

## 2012 Store Manager Milestones

### Sales Increase Bonus

Total Sales Dollars Increase	1%
Monthly Promo Items equals $\frac{3}{4}$ percent of sales	.25%

### Business Management

35 Day AR Turns	.125%
9.5 Inventory Turns	.125%
.05% in Inventory Changes	.125%
30% Operating Expense	.125%

### Guidelines

1. Store must have a sales increase to be eligible for the rest of bonuses.
2. Bonuses will be paid base on the total sales dollar increase for the store.
3. Inventory bonus will only be paid if the net result of the changes are positive.
4. Team member will be eligible for bonuses after 6 months of employment. Any team member that misses more days than they are allowed or has excessive tardiness will not be eligible for any bonus or pay increase. Exceptions may be made for extenuating circumstances. If an exception is made the team member will not receive a bonus for time they missed; it will be a prorated amount. Their pay increase will also be a prorated amount.
5. Any team member that is terminated or quits during the year will not be paid their bonus.
6. Bonuses will be paid no later than March 31, 2013