

# INCENTIVE PROGRAM

## Front and Back Office:

1. Net production goal is met.
2. Collection of at least 96%
3. Overhead is met (50-55%)

If all requirements are met, we give either 1% of collection to bonus pool or 2% - depending on overhead percentage. 50-55% = 1%, under 50% = 2%

**Bonus** is paid based on hours worked, even split, or something else

## Hygiene:

1. Set a daily goal of 3.3x pay
  - a. Example: Stacy makes \$35/hour - \$35 x hours worked (8 hours x 3.3 = daily goal)
2.  $\$35 \times 8 \times 3.3 = \$924/\text{day}$  – always round up, so we would set it to \$930/day. We pay 10-25% of the difference in production for that day.
  - a. Example: if goal is \$930 and she produces \$1,230 then 10-20% is paid on the \$300 difference.