eMoney

PEOPLE EXPERIENCE

Bonus Program Overview

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The bonus program has been established as part of eMoney Advisor's overall total rewards package. The bonus program rewards employees for their performance and achievement of specific goals during the bonus year. Bonus payout is 100% discretionary and based on individual performance, which is why goal setting and tracking progress toward goals is critical. It is important to remember that bonuses are considered variable pay and never guaranteed.

Eligibility

All regular employees who have been an active employee working 30 hours or more a week for at least 3 months during the bonus year with an actual start date of September 30th or earlier are eligible for the bonus program. The employee must be active on the first day of the month during which the payout occurs and must be in good standing with the company to be considered for bonus payout.

Regular Employees who are regularly scheduled to work less than thirty (30) hours a week as well as commission-based employees are not bonus eligible employees. Interns, Temps, Co-Ops are not eligible for the bonus program.

Target Bonus Percentage

Each eligible employee has a target bonus percentage determined by the scope and level of their job within the company.

Bonus Payout

Company Funding

eMoney's bonus program is funded by overall company performance, which is determined by the bonus year's Net New ARR and Expense goals. eMoney's Board of Directors looks at both topline revenue goals and eMoney's ability to manage expenses as a measure of the health of the business. To be funded, eMoney must achieve a minimum of 25% of goals. If achievement is below 25%, bonus funding will be zero, resulting in no payouts to employees. Conversely, the scale will pay at an accelerated rate in excess of 100% if eMoney outperforms budgeted goals.

Goal Attainment

Managers determine a goal attainment percentage for each employee based on the employee's achievement of established individual goals for the bonus year.

Bonus Calculation

Annual Salary	**X**	**Target Bonus %**	**X**	**Company Funding %**	**X**	**Individual Goal Attainment %**	**=**	**Bonus Payout Amount**

Payout Timing

Payment of bonuses must be made no later than 2 ½ months after the end of the fiscal year. eMoney typically pays bonuses out on the 2nd Friday of March.

Form of Payment
Bonuses will be paid to employees through payroll. Bonus payments will be processed as separate pay from regular wages and will have taxes withheld at the standard Federal income tax withholding rate for supplemental pay.

Proration

New Hires
Bonuses are prorated for employees based on the number of months they served as an active employee during the bonus plan year. For an employee to be considered eligible for a month, they must be an active employee on or before the 15th day of the month.

Leave of Absence
If an employee’s medical leave of absence during a bonus year totals 180 calendar days or fewer, the employee’s annual bonus will not be prorated. If an employee’s medical leave of absence exceeds 180 calendar days during the bonus year, the employee’s bonus will be prorated. If an employee’s personal leave of absence during a bonus year totals 30 days or fewer, the employee’s annual bonus will not be prorated. If an employee’s personal leave of absence exceeds 30 calendar days during the bonus year, the employee’s bonus will be prorated.

Additional Information
Please contact your manager or email px@emoneyadvisor.com with questions.