



SUPERVISOR BONUS PROGRAM

QUARTERLY BONUS PAID: (where operations are year round)

BONUSES TO BE AWARDED BASED ON THE FOLLOWING TWO CRITERIA BEING MET PER CREW:

- 1) Crew Quality Score (Jobs must receive a weighted average score of 85+)
 - With no lost jobs due to client dissatisfaction
 - No jobs receiving a score below 80
 - Note: New jobs less than 90 days will not be calculated within the quality score
- 2) Crew is on budget with Hours Budgeted to perform the work

PAYOUT TO BE:

For each crew scoring a weighted score of 85% or above and on budget with hours and meeting the above mentioned criteria

\$_____ per crew per quarter: (this can be anywhere from \$150.00 to \$300.00 per crew)

Here is a possible add on for later on for Extra Work Sold by Supervisor

PROFITABLE EXTRA WORK REVENUE BONUS: (with Gross Margin above 50%)

All profitable extra work revenue over the 25% (or determine the minimum %) of contract mark will receive a 3% of revenue bonus.