

KPI Bonus Plan Results For Q3/2019



Name	Realza, Jose
Bonus Year	2019
Time frame	Q3 (Jul, Aug, Sep)
Annual Target Bonus (ARS)	197,822
KPI Annual Target Bonus (ARS)*	118,695

* KPI Annual Target Bonus is comprised of your annual target bonus multiply by the KPI factor (60%)

Dear Jose,

We are pleased to report to you with your KPI bonus plan results for Q3/2019.
Below you will find the relevant parameter goals, along with the actual achievements and the calculated bonus.
We thank you for your efforts, and wish you and the company great success ahead.

Your Parameters and Goals

< Parameter Scale >									
Time Frame	Parameter Name (Unit)	Weight	Below goal (Threshold)	Goal	Above goal (CAP)	Actual Achievement	Target Bonus (ARS)	Calculated Bonus (ARS)	% of Target Bonus
Q1 (Jan, Feb, Mar)	Net Revenue, USD (HOF)	40%	43,481,058	48,312,286	50,727,901	43,699,181	9,084	4,747	52%
Q1 (Jan, Feb, Mar)	Profit, USD (HOF)	40%	24,070,453	26,744,948	28,082,195	25,575,910	9,084	7,099	78%
Q1 (Jan, Feb, Mar)	Gold Dau, Users (HOF)	20%	199,504	221,671	232,754	217,184	4,542	4,082	90%
Q1 (Jan, Feb, Mar)	Total:	100%					22,710	15,928	70%
Q2 (Apr, May, Jun)	Net Revenue, USD (HOF)	40%	46,554,981	51,727,756	54,314,144	46,557,944	11,998	6,002	50%
Q2 (Apr, May, Jun)	Profit, USD (HOF)	40%	25,221,512	28,023,902	29,425,097	26,907,824	11,998	9,609	80%
Q2 (Apr, May, Jun)	Gold Dau, Users (HOF)	20%	202,646	225,162	236,421	207,145	5,999	3,599	60%
Q2 (Apr, May, Jun)	Total:	100%					29,995	19,210	64%
Q3 (Jul, Aug, Sep)	Net Revenue, USD (HOF)	40%	44,149,500	49,055,000	51,507,750	42,176,867	13,198	0	0%
Q3 (Jul, Aug, Sep)	Profit, USD (HOF)	40%	25,686,077	28,540,085	29,967,089	25,691,005	13,198	6,610	50%
Q3 (Jul, Aug, Sep)	Gold Dau, Users (HOF)	20%	205,777	228,642	240,074	199,395	6,599	0	0%
Q3 (Jul, Aug, Sep)	Total:	100%					32,995	6,610	20%
Q4 (Oct, Nov, Dec)	Net Revenue, USD (HOF)	40%	44,572,500	49,525,000	52,001,250	0	13,198	0	0%
Q4 (Oct, Nov, Dec)	Profit, USD (HOF)	40%	25,936,968	28,818,853	30,259,796	0	13,198	0	0%
Q4 (Oct, Nov, Dec)	Gold Dau, Users (HOF)	20%	208,931	232,146	243,753	0	6,599	0	0%
Q4 (Oct, Nov, Dec)	Total:	100%					32,995	0	0%
Total:							118,695	41,748	

The information above is personal and should be kept for yourself only.
Final bonus amount is subject to company discretion. The bonus is not considered as salary, and does not include any social benefits.
Income taxes and other applicable withholdings will be deducted by the company as required by law.
Should further information and explanation is needed, please contact me directly and I will be happy to assist.
Kind regards,

Arik Sandler
CFO