



## 2024 (and beyond) Incentive Plan

When Marsh Professional Lawn Care (MPL), Inc. offers our services, we are primarily selling the labor to complete that work in a streamlined manner. Our labor is an important factor from which profit is derived. Through the increase in productivity, efficient use of time, equipment, correct scheduling, and accurate and timely completion of all tasks, including paperwork; team members can bring distributable profits in at higher rates than projected. The greatest impact that a team member can have on the profitability of work, falls within these areas. Because of this, the Incentive Plan, (AKA) Pay for Performance (PfP) is based upon creating profits derived from increased efficiency, clever problem-solving with zero call backs, and added savings through streamlining teamwork.

### **DEFINITIONS:**

*INCENTIVE POOL:* This represents the amount of money that will be set aside for distribution to eligible MPL Inc team members. It is based on the company exceeding its profitability goals. Funds that generate the pool consist of “excess profits”. When estimating and performing the work on jobs, the quote form will indicate a gross margin target for the job. Meeting and beating the gross margin target will be necessary “to generate excess profits.” The actual individual payout, however, is affected by multiple factors explained below, the most recent semi-annual Team Member Performance Evaluation or Skills Assessment score, the Reliability Score (attendance) and Seniority. The Incentive Pool, therefore, is a potential figure.

*ELIGIBLE TEAM MEMBERS:* Personnel that meet the following conditions:

1. Is on the active payroll of the company at the time the incentives are distributed. Anyone who left the employment of MPL, Inc. after the period, but before the incentives are distributed, has forfeited their eligibility. Anyone on a leave of absence for any reason would not be given an incentive check until they come back from that leave.
2. Must have been a team member for at least six months.
3. Achieves a minimum of 3s on 27 of 30 their most recent 30+ Skills' Assessment, and/or 118+ out of 150 score on their most recent performance evaluation.
4. Is up to date on all tasks that his/her position calls for.

*Factored (Weighted) Shares:* This represents the method for determining the amounts that each individual associated with MPL is eligible to receive under the Plan.

*Performance (Evaluations):* The team member performance evaluation score will be used to determine in part the individual's share of the pool and their eligibility to participate in the Plan.

*Reliability:* The next factor will be the team member's reliability, how much the company can count on him or her coming to work and consistently putting in a full day's work. You have to be a reliable, producing team member to contribute to the company's success to share in the success.

*Tenure (Seniority):* The closing factor is seniority. MPL Inc believes that long-time team members demonstrated investment as productive team members. We also relish in sharing financial benefits to those team members that are committed to MPL Inc.