salary x 21.0% bonus payout = \$11,200 bonus earned

Total Bonus Points received = **125 points**

125 points on the Payout Scale = **20.0% payout** (which is 200% of your target, and the max possible payout)

\$80,000 salary x 43.0% bonus payout = \$16,000 bonus earned