

FY22 Bonus Payout Scale for Stores

Target Award	25.0%
--------------	-------

Confidential - Internal use only

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	12.5%	85.0	17.5%	95.0	22.5%	105.0	30.0%	115.0	40.0%
76.0	13.0%	86.0	18.0%	96.0	23.0%	106.0	31.0%	116.0	41.0%
77.0	13.5%	87.0	18.5%	97.0	23.5%	107.0	32.0%	117.0	42.0%
78.0	14.0%	88.0	19.0%	98.0	24.0%	108.0	33.0%	118.0	43.0%
79.0	14.5%	89.0	19.5%	99.0	24.5%	109.0	34.0%	119.0	44.0%
80.0	15.0%	90.0	20.0%	100.0	25.0%	110.0	35.0%	120.0	45.0%
81.0	15.5%	91.0	20.5%	101.0	26.0%	111.0	36.0%	121.0	46.0%
82.0	16.0%	92.0	21.0%	102.0	27.0%	112.0	37.0%	122.0	47.0%
83.0	16.5%	93.0	21.5%	103.0	28.0%	113.0	38.0%	123.0	48.0%
84.0	17.0%	94.0	22.0%	104.0	29.0%	114.0	39.0%	124.0	49.0%
								125.0	50.0%

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 = **20.0% payout** (which is 80% of your target)

\$80,000 salary x 20.0% bonus payout = \$16,000 bonus earned

Total Bonus Points received = **110 points**

110 points on the Payout Scale = **35.0% payout** (which is 140% of your target)

\$80,000 salary x 35.0% bonus payout = \$28,000 bonus earned

Total Bonus Points received = **125 points**

125 points on the Payout Scale = **50.0% payout** (which is 200% of your target, and the max possible payout)

\$80,000 salary x 40.0% bonus payout = \$40,000 bonus earned