

# (Example) 2021 Bonus Payout

| EMPLOYEE EXAMPLE (2021) |                                                         |                                                                    |                      |                                                                                                         |
|-------------------------|---------------------------------------------------------|--------------------------------------------------------------------|----------------------|---------------------------------------------------------------------------------------------------------|
| Base Salary             | Bonus Opportunity<br><i>0-10% target of base salary</i> | Employee Goal Attainment<br><i>Based on individual performance</i> | Company Funding Pool | Total Bonus<br><i>Pre-taxes, etc.</i>                                                                   |
| \$50,000                | 10%                                                     | 90%                                                                | 125%                 | $\$50,000 \times 10\% = \$5,000$<br>$\$5,000 \times 90\% = \$4,500$<br>$\$4,500 \times 125\% = \$5,625$ |

- Employee A is bonus-eligible to receive 10% of their base salary **based solely on individual performance.**
  - Bonus opportunity: 0 – 10% (sliding scale)
- Employee A is informed they're receiving 90% of eligible bonus based on achievement of individual goals.
- Company funding pool was 125% based on both qualitative and quantitative results.