

Labor Guidelines

- The Labor Bonus is paid out monthly to managers according to where their employee labor percent falls on the chart below for the month.
- Stores that have a drive up and order window will have an allowance of 1.0% on their labor percent. Walmart stores will have an allowance of 0.5% on their labor percent. And Mama DeLuca stores will have an allowance of 1.0% on their labor percent.
- Stores that have a weekly AUV \geq \$12,500 for the month will receive an additional 1.0% allowance on their labor percent.
- Overtime is not permitted and should be controlled and prevented by the management staff. Store Managers with overtime at their stores will have the total overtime dollar amount deducted from the labor bonus unless the store's labor for the month is \leq 23.0% with the store manager's base income included.
- Stores that have an employee labor percent that is 18.01% or higher will be ineligible for any raise requests and will be deducted \$50 on their monthly bonuses. Employee meals may also be taken away at the discretion of the Area Manager if need be.

| Store Manager Scale | |
|----------------------------|-------------------|
| Employee Labor % | Bonus |
| -14.50% | \$300 |
| 14.51-15.00% | \$250 |
| 15.01-15.50% | \$200 |
| 15.51-16.00% | \$150 |
| 16.01-16.50% | \$100 |
| 16.51-17.00% | \$50 |
| 17.01-18.00% | \$0 |
| +18.01% | -\$50 |
| +20.00% | Manager Probation |

| Assistant Manager Scale | |
|--------------------------------|--------------|
| Employee Labor % | Bonus |
| -14.50% | \$70 |
| 14.51-15.00% | \$60 |
| 15.01-15.50% | \$50 |
| 15.51-16.00% | \$40 |
| 16.01-16.50% | \$30 |
| 16.51-17.00% | \$20 |
| 17.01-18.00% | \$0 |
| +18.01% | -\$20 |

| Sales | Employee Labor Percent | Employee Hours to Schedule | Manager Hours to Schedule | Total Hours to Schedule |
|---------|------------------------|----------------------------|---------------------------|-------------------------|
| \$4,500 | 15.0% | 61 | +40 | =101 |
| | 15.5% | 63 | +40 | =103 |
| | 16.0% | 65 | +40 | =105 |
| | 16.5% | 68 | +40 | =108 |
| | 17.0% | 70 | +40 | =110 |
| \$4,750 | 15.0% | 65 | +40 | =105 |
| | 15.5% | 67 | +40 | =107 |
| | 16.0% | 69 | +40 | =109 |
| | 16.5% | 71 | +40 | =111 |
| | 17.0% | 73 | +40 | =113 |
| \$5,000 | 15.0% | 68 | +40 | =108 |
| | 15.5% | 70 | +40 | =111 |
| | 16.0% | 73 | +40 | =113 |
| | 16.5% | 75 | +40 | =115 |
| | 17.0% | 77 | +40 | =117 |
| \$5,250 | 15.0% | 72 | +40 | =112 |
| | 15.5% | 74 | +40 | =114 |
| | 16.0% | 76 | +40 | =116 |
| | 16.5% | 79 | +40 | =119 |
| | 17.0% | 81 | +40 | =121 |
| \$5,500 | 15.0% | 75 | +40 | =115 |
| | 15.5% | 78 | +40 | =118 |
| | 16.0% | 80 | +40 | =120 |
| | 16.5% | 83 | +40 | =123 |
| | 17.0% | 85 | +40 | =125 |
| \$5,750 | 15.0% | 78 | +40 | =118 |
| | 15.5% | 81 | +40 | =121 |
| | 16.0% | 84 | +40 | =124 |
| | 16.5% | 86 | +40 | =126 |
| | 17.0% | 89 | +40 | =129 |
| \$6,000 | 15.0% | 82 | +40 | =122 |
| | 15.5% | 85 | +40 | =125 |
| | 16.0% | 87 | +40 | =127 |
| | 16.5% | 90 | +40 | =130 |
| | 17.0% | 93 | +40 | =133 |
| \$6,250 | 15.0% | 85 | +40 | =125 |
| | 15.5% | 88 | +40 | =128 |
| | 16.0% | 91 | +40 | =131 |
| | 16.5% | 94 | +40 | =134 |
| | 17.0% | 97 | +40 | =137 |
| \$6,500 | 15.0% | 89 | +40 | =129 |
| | 15.5% | 92 | +40 | =132 |
| | 16.0% | 95 | +40 | =135 |
| | 16.5% | 98 | +40 | =138 |
| | 17.0% | 100 | +40 | =140 |

| Sales | Employee Labor Percent | Employee Hours to Schedule | Manager Hours to Schedule | Total Hours to Schedule |
|---------|------------------------|----------------------------|---------------------------|-------------------------|
| \$6,750 | 15.0% | 92 | +40 | =132 |
| | 15.5% | 95 | +40 | =135 |
| | 16.0% | 98 | +40 | =138 |
| | 16.5% | 101 | +40 | =141 |
| | 17.0% | 104 | +40 | =144 |
| \$7,000 | 15.0% | 95 | +40 | =135 |
| | 15.5% | 99 | +40 | =139 |
| | 16.0% | 102 | +40 | =142 |
| | 16.5% | 105 | +40 | =145 |
| | 17.0% | 108 | +40 | =148 |
| \$7,250 | 15.0% | 99 | +40 | =139 |
| | 15.5% | 102 | +40 | =142 |
| | 16.0% | 105 | +40 | =145 |
| | 16.5% | 109 | +40 | =149 |
| | 17.0% | 112 | +40 | =152 |
| \$7,500 | 15.0% | 102 | +40 | =142 |
| | 15.5% | 106 | +40 | =146 |
| | 16.0% | 109 | +40 | =149 |
| | 16.5% | 113 | +40 | =153 |
| | 17.0% | 116 | +40 | =156 |
| \$7,750 | 15.0% | 106 | +40 | =146 |
| | 15.5% | 109 | +40 | =149 |
| | 16.0% | 113 | +40 | =153 |
| | 16.5% | 116 | +40 | =156 |
| | 17.0% | 120 | +40 | =160 |
| \$8,000 | 15.0% | 109 | +40 | =149 |
| | 15.5% | 113 | +40 | =153 |
| | 16.0% | 116 | +40 | =156 |
| | 16.5% | 120 | +40 | =160 |
| | 17.0% | 124 | +40 | =164 |
| \$8,250 | 15.0% | 113 | +40 | =153 |
| | 15.5% | 116 | +40 | =156 |
| | 16.0% | 120 | +40 | =160 |
| | 16.5% | 124 | +40 | =164 |
| | 17.0% | 128 | +40 | =168 |
| \$8,500 | 15.0% | 116 | +40 | =156 |
| | 15.5% | 120 | +40 | =160 |
| | 16.0% | 124 | +40 | =164 |
| | 16.5% | 128 | +40 | =168 |
| | 17.0% | 131 | +40 | =171 |
| \$8,750 | 15.0% | 119 | +40 | =159 |
| | 15.5% | 123 | +40 | =163 |
| | 16.0% | 127 | +40 | =167 |
| | 16.5% | 131 | +40 | =171 |
| | 17.0% | 135 | +40 | =175 |

| Sales | Employee Labor Percent | Employee Hours to Schedule | Manager Hours to Schedule | Total Hours to Schedule |
|----------|------------------------|----------------------------|---------------------------|-------------------------|
| \$9,000 | 15.0% | 123 | +40 | =163 |
| | 15.5% | 127 | +40 | =167 |
| | 16.0% | 131 | +40 | =171 |
| | 16.5% | 135 | +40 | =175 |
| | 17.0% | 139 | +40 | =179 |
| \$9,250 | 15.0% | 126 | +40 | =169 |
| | 15.5% | 130 | +40 | =170 |
| | 16.0% | 135 | +40 | =175 |
| | 16.5% | 139 | +40 | =179 |
| | 17.0% | 143 | +40 | =183 |
| \$9,500 | 15.0% | 130 | +40 | =170 |
| | 15.5% | 134 | +40 | =174 |
| | 16.0% | 138 | +40 | =178 |
| | 16.5% | 143 | +40 | =183 |
| | 17.0% | 147 | +40 | =187 |
| \$9,750 | 15.0% | 133 | +40 | =173 |
| | 15.5% | 137 | +40 | =177 |
| | 16.0% | 142 | +40 | =182 |
| | 16.5% | 146 | +40 | =186 |
| | 17.0% | 151 | +40 | =191 |
| \$10,000 | 15.0% | 136 | +40 | =176 |
| | 15.5% | 141 | +40 | =181 |
| | 16.0% | 145 | +40 | =185 |
| | 16.5% | 150 | +40 | =190 |
| | 17.0% | 155 | +40 | =195 |
| \$10,250 | 15.0% | 140 | +40 | =180 |
| | 15.5% | 144 | +40 | =184 |
| | 16.0% | 149 | +40 | =189 |
| | 16.5% | 154 | +40 | =194 |
| | 17.0% | 158 | +40 | =198 |
| \$10,500 | 15.0% | 143 | +40 | =183 |
| | 15.5% | 148 | +40 | =188 |
| | 16.0% | 153 | +40 | =193 |
| | 16.5% | 158 | +40 | =198 |
| | 17.0% | 162 | +40 | =202 |
| \$10,750 | 15.0% | 147 | +40 | =187 |
| | 15.5% | 151 | +40 | =191 |
| | 16.0% | 156 | +40 | =196 |
| | 16.5% | 161 | +40 | =201 |
| | 17.0% | 166 | +40 | =206 |
| \$11,000 | 15.0% | 150 | +40 | =190 |
| | 15.5% | 155 | +40 | =195 |
| | 16.0% | 160 | +40 | =200 |
| | 16.5% | 165 | +40 | =205 |
| | 17.0% | 170 | +40 | =210 |

| Sales | Employee Labor Percent | Employee Hours to Schedule | Manager Hours to Schedule | Total Hours to Schedule |
|----------|------------------------|----------------------------|---------------------------|-------------------------|
| \$11,250 | 15.0% | 153 | +40 | =193 |
| | 15.5% | 159 | +40 | =199 |
| | 16.0% | 164 | +40 | =204 |
| | 16.5% | 169 | +40 | =209 |
| | 17.0% | 174 | +40 | =214 |
| \$11,500 | 15.0% | 157 | +40 | =197 |
| | 15.5% | 162 | +40 | =202 |
| | 16.0% | 167 | +40 | =207 |
| | 16.5% | 173 | +40 | =213 |
| | 17.0% | 178 | +40 | =218 |
| \$11,750 | 15.0% | 160 | +40 | =200 |
| | 15.5% | 166 | +40 | =206 |
| | 16.0% | 171 | +40 | =211 |
| | 16.5% | 176 | +40 | =216 |
| | 17.0% | 182 | +40 | =222 |
| \$12,000 | 15.0% | 164 | +40 | =204 |
| | 15.5% | 169 | +40 | =209 |
| | 16.0% | 175 | +40 | =215 |
| | 16.5% | 180 | +40 | =220 |
| | 17.0% | 185 | +40 | =225 |
| \$12,250 | 15.0% | 167 | +40 | =207 |
| | 15.5% | 173 | +40 | =213 |
| | 16.0% | 178 | +40 | =218 |
| | 16.5% | 184 | +40 | =224 |
| | 17.0% | 189 | +40 | =229 |
| \$12,500 | 15.0% | 170 | +40 | =210 |
| | 15.5% | 176 | +40 | =216 |
| | 16.0% | 182 | +40 | =222 |
| | 16.5% | 188 | +40 | =228 |
| | 17.0% | 193 | +40 | =233 |
| \$12,750 | 15.0% | 174 | +40 | =214 |
| | 15.5% | 180 | +40 | =220 |
| | 16.0% | 185 | +40 | =225 |
| | 16.5% | 191 | +40 | =231 |
| | 17.0% | 197 | +40 | =237 |
| \$13,000 | 15.0% | 177 | +40 | =217 |
| | 15.5% | 183 | +40 | =223 |
| | 16.0% | 189 | +40 | =229 |
| | 16.5% | 195 | +40 | =235 |
| | 17.0% | 201 | +40 | =241 |
| \$13,250 | 15.0% | 181 | +40 | =221 |
| | 15.5% | 187 | +40 | =227 |
| | 16.0% | 193 | +40 | =233 |
| | 16.5% | 199 | +40 | =239 |
| | 17.0% | 205 | +40 | =245 |

| Sales | Employee Labor Percent | Employee Hours to Schedule | Manager Hours to Schedule | Total Hours to Schedule |
|----------|------------------------|----------------------------|---------------------------|-------------------------|
| \$13,500 | 15.0% | 184 | +40 | =224 |
| | 15.5% | 190 | +40 | =230 |
| | 16.0% | 196 | +40 | =236 |
| | 16.5% | 203 | +40 | =243 |
| | 17.0% | 209 | +40 | =249 |
| \$13,750 | 15.0% | 188 | +40 | =228 |
| | 15.5% | 194 | +40 | =234 |
| | 16.0% | 200 | +40 | =240 |
| | 16.5% | 206 | +40 | =246 |
| | 17.0% | 213 | +40 | =253 |
| \$14,000 | 15.0% | 191 | +40 | =231 |
| | 15.5% | 197 | +40 | =237 |
| | 16.0% | 204 | +40 | =244 |
| | 16.5% | 210 | +40 | =250 |
| | 17.0% | 216 | +40 | =256 |
| \$14,250 | 15.0% | 194 | +40 | =234 |
| | 15.5% | 201 | +40 | =241 |
| | 16.0% | 207 | +40 | =247 |
| | 16.5% | 214 | +40 | =254 |
| | 17.0% | 220 | +40 | =260 |
| \$14,500 | 15.0% | 198 | +40 | =238 |
| | 15.5% | 204 | +40 | =244 |
| | 16.0% | 211 | +40 | =251 |
| | 16.5% | 218 | +40 | =258 |
| | 17.0% | 224 | +40 | =264 |
| \$14,750 | 15.0% | 201 | +40 | =241 |
| | 15.5% | 208 | +40 | =248 |
| | 16.0% | 215 | +40 | =255 |
| | 16.5% | 221 | +40 | =261 |
| | 17.0% | 228 | +40 | =268 |
| \$15,000 | 15.0% | 205 | +40 | =245 |
| | 15.5% | 211 | +40 | =251 |
| | 16.0% | 218 | +40 | =258 |
| | 16.5% | 225 | +40 | =265 |
| | 17.0% | 232 | +40 | =272 |
| \$15,250 | 15.0% | 208 | +40 | =248 |
| | 15.5% | 215 | +40 | =255 |
| | 16.0% | 222 | +40 | =262 |
| | 16.5% | 229 | +40 | =269 |
| | 17.0% | 236 | +40 | =276 |
| \$15,500 | 15.0% | 211 | +40 | =251 |
| | 15.5% | 218 | +40 | =258 |
| | 16.0% | 225 | +40 | =265 |
| | 16.5% | 233 | +40 | =273 |
| | 17.0% | 240 | +40 | =280 |