

2017 Total Rewards Statement	
3.0%	\$ -
	\$ -
	\$ -
	\$ -
	\$ -
	\$ -

> 1.5, Aggregate Sales YOY 10% Increase **HCROI cost also include freelancers and staffing from agencies* ***includes shipping charges*
y & Benefits Sales Activation Threshold - \$1 **Gross Profit in all of the incentive plans and HCROI include shipping costs from vendors, factories and to customers*
ent upon actual results achieved

Threshold/Target/Stretch	Percent of Target	Base Pay Potential	Payout Potential	Weight%	Final % of Target
11.25%	75.0%	1.88%	\$0	25%	0%
15.0%	100.0%	2.50%	\$0		
18.75%	125.0%	3.13%	\$0		
7.5%	75.0%	1.88%	\$0	25%	0%
10.0%	100.0%	2.50%	\$0		
12.5%	125.0%	3.13%	\$0		
60	75.0%	1.50%	\$0	20%	0%
50	100.0%	2.00%	\$0		
40	125.0%	2.50%	\$0		
56.3%	75.0%	1.50%	\$0	20%	0%
75.0%	100.0%	2.00%	\$0		
93.8%	125.0%	2.50%	\$0		
7.5%	75.0%	0.75%	\$0	10%	0%
10.0%	100.0%	1.00%	\$0		
12.5%	125.0%	1.25%	\$0		
					0.00%

2017 Incentive Plan Payout Threshold=	7.5%	7.5%	\$0.00		
2017 Incentive Plan Payout Target =	10.0%	10.0%	\$0.00	100%	\$0.00
2017 Incentive Plan Max Payout =	12.5%	12.5%	\$0.00		

Threshold Incentive Total Payout \$0
Target Incentive Payout \$0
Max Incentive Payout \$0