

2015 Team Member Milestones

Sales Increase	BIG GOAL 10%
10.0% Total Sales Increase	3.75%
8.9% Total Sales Increase	3.00%
7.8% Total Sales Increase	2.25%
6.7% Total Sales Increase	1.5%
5.6% Total Sales Increase	.75%

Business Management

5% Reduction in Previous Years Operating Expense	.75%
10% of Average Inventory to Dead Stock	.75%
7% of Part Number Changes to Average Number of Part Numbers Stocked	.75%
Total Bonus Available – Milestones	6%

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 the time they have missed; it will be a prorated amount. Any team member that is terminated or quits during the year will not be paid their bonus.
2. Daily Cycle Counts and Annual Inventory must be completed.
3. Bonuses are based strictly on base pay.
4. Bonuses will be paid no later than March 31, 2016.