

/KEEL Incentive Bonus Plan

The Bluth Company · Owner-approved June 1, 2026 · DEMO DOCUMENT — fictional data for demonstration

Design

Pool funded with 10% of net income above the adopted annual plan. Split 60% field / 40% admin, allocated by hours worked. Paid each January following the plan year. Eligibility: 6 months tenure. Clawback on cancelled contracts.

Worked example

If FY NI beats plan by \$80,000: pool \$8,000 — field \$4,800 across crews by hours, admin \$3,200.

Governance

Accrued monthly once YTD NI exceeds plan; reviewed at the quarterly strategic session.