

(Example) 2025 Bonus Payout

Base Salary	Bonus Opportunity <i>0-10% of base salary</i>	Employee Goal Achievement <i>Based on individual performance</i>	Company Funding	Total Bonus
\$50,000	10%	75% <i>(Meet Expectations)</i>	125%	$\$50,000 \times 10\% = \$5,000$ $\$5,000 \times 75\% = \$3,750$ $\$3,750 \times 125\% = \$4,687.50$

- **Bonus opportunity:** Up to 10% of base salary, based on individual performance.
- **Bonus range:** 0–10%, awarded on a sliding scale.
- **Individual performance outcome:** Earned 75% of the eligible bonus based on goal achievement.
- **Company funding impact:** Final payout adjusted by the company funding pool, set at **125%** based on quantitative results.