

FY22 ANNUAL INCENTIVE PLAN



What Does That Look Like for AIP:

Example Store Manager Payout Calculation: AIP

- Base salary: \$80,000
- Associate Incentive Target: \$16,000 (20% AIP Target)
 - Quarterly Target: \$4,000 per quarter

Bonus Incentive Opportunity

Incentive Period	EBITDA Performance	Incentive Payout
Quarter 1 Incentive Payout	100 Points Bonus Score	\$4,000
Quarter 2 Incentive Payout	70 Points Bonus Score (Below Threshold)	\$0
Quarter 3 Incentive Payout	110 Points Bonus Score (Cap at Target)	\$4,000
Quarter 4 Incentive Payout	90 Points Bonus Score (80% of Target)	\$3,200
Total Quarterly Payouts		\$11,200
Annual Incentive Earned	105 Points Bonus Score	\$19,200
Annual True-Up Payout	Annual Incentive – Total Quarterly Payouts =	\$8,000
Total Bonus Incentive Payouts	Total Quarterly Payouts + Annual True-Up =	\$19,200

Quarterly incentives earned based on your store's performance

Annual incentive earned based on your store's performance for the full year

Annual true-up is the difference between the annual incentive and the total of all quarterly incentives paid

** Above is an example only. Your actual Salary and Bonus targets will vary*