

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.