

Noah Baby – Sales & Warehouse Team Bonus Scheme

Total Bonus Pool Split:

- 75% allocated to Sales Team
- 25% allocated to Warehouse Team

Policy: 10% contingency on gross sales; Bonus pool on net sales = 0.38% / 0.40% / 0.42% / 0.44%

Performance Gates: Min = 0.8x, Mid = 1.0x, Max = 1.2x (normalized to stay within pool)

Sales Team (75% of Total Pool)

Role	Base % of Sales Pool
Supervisor	18%
Senior Sales 1	20%
Senior Sales 2	20%
Sales Staff 1	17%
Junior Sales	13%
Cashier	12%
Total	100%

Warehouse Team (25% of Total Pool)

Role	Base % of WH Pool
Senior Staff	30%
Staff 1	25%
Staff 2	25%
Junior Staff	20%
Total	100%

1) Sales = 1,000 Lakhs (Net 900, Pool = 3.42 L)

Sales Team Share = 75% × 3.42 = 2.56 L

Role	% of Sales Pool	Min (L)	Mid (L)	Max (L)
Supervisor	18%	0.37	0.46	0.55
Senior Sales 1	20%	0.41	0.51	0.62
Senior Sales 2	20%	0.41	0.51	0.62
Sales Staff 1	17%	0.35	0.44	0.52
Junior Sales	13%	0.27	0.33	0.40
Cashier	12%	0.25	0.31	0.37
Total (Sales)	100%	2.05	2.56	3.08

Warehouse Team Share = 25% × 3.42 = 0.85 L

Role	% of WH Pool	Min (L)	Mid (L)	Max (L)
Senior Staff	30%	0.21	0.26	0.31
Staff 1	25%	0.17	0.21	0.26
Staff 2	25%	0.17	0.21	0.26
Junior Staff	20%	0.14	0.17	0.21

Total (Warehouse)	100%	0.68	0.85	1.03
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2) Sales = 1,100 Lakhs (Net 990, Pool = 3.96 L)

Sales Team Share = 75% × 3.96 = 2.97 L

Role	% of Sales Pool	Min (L)	Mid (L)	Max (L)
Supervisor	18%	0.43	0.53	0.64
Senior Sales 1	20%	0.48	0.59	0.71
Senior Sales 2	20%	0.48	0.59	0.71
Sales Staff 1	17%	0.40	0.50	0.61
Junior Sales	13%	0.31	0.39	0.46
Cashier	12%	0.29	0.36	0.43
Total (Sales)	100%	2.38	2.97	3.56

Warehouse Team Share = 25% × 3.96 = 0.99 L

Role	% of WH Pool	Min (L)	Mid (L)	Max (L)
Senior Staff	30%	0.24	0.30	0.36
Staff 1	25%	0.20	0.25	0.30
Staff 2	25%	0.20	0.25	0.30
Junior Staff	20%	0.16	0.20	0.24
Total (Warehouse)	100%	0.79	0.99	1.19

3) Sales = 1,200 Lakhs (Net 1,080, Pool = 4.54 L)

Sales Team Share = 75% × 4.54 = 3.41 L

Role	% of Sales Pool	Min (L)	Mid (L)	Max (L)
Supervisor	18%	0.49	0.61	0.74
Senior Sales 1	20%	0.54	0.68	0.82
Senior Sales 2	20%	0.54	0.68	0.82
Sales Staff 1	17%	0.46	0.58	0.69
Junior Sales	13%	0.35	0.44	0.53
Cashier	12%	0.33	0.41	0.49
Total (Sales)	100%	2.72	3.41	4.09

Warehouse Team Share = 25% × 4.54 = 1.14 L

Role	% of WH Pool	Min (L)	Mid (L)	Max (L)
Senior Staff	30%	0.27	0.34	0.41
Staff 1	25%	0.23	0.28	0.34
Staff 2	25%	0.23	0.28	0.34
Junior Staff	20%	0.18	0.23	0.27
Total (Warehouse)	100%	0.91	1.14	1.36

4) Sales = 1,300 Lakhs (Net 1,170, Pool = 5.15 L)

Sales Team Share = 75% × 5.15 = 3.86 L

Role	% of Sales Pool	Min (L)	Mid (L)	Max (L)
Supervisor	18%	0.56	0.70	0.83
Senior Sales 1	20%	0.62	0.77	0.93
Senior Sales 2	20%	0.62	0.77	0.93
Sales Staff 1	17%	0.53	0.66	0.79
Junior Sales	13%	0.40	0.50	0.60
Cashier	12%	0.37	0.46	0.56
Total (Sales)	100%	3.09	3.86	4.63

Warehouse Team Share = 25% × 5.15 = 1.29 L

Role	% of WH Pool	Min (L)	Mid (L)	Max (L)
Senior Staff	30%	0.31	0.39	0.46
Staff 1	25%	0.26	0.32	0.39
Staff 2	25%	0.26	0.32	0.39
Junior Staff	20%	0.21	0.26	0.31
Total (Warehouse)	100%	1.03	1.29	1.55