



## **Project Manager Bonus Structure**

### **Budget (Does not apply to allowances):**

100 - 97% will pay 1% of Gross Profit on Job  
96.99 - 94% will pay 2% of Gross Profit on Job  
93.99 - 90% will pay 3% of Gross Profit on Job  
Under 90% will pay 4% of Gross Profit on Job

### **Customer Satisfaction:**

All 5's will pay 3% of Gross Profit  
Less than 3 4's will pay 2% of Gross Profit  
3's or above will pay 1% of Gross Profit  
Any 2's results in no Customer Satisfaction Bonus  
Any 1's or 0's results in forfeit of all bonus options for that job  
\*(This includes Budget Bonus)

### **Scheduling Bonus:**

Each Day Before The Last Scheduled Day - Add 1/10% To The 1% Scheduling GP Bonus  
100% On Time (Last Scheduled Day) - Add 1% Scheduling GP Bonus  
Each Day Into Buffer Days - Deduct 1/10% of 1% Scheduling GP Bonus  
Each Day After Buffer Days - Remove 1% Scheduling GP Bonus & Deduct 1/4% of Total GP Bonus

### **Lead Commissions:**

1% of Gross Profit on any new project brought in by employee  
1% if Project Manager brings in new project from past customer and receives all 5's on survey  
\$20 Starbucks card for any estimate sent out by employee lead

### **Sales Commissions:**

2% of total project costs on job sold by salesperson