

# **MANAGER POLICY - BONUS STRUCTURE**

## **1. Bonus Eligibility**

Managers are eligible for performance-based bonuses subject to meeting defined KPIs.

## **2. Performance Metrics**

Bonuses are calculated based on revenue targets, team performance, and strategic objectives.

## **3. Bonus Calculation**

The bonus pool is determined annually and distributed proportionally based on evaluation scores.

## **4. Approval Process**

Final bonus approval requires review by executive leadership and HR.

## **5. Compliance**

All bonus payments are subject to financial audit and compliance verification.