



GTC Staff Post-Covid Incentive Program

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How it would work?

Additional Bonus Reward (Max. 5%)

Criteria	Café	Court Hire	Comps	M/Ship	Pro Shop
Mth on Mth Growth	Min.5%	Min.5%	Min.5%	Min.5%	Min.5%
Measure	Sales Growth	InTennis Participation Records	InTennis Participation Records	InTennis Participation Records	Sales Growth
Evidence	P&L	P&L & InTennis	P&L & InTennis	P&L & InTennis	P&L
Bonus to be paid on:	Growth	Accuracy & Growth	Accuracy & Growth	Accuracy & Growth	Growth



Team Existing Monthly Reward (Max.10%)

Additional \$50 per month for 5% growth in Social Media (growth in followers)

Accuracy Participation Bonus = \$50 per month



How it would work?

Total Sales	Jul 20	Jun 20	May 20	July Bonus
2019/2020	\$19,450	\$17,967	\$9491	
2018/2019	\$17,868	\$22,838	\$18,008	
Growth	+9%	-21%	-47%	\$158.20
Bonus % Paid	Yes	Yes	No	
Additional Bonus – 5%				
Café / 2019/20	\$3,671	\$2,694	\$781	\$12.25
2018/19	\$3,426	\$3,252	\$6,820	
Court Hire / 2019/20	\$1,960	\$3,284	\$4,953	
2018/19	\$6,900	\$8,221	\$3,952	
Comps / 2019/20	\$3,536	\$4,683	\$1,266	\$113.85
2018/19	\$1,259	\$1,811	\$3,321	
M'ship / 2019/20	\$5,443	\$3,431	\$202	\$129.50
2018/19	\$2,853	\$3,139	\$36	
Pro-Shop / 2019/20	\$4,839	\$3,875	\$2,290	\$70.40
2018/19	\$3,431	\$2,939	\$4,414	
	Social Media Growth Bonus (if applicable)			\$50.00
	Accuracy Participation Bonus (InTennis)			\$50.00
TOTAL	Monthly Team Bonus			\$584.20
	Per Staff Member (8 staff in total)			\$73.00 each

The Bonus pool is calculated on comparing growth from the current month to the same month of the previous year. For example July 2020 is calculated as \$19,450 minus \$17,868 (2018/19) = \$1,582 multiplied by 10% = \$158.20. This would also apply to additional bonuses. The pool is also supported by evidence in the InTennis recording of correct information. If this is not correct it could knock out additional bonuses in each segment.