

MILLWORK DESIGN AND FABRICATION

Bonus Award Program

Rewarding Business & Team Behaviours

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Assumptions

- SHRS believes in paying for results.
- All employees should be stake holders in our business success.
- SHRS believes what gets measured gets completed.
- SHRS believes what gets rewarded gets repeated.
- SHRS senior management models the behaviours expected of the employees.
- SHRS values & respects employees as business partners & wants to strategically grow the business to the next level.
- SHRS is committed to have every employee accountable for their results and being given the empowerment to achieve those results
- SHRS believes that : “We listen. We learn. We change. We are prosper!”

Objectives

- Reward teams for outstanding productivity, cost reduction achievements & improve customer service.
- Signal direction that SHRS wants to go.
- Highlight desired workplace behaviour.
- Celebrate teamwork, business, productivity, cost management & profit success behaviours.
- Provide motivation to excel and succeed.

Eligibility

- **All all employees including:
Managers/supervisors.**
- **Excluding directors and VPs.**
- **Eligibility not restricted by length of service.**
- **Must be employed on the date of the
distribution of bonus to be eligible.**

Methodology

- SHRS Principals will select the annual pool of bonus dollars based on profit targets.
- Bonus Pool will be \$150,000.
- Funds to be budgeted in SHRS cost centre by company.
- Important that bonus program is perceived as equitable by all employees.
- SHRS letter of recognition to accompany all employees receiving a bonus.

Reasons for receiving Bonus

- Employees have met their productivity targets, customers service objectives related team business goals.
- Identified and realized new profit opportunities and/or cost savings.
- Initiatives which improve team environment.

Bonus pay-out details

- First quarter: By February 10th, .
- Second quarter: By May 10th, .
- Third quarter: By August 10th, .
- Third quarter: By By November 10th, .

How will we measure success?

- Attendance

- Punctuality

- Quality

- Output

Bonus Award Philosophy

- Profitability is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution. It represents the wise choice of many alternatives!
- Create new business & customers opportunities.
- Life's battles aren't always won by the biggest, the strongest or even the fastest...sooner or later it's the one who thinks "I can" who wins!
- Look for ways to make new ideas work...not for reasons they won't. Find ways to grow the business.
- Business success = customers being offered quality products & services at the lowest profitable prices and being serviced accurately the first time and every time by professionals who really care!

Those Who Earn Bonus Will:

- Be more bottom line, profit, customer and member focused and driven.
- Place value in team building skills and be goal oriented.
- Have a passion for success and sustained enthusiasm for continuous improvement.
- Reflect world class leadership & team development that leads by example and is emulated in their product lines, services and their business reputation.
- Be a can do approach employee who is bottom line driven. \$\$\$\$\$