

FY22 Bonus Payout Scale for Stores

Target Award	15.0%
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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	7.5%	85.0	10.5%	95.0	13.5%	105.0	18.0%	115.0	24.0%
76.0	7.8%	86.0	10.8%	96.0	13.8%	106.0	18.6%	116.0	24.6%
77.0	8.1%	87.0	11.1%	97.0	14.1%	107.0	19.2%	117.0	25.2%
78.0	8.4%	88.0	11.4%	98.0	14.4%	108.0	19.8%	118.0	25.8%
79.0	8.7%	89.0	11.7%	99.0	14.7%	109.0	20.4%	119.0	26.4%
80.0	9.0%	90.0	12.0%	100.0	15.0%	110.0	21.0%	120.0	27.0%
81.0	9.3%	91.0	12.3%	101.0	15.6%	111.0	21.6%	121.0	27.6%
82.0	9.6%	92.0	12.6%	102.0	16.2%	112.0	22.2%	122.0	28.2%
83.0	9.9%	93.0	12.9%	103.0	16.8%	113.0	22.8%	123.0	28.8%
84.0	10.2%	94.0	13.2%	104.0	17.4%	114.0	23.4%	124.0	29.4%
								125.0	30.0%

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 = **12.0% payout** (which is 80% of your target)

\$80,000 salary x 12.0% bonus payout = \$9,600 bonus earned

Total Bonus Points received = **110 points**

110 points on the Payout Scale = **21.0% payout** (which is 140% of your target)

\$80,000 salary x 21.0% bonus payout = \$16,800 bonus earned

Total Bonus Points received = **125 points**

125 points on the Payout Scale = **30.00% payout** (which is 200% of your target, and the max possible payout)

\$80,000 salary x 30.0% bonus payout = \$24,000 bonus earned