

SAMPLE CREW LEADER AND GARDENER BONUS PROGRAM

QUALITY COUNTS REWARDS AND RECOGNITION PROGRAM

1) QUARTERLY PAYOUT STANDARDS

- Crews achieving a weighted portfolio QC score average of 85+ and a Gross Margin of 45%+

2) EMPLOYEE PAYOUT STANDARDS TO BE PAID QUARETERLY

- Account Manager
 - \$200 for each crew accomplishing the weighted QC score and Gross Margin standards
- Foremen and Crew Members
 - Monthly portfolio revenue equal to or greater than \$25,000
 - Foremen: \$500.00
 - Gardeners: \$100.00
 - Monthly portfolio revenue between \$15,000 and \$25,000
 - Foremen: \$250.00
 - Gardeners: \$75.00
 - Monthly portfolio revenue equal to or less than \$15,000
 - Foremen: \$150.00
 - Gardeners: \$50.00

3) ELIGIBILITY

- Employee must have been employed by the company for at least 90 days
- Employee must have worked on the portfolio more than 50% of the time
- Jobs turned over from other routes will not disqualify the portfolio
- Jobs with less than 90 days under contract will not count toward the QC weighted score

4) DISQUALIFICATION

- Lost jobs due to client dissatisfaction, as determined by the Division President