

FY20 ANNUAL INCENTIVE PLAN



Store associate bonus payout is based on two measures: Sales and DCP

Associate on Sales and DCP		
Base Salary		\$65,000
Annual Bonus Target %		15%
Annual Bonus Target \$		\$9,750
Payout Frequency		Quarterly
Measures and Weighting:	Sales	50%
	DCP	50%
Maximum Quarterly Payout per Measure		7.5% (capped at Target)

Four Quarterly Payouts

Example	Q1	Q2	Q3	Q4	Sum of Quarterly Payouts
Target Bonus \$	\$2,438	\$2,438	\$2,438	\$2,438	
Quarterly Base Salary	\$16,250	\$16,250	\$16,250	\$16,250	
Store Sales Attainment vs. Goal	99.4%	101.5% ¹	97.3% ²	105.0% ¹	
Store DCP Attainment vs. Goal	100.0%	99.6%	97.2%	103.8% ¹	
Payout - Sales (from scales)	6.60% \$1,073	7.50% \$1,219	0.00% \$0	7.50% \$1,219	
Payout - DCP (from scales)	7.50% \$1,219	7.25% \$1,178	5.75% \$934	7.50% \$1,219	
Combined Payout	\$2,291	\$2,397	\$934	\$2,438	\$8,060

¹ Quarterly payout capped at Target for Sales & DCP

² Did not meet minimum Threshold performance

Annual Payout Earned	\$11,070
Less Sum of Quarterly Payouts	\$8,060
Additional Payout Due	\$3,010
Final Total Payout as a % of Base Salary	17%
Final Total Payout as a % of Target	114%

Annual
\$9,750
\$65,000
101.6%
100.3%
9.21% \$5,987
7.82% \$5,083
\$11,070
\$11,070
\$8,060
\$3,010

Annual Calculation

Annual Net Payout