



Policy and Procedure: Site Management Bonus Compensation

Objective:

To ensure fair and consistent compensation for our new management team members, whether they are opening new locations or undergoing training at another store.

Guidelines:

- Extra Manager (Store with 1 GM and 1 SM)
 - \$500 sign-on bonus after the first 30 days worked, paid in the first payroll after completion of 30 days.
 - If the Extra Manager is not assigned as SM/GM within the first 60 days, a second \$500 sign-on bonus will be paid in the payroll after 60 days worked.
 - Extra Managers must be placed in a store within 60 days.
- Newly Hired Manager
 - \$500 sign-on bonus after the first 30 days worked, paid in the first payroll after completion of 30 days.
 - An additional \$500 sign-on bonus is paid in the first payroll after 60 days worked if:
 - The new location is not yet open, or
 - The actual bonus does not exceed \$500.
 - After receiving two \$500 sign-on bonuses, the manager is eligible only for actual bonuses from the store.
- Relocation Bonus (for GM or SM who transfer to other stores)
 - Average bonus from prior three (3) months is paid in the first payroll at their new location for the next 90 days worked if:
 - The new location is not yet operating, or
 - The actual total monthly bonus (CPMH + Membership) does not exceed \$500.

Note: Managers unassigned to a location are ineligible for additional cash contest or cash competition compensation.