**2013 Sales Associate Milestones**

**Sales Increase 75 Points**

6% Total Sales Increase 25 points

6% PPG Sales Increase 20 points

9% Abrasive Sales Increase 10 points

10% Spray Equipment Sales Increase 5 points

10% FE Sales Increase 5 Points

**Business Management 25 Points**

.05% in Inventory Changes 15 points

30% Operating Expense 10 points

**Total Points Available 100**

Total Bonus Available-Milestones 3%

# Guidelines

1. 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.
2. Any team member that is terminated or quits during the year will not be paid their bonus.
3. Bonuses and pay raises are based strictly on base pay.
4. Bonuses will be paid no later than March 31, 2014.