

AWC, Inc.

Sales Performance
12/31/2024†

Division(s) 16

Salesperson 16M-MIGUEL GRILLO

Employee ID 000760

Role Technical Account Manage

Ranking 29 of 132

Income to break into the top 10 \$129,296

Compensation Impact Instructions:

- 1) Adjust the percent of GP (cell G13) used in y
- 2) Adjust annualized expense (cell I13) - [Note:
- 3) Adjust the bonus calculation percentage (ce
- 4) Enter in total compensation goal for OAM (c
- 5) Review OAM W2 Goal Sales and Income (ce

Compensation Impact

	Salary	Bonus	GP	Expense w/o Salary	Bonus Calc %	TTL Comp/Goal
Previous 2 Yr	\$120,000	\$99,472		\$103,035		\$219,472
Previous Year	\$120,727	\$460,632		\$506,510		\$581,359
Current Year	\$150,000		1 29%	2 \$506,510	3	4

The compensation calculation is an estimate only. It is not meant to be a direct and exact calculation of bonus and does not take into consideration other bonus metrics that may be incorporated in final compensation.

Sales & Income Scenarios	Sales	Income	GP	Delta Sales	Bonus	TTL Comp
Previous 2 Yr	\$4,503,364	\$1,133,685	25%			
Previous Year	\$10,774,300	\$3,160,890	29%			
.Net Sales Plan	\$0	\$0				
Required to reach OAM W2 Goal 5	\$0	\$0		\$0		

Sales Opportunity Pipeline	Sales	Income	# of Opps	Avg \$/Opp	20% of income:	\$	621,914
Existing Calculated Potential \$'s	\$6,320,564	\$1,854,284	31	\$203,889	minus expenses:	\$	170,068
Delta Opp \$'s to meet W2 Goal	\$0	\$0	0		2.5% deduction:	\$	4,252
					calculated bonus	\$	165,816

Sales & Income YTD	Sales	Income	GP	Expenses	Exp to Inc	Trav & Ent
YTD Actual	\$12,791,879.58	\$3,109,568.30	24.31%	\$451,845.81	14.53%	\$0.00
YTD Plan	\$0.00	\$0.00		\$0.00		
Prev YTD	\$10,774,300.43	\$3,160,890.15	29.34%			
YTD to YTD Plan %						
YTD to PYTD%	118.73%	98.38%				

Note: Expenses include salary, bonuses, taxes, and all travel and entertain
do not include ESOP, 401K, and medical insurance

Expenses	MTD Actual	MTD Plan	-%-	YTD Actual	YTD Plan	-%-
16M 000760-MIGUEL GRILLO	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M SALARY	\$12,500.00	\$0.00	0.00%	\$151,000.00	\$0.00	0.00%
16M SALES INCENTIVE	\$0.00	\$0.00	0.00%	\$254,445.00	\$0.00	0.00%

16M TAXES - PAYROLL	\$180.24	\$0.00	0.00%	\$19,535.61	\$0.00	0.00%
16M ADVERTISEMENT	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M EMPLOYEE ENTERTAINMENT	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M DEPRECIATION EXPENSE	\$1,230.75	\$0.00	0.00%	\$14,769.00	\$0.00	0.00%
16M ESOP CONTRIBUTION	\$0.00	\$0.00	0.00%	\$34,500.00	\$0.00	0.00%
16M DUES/PUBLICATION/SUBSCRI	\$0.00	\$0.00	0.00%	\$389.61	\$0.00	0.00%
16M EDUCATION & TRAINING	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M EMPLOYEE MEALS 50%	\$0.00	\$0.00	0.00%	\$1,321.38	\$0.00	0.00%
16M BAD DEBT EXPENSE	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M INSURANCE - MED/LIFE	\$1,780.50	\$0.00	0.00%	\$22,145.10	\$0.00	0.00%
16M INSURANCE - VEHICLE	\$145.03	\$0.00	0.00%	\$1,784.77	\$0.00	0.00%
16M INSURANCE - WORKERS COM	\$8.94	\$0.00	0.00%	\$427.60	\$0.00	0.00%
16M PROMOTIONAL - GIVE AWAYS	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M 401K PLAN MATCH	\$100.00	\$0.00	0.00%	\$1,200.00	\$0.00	0.00%
16M SERVICE INCOME	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M TRAVEL	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M TAXES - UNEMPLOYMENT	\$0.00	\$0.00	0.00%	\$188.57	\$0.00	0.00%
16M TELEPHONE	\$0.00	\$0.00	0.00%	\$1,350.00	\$0.00	0.00%
16M COGS Transfer (labor sales)	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M ENTERTAINMENT/MEALS BILL	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M COGS PARTS MAINT TRANSFE	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
16M ENTERTAINMENT NON BILLAE	\$0.00	\$0.00	0.00%	\$1,233.12	\$0.00	0.00%
16M VEHICLE EXPENSE	\$311.21	\$0.00	0.00%	\$5,828.75	\$0.00	0.00%
16M VIS OVER/SHORT	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%
	\$16,256.67	\$0.00		\$510,118.51	\$0.00	

† Sales and income plan is unavailable for previous years

Benefits not included in the expense formula

-\$19,535.61

\$0.00

\$0.00

-\$14,769.00

-\$34,500.00

-\$389.61

\$0.00

-\$1,321.38

\$0.00

-\$22,145.10

-\$1,784.77

-\$427.60

\$0.00

-\$1,200.00

\$0.00

\$0.00

-\$188.57

-\$1,350.00

\$0.00

\$0.00

\$0.00

-\$1,233.12

-\$5,828.75

\$0.00

-\$510,118.51

OAM Top 20 Analysis - 2024 YTD

Unique Customer Name	AD -		ES -		MX -	RH - R	DY -	TU - Turck	BN - Banner	ST -		Other	Grand Total
	SC - Siemens	Automation Div.Misc.	PX - Phoenix Contact	Engineering Services						Siemens Instrume	Top Tech Partner Total		
HYDRIL GE - HOUSTON TX	\$3,388,488	\$585,950	\$30,391	\$2,920	\$225	\$501		\$28,863			\$4,037,338	\$23,704	\$4,061,042
DYNAMIS POWER SOLUTIONS L	\$72,342	\$3,622,686	\$8,310	\$29,590				\$386		\$21,496	\$3,754,808	\$9,736	\$3,764,544
EVOLUTION WELL SERVICES - K.	\$2,025,031	\$407,485	\$207,829	\$15,158	\$50,100			\$6,615	\$26,935		\$2,739,154	\$17,815	\$2,756,969
SCHLUMBERGER - CAMERON -	\$307,174	\$84,227	\$23,495	\$3,200	\$8,807	\$50,966	\$27,823	\$527	\$3,598	\$547	\$510,365	\$28,111	\$538,477
ELECTRO-TECH INDUSTRIES INC	\$454,992		\$6,923								\$461,915		\$461,915
QUADVEST - MAGNOLIA TX	\$316,985										\$316,985	\$5,207	\$322,191
ACCELERATED MOBILE POWER		\$96,313		\$44,301							\$140,614	\$592	\$141,206
KINETIC PRESSURE CONTROL LI	\$136,197		\$30								\$136,226		\$136,226
JELEC - HOUSTON TX	\$39,735	-\$8,702	\$86,219				\$7,191		\$230		\$124,673		\$124,673
SCHLUMBERGER - ENGINEERIN	\$88,108		\$439							\$447	\$88,994	\$12,084	\$101,078
CHAMPION TECHNOLOGY SERV	\$64,815	\$70	\$13,717							\$30	\$78,633	\$5,347	\$83,979
M-I LLC - HOUSTON TX	\$63,978	\$2,200									\$66,178	\$8,355	\$74,532
SCHLUMBERGER - CAMERON -	\$46,402	\$4,664	\$3,903		\$9,605			\$477		\$3,976	\$69,027		\$69,027
ELECTRO-QUIP SERVICE - HOUS	\$53,261										\$53,261		\$53,261
HYDRIL PCB LIMITED - ABERDEE	\$40,693	\$2,930									\$43,623		\$43,623
SCHLUMBERGER - ENGINEERIN	\$2,398						\$10,439				\$12,837	\$120	\$12,957
BAKER HUGHES GE - HOUSTON												\$12,565	\$12,565
EN ENGINEERING LLC - HOUSTC	\$8,249										\$8,249		\$8,249
OAKS PRECISION FABRICATING	\$5,700										\$5,700		\$5,700
KAASM LLC - VASHON WA	\$4,692										\$4,692		\$4,692
	\$7,119,240	\$4,797,824	\$381,256	\$95,169	\$68,737	\$51,467	\$45,452	\$36,867	\$30,763	\$26,496	\$12,653,272	\$123,636	\$12,776,908
Total of all for OAM	\$7,124,562	\$4,797,837	\$381,256	\$95,169	\$68,737	\$51,643	\$45,452	\$36,867	\$30,763	\$30,396	\$12,662,684	\$129,195	\$12,791,880
Top 20 is % of	100%	100%	100%	100%	100%	100%	100%	100%	100%	87%	100%	96%	100%
# of Total Unique Customers	35	26	20	12	7	7	4	7	6	8			