

ENCHANTED FAIRIES

MAGICAL FINE ART PORTRAITURE



**Team Member
Profit -Sharing Bonus**

Introduction

At **Enchanted Fairies**, we believe in the magic that happens when we work together, hand in hand, to create something truly extraordinary. Every effort, every idea, and every moment of dedication we put into our work contributes to the enchantment that makes our company thrive.

As we move forward together, we want to ensure that the rewards of our collective success are shared by all who contribute to our story. Our new **Profit-Sharing Bonus** is more than just a financial incentive; it's a celebration of our unity, our hard work, and the magic we create as a team.

With each milestone we reach, our profit-sharing bonus allows us to turn our shared achievements into personal rewards. It's our way of saying **THANK YOU** for being an integral part of our enchanted community, where your contributions help us all to flourish.

Join us as we continue to weave a tale of growth, prosperity, and shared success—where the rewards of our labor are as magical as the journey itself.



Eligibility



Eligible Team Members

- Full-time employees with a minimum employment tenure of 6 months who do NOT currently receive commission payments

Ineligible Team Members

- Part-time employees
- Full-time employees with less than 6 months employment tenure
- Full-time employees who currently receive commission payments

Bonus Calculations

All eligible team members will split the company's bonus pool.

The bonus pool is a percentage of the company's net profit. This percentage will be determined by the senior leadership team.



Employment Tiers

A team member's profit share will depend on their employment tier.

Tiers are determined by the team member role type.



Tier 1

C-Level Executives

Tier 2

Directors

Tier 3

Managers

Tier 4

All Other Team Members



Distribution

The bonus pool will be divided among all team members in your tier group. The distribution/percentage amount a team member receives can fluctuate based on the number of members in a tier group.

Performance Metrics

The magic we create together fuels our collective success. Our bonus amounts are directly linked to the company's performance — whether it's through reducing expenses, growing our revenue, or achieving our quarterly goals.

Each one of us holds a unique piece of this enchantment. When you meet or exceed your individual goals, you're adding a sparkle to our shared success.



Payout



Frequency

Profit-Sharing bonuses will be paid out on a quarterly basis.