

# WINS:

## Refinish Win Qualifications:

Mixing service installed **AND** average 3k/mo in Ben's sales (Shop Purchases)

Win Level	Shop Sales	Shop Purchases	Bonus % of sales	Award Examples	
1	500000	749999 \$ 35,000.00	\$ 52,499.93	0.3%	\$ 105.00 \$ 157.50
2	750000	1499999 \$ 52,500.00	\$ 104,999.93	0.35%	\$ 183.75 \$ 367.50
3	1500000	2999999 \$ 105,000.00	\$ 209,999.93	0.4%	\$ 420.00 \$ 840.00
4	3000000	\$ 210,000.00		0.50%	\$ 1,050.00

## Commercial, Matthews and Fleet Win Qualifications:

Minimum of \$2500 in new average monthly sales . If growth in existing account, must be significantly differentiated.

**Award = 0.5% of annual sales.**

## Scorpion Win Qualifications:

Must purchase dealer starter kit or OEM custom kit **AND** average minimum \$650 per month since becoming a dealer.

**2% of annual sales for new dealer accounts**

\*\*\*Notes on WINS. Each WIN will be counted in the year it is installed.

If won in Q4, account will "roll-over" for bonus calculation only - giving you an opportunity to maximize the dollars earned.

# GROWTH BONUS INCENTIVE:

Based on 10% Growth Plan Goal

## Growth Bonus Qualifications:

Must have 1 qualified WIN **&** meet minimum \$50k in new win sales to be eligible.

If \$50k minimum not met, bonus will be reduced by 25%

Carryover wins are not included in minimum.

New National MSO business is subject to possible exclusion.

Must be current on Salesforce, Expense Reporting, Consignment updates and other special projects to be eligible.

	YOY Growth	% of Plan	Bonus	Per/ \$ 10,000.00 Salary
Baseline	5.6%	96	1.0%	\$ 100.00
	6.7%	97	2.0%	\$ 200.00
	7.8%	98	3.0%	\$ 300.00
	8.9%	99	4.0%	\$ 400.00
GOAL	10.0%	100	5.0%	\$ 500.00
	11.1%	101	7.0%	\$ 700.00
	12.2%	102	9.0%	\$ 900.00