



Policy and Procedure: Sign-On Bonus Program

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

Guidelines:

- Extra Manager (Store with 1 General Manager and 1 Store Manager)
 - \$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 Store Manager and General 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 monthly bonus does not exceed \$500.
 - After receiving two \$500 sign-on bonuses, the manager is eligible only for actual bonuses from the store.
- Newly Hired Team Leader and Shift Leader
 - \$200 sign-on bonus after the first 60 days worked, paid in the first payroll after completion of 60 days.
 - Eligibility Criteria:
 - Hired 30 days before the store opens
- Relocation Bonus (for General Manager or Store Manager 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: Store Manager and General Manager unassigned to a location are ineligible for additional cash contest or cash competition compensation. This policy is subject to periodic review and may be updated or revised as necessary. Employees will be notified of any changes in advance.

Additional bonuses will be evaluated based on new store opening delays.