



## **What is Plan Pay?**

For non-sales employees, plan pay is your base pay plus target short-term incentive bonus. Your Plan Pay does not include overtime, benefits, commissions, long-term incentive compensation or any other forms of pay you may be entitled to receive. The amount of your plan pay will be updated once a year on April 1 based on your previous calendar year sales bonuses, commissions and incentives.

For sales employees with one or more years of service: Plan pay is base pay plus target short-term incentive bonus, if any, in effect as of the last day of active work, plus sales bonuses, commissions, and incentives paid during the prior calendar year. Sales bonuses, commissions, and incentives will be updated once a year.

For sales employees with less than one year of service: Plan pay is base pay plus target short-term incentive bonus, if any, in effect as of the last day of active work, plus sales bonuses, commissions, and incentives guaranteed in a first-year agreement.