

## FY22 Bonus Payout Scale for Stores

Target Award	<b>20.0%</b>
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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
<b>75.0</b>	<b>10.0%</b>	85.0	14.0%	95.0	18.0%	105.0	24.0%	115.0	32.0%
76.0	10.4%	86.0	14.4%	96.0	18.4%	106.0	24.8%	116.0	32.8%
77.0	10.8%	87.0	14.8%	97.0	18.8%	107.0	25.6%	117.0	33.6%
78.0	11.2%	88.0	15.2%	98.0	19.2%	108.0	26.4%	118.0	34.4%
79.0	11.6%	89.0	15.6%	99.0	19.6%	109.0	27.2%	119.0	35.2%
80.0	12.0%	90.0	16.0%	<b>100.0</b>	<b>20.0%</b>	110.0	28.0%	120.0	36.0%
81.0	12.4%	91.0	16.4%	101.0	20.8%	111.0	28.8%	121.0	36.8%
82.0	12.8%	92.0	16.8%	102.0	21.6%	112.0	29.6%	122.0	37.6%
83.0	13.2%	93.0	17.2%	103.0	22.4%	113.0	30.4%	123.0	38.4%
84.0	13.6%	94.0	17.6%	104.0	23.2%	114.0	31.2%	124.0	39.2%
								<b>125.0</b>	<b>40.0%</b>

### 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 = **16.0% payout** (which is 80% of your target)

\$80,000 salary x 16.0% bonus payout = \$12,800 bonus earned

Total Bonus Points received = **110 points**

110 points on the Payout Scale = **28.0% payout** (which is 140% of your target)

\$80,000 salary x 28.0% bonus payout = \$22,400 bonus earned

Total Bonus Points received = **125 points**

125 points on the Payout Scale = **40.0% payout** (which is 200% of your target, and the max possible payout)

\$80,000 salary x 40.0% bonus payout = \$32,000 bonus earned