

# FAQ: CASH BONUS PLAN

*Below is a list of frequently asked questions regarding the 2024 Cash Bonus Plan. If you do not see your question listed, please contact <<[help@cashbonusplan.com](mailto:help@cashbonusplan.com)>>.*

## **1. Who is eligible for the 2024 Cash Bonus Plan?**

Regular full- and part-time associates who were hired on or before September 30, 2024, and did not participate in another incentive plan (e.g., sales commission plan) are eligible. Additionally, an associate must be actively employed on the day on which the bonus is paid out.

## **2. What earnings are used to calculate the Cash Bonus Plan payout?**

Eligible earnings include regular earnings for services performed plus overtime, if any, paid during the period in 2024 that an associate was employed in a bonus-eligible position since his or her most recent hire date. Eligible earnings include the earnings types shown below:

- Regular
- Overtime
- Double Time
- Sick
- Vacation
- Float
- Holiday
- Jury Duty
- Volunteer
- Wellness
- Shift Differential
- On-call Pay
- Bereavement

## **3. Where can I get information about my bonus target percentage?**

Your manager can provide information about your bonus target percentage.

## **4. When will the 2024 Cash Bonus Plan payout be made?**

Cash Bonus Plan payouts, if any, will be paid on or before March 15, 2025.

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## 5. What deductions, if any, will be taken from the cash bonus?

Applicable taxes, 401k, and ESPP contributions, if elected, will be deducted from the payment. Federal taxes will be assessed based on the supplemental wage rate of 25%. State, local, and other taxes vary based on your location. The payment will be made in the same manner as your biweekly paycheck (e.g., direct deposit).

## 6. What does EBIT Margin Percentage mean?

EBIT Margin Percentage is an acronym for Earnings Before Interest and Taxes divided by net revenue. It is a commonly used financial term to measure the success of a business.

## 7. What does revenue mean?

Revenue is generated from the sale of goods or services, or any other use of capital or assets before any costs or expenses are deducted.

## 8. Will I receive a bonus payout if my year-end performance rating is “Unsatisfactory”?

No. The Performance Multiplier is 0% of an Unsatisfactory rating. When applied as the last step of the calculation, the result is a \$0 bonus payout.

*IMPORTANT: This Frequently Asked Questions document provides answers to common questions about the Cash Bonus Plan. If there are any conflicts between this document and the Cash Bonus Plan, the Plan Document will prevail. A copy of the Cash Bonus Plan document may be requested from <<Company's>> compensation department. <<Company>> reserves the right to change the Cash Bonus Plan at any time prior to bonus payments. This web page does not create any legally enforceable rights.*