

Date : March 4, 2020

Employee	Title	Comp	Bonus %	On Target Bonus	Metric 1	Metric 2	Metric 3
Jared Franz	Controller	\$170,000	35%	\$59,500	SOP Accounting and Finance Group	Domestic net working capital & cash conversion	Implement Cost accounting solution in Janesville
Tim Schramm	VP of HR	\$145,000	25%	\$36,250	Organization development	Human Capital total pay	Human capital life cycle policies
Kyle Patterson	VP of Ops	\$250,000	65%	\$162,500	Improve quality in Domestic Operations	Domestic operations flexible capacity	Domestic Ops production efficiency gains
Neal Berens	VP of Global Install/PM	\$175,000	35%	\$61,250	SW GM Nathan working on backlog, Forecasting	WI Office to take JWC Place	Installer Training Program
Clint Morgan	VP of International	\$170,000	50%	\$85,000	Product strategy and cost reductions Europe	50 Units per day in Australia	Malaysia Backlog increase
Mike Kontranowski	Sr. VP of Marketing	\$220,000	25%	\$55,000	Gross margin control >30% - Domestic	Commission Structure – New Plan	Complete major market Initiatives
Scott Staedter	VP of Global Major Projects	\$190,000	50%	\$95,000	Major projects 17mm pipeline with a 37%+ aggregate margin	Increase sales to Licensees	Restructure Germany sales and pricing model
Barry Napier	VP of NA Dist Sales	\$122,500	25%	\$30,625			

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Scott Dobak