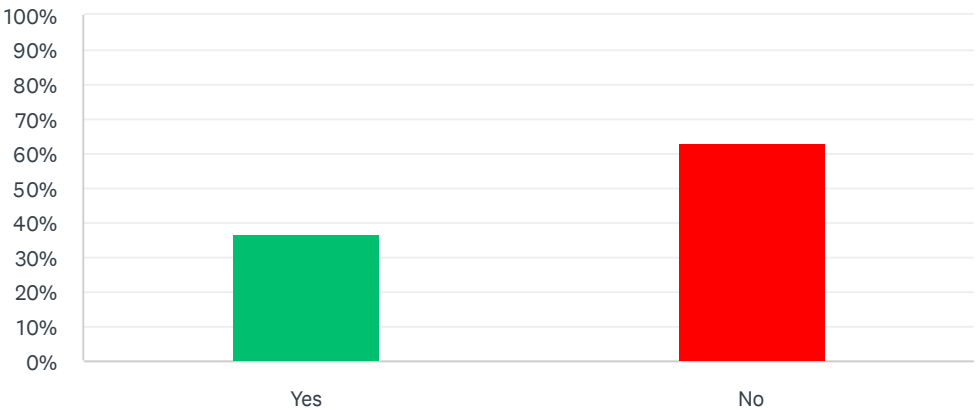


Q1 Are part-time non-exempt employees eligible for bonuses or profit sharing?

Answered: 73    Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	36.99%	27
No	63.01%	46
TOTAL		73

## Q2 If so, what amount or percentage of their annual wage would they be eligible for?

Answered: 33 Skipped: 40

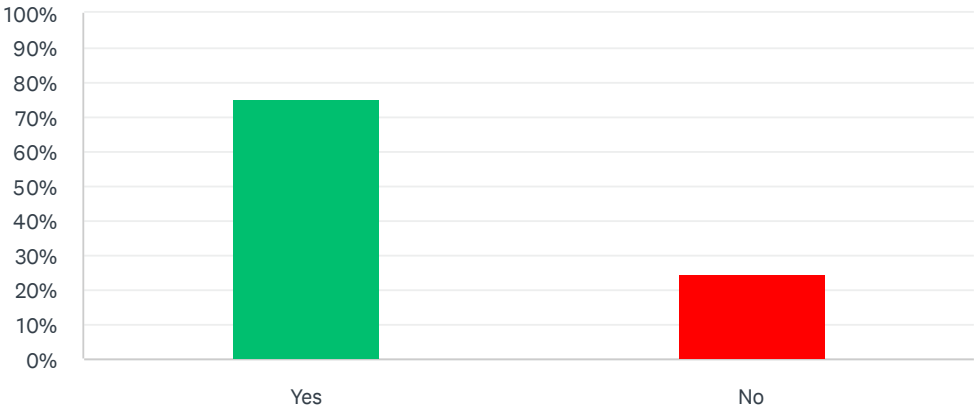
#	RESPONSES	DATE
1	Discretionary up to 20%	12/21/2022 6:33 PM
2	n/a	12/21/2022 6:44 AM
3	Set bonus amount	12/20/2022 10:38 AM
4	Flat amount depending on position tier	12/19/2022 7:36 PM
5	NA	12/19/2022 1:28 PM
6	They are discretionary so it varies from year to year	12/19/2022 12:46 PM
7	3%	12/19/2022 12:17 PM
8	N/A - We're a non-profit.	12/19/2022 11:50 AM
9	Depends on length of service and hours worked	12/19/2022 10:38 AM
10	3%	12/19/2022 10:31 AM
11	Changes every year	12/19/2022 10:20 AM
12	varies	12/19/2022 10:17 AM
13	One week's pay	12/19/2022 10:11 AM
14	not applicable	12/19/2022 9:46 AM
15	not a percent	12/19/2022 9:41 AM
16	Based on company profits changes quarterly	12/19/2022 9:36 AM
17	Pro-rated bonus amount based on average number of hours they worked for the last year.	12/19/2022 9:01 AM
18	N/A	12/19/2022 8:56 AM
19	no	12/19/2022 8:55 AM
20	Depends - based on percentage of overall salaries.	12/19/2022 8:54 AM
21	Per Office of Head Start for annual bonus - changes each year	12/19/2022 8:53 AM
22	Bonus: up to 10% of annual salary. Profit sharing: same for all, typically up to 3% of annual salary.	12/19/2022 8:51 AM
23	0	12/19/2022 8:50 AM
24	100% up to annual max allowed	12/19/2022 8:46 AM
25	varies	12/19/2022 8:35 AM
26	TBD	12/19/2022 8:35 AM
27	varies	12/19/2022 8:33 AM
28	Not set, determined each year	12/19/2022 8:20 AM
29	Not eligible for bonus, they receive 1/2 of the profit-sharing bonus we give to others.	12/19/2022 8:18 AM
30	varies	12/19/2022 8:09 AM
31	3%	12/19/2022 8:07 AM

## Bonuses and Profit Sharing

32	They are only eligible for our quarterly bonuses, not profit sharing	12/19/2022 8:03 AM
33	3-4% of base	12/19/2022 7:59 AM

Q3 Are full-time non-exempt employees eligible for bonuses or profit sharing?

Answered: 69    Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	75.36%	52
No	24.64%	17
TOTAL		69

## Q4 If so, what amount or percentage of their annual wage would they be eligible for?

Answered: 53    Skipped: 20

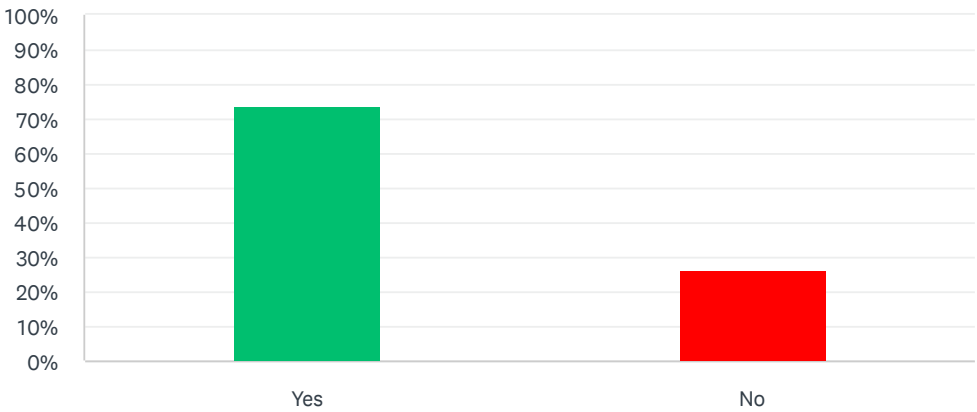
#	RESPONSES	DATE
1	Discretionary up to 20%	12/21/2022 6:33 PM
2	varies on situation	12/21/2022 12:50 PM
3	3%	12/21/2022 9:39 AM
4	Set bonus amount	12/20/2022 10:39 AM
5	Flat amount based on position tier	12/19/2022 7:36 PM
6	5%	12/19/2022 6:28 PM
7	Our executive team is based on strategic goals with an opportunity to earn 5%, 7.5%, or 10% of their salary. We offer incentive bonuses for revenue generating positions.	12/19/2022 5:11 PM
8	5%	12/19/2022 3:40 PM
9	varies	12/19/2022 2:08 PM
10	We do not have a set policy - our bonuses are discretionary	12/19/2022 1:29 PM
11	Bonuses are discretionary so it varies from year to year.	12/19/2022 12:46 PM
12	5%	12/19/2022 12:17 PM
13	N/A - We're a non-profit.	12/19/2022 11:50 AM
14	3%	12/19/2022 10:32 AM
15	Depends, but usually around \$2500.	12/19/2022 10:30 AM
16	Changes every year	12/19/2022 10:20 AM
17	varies	12/19/2022 10:18 AM
18	One week's pay	12/19/2022 10:12 AM
19	Depends on their position	12/19/2022 10:10 AM
20	Variable by department	12/19/2022 9:52 AM
21	Not applicable	12/19/2022 9:46 AM
22	Bonus is based on tenure.	12/19/2022 9:43 AM
23	not a percent	12/19/2022 9:42 AM
24	based on company profits varies by quarter	12/19/2022 9:36 AM
25	based on company results	12/19/2022 9:24 AM
26	401k deposit annually based on profitability, typically around 1% of salary. Is deposited into their 401k, regardless of whether or not they are actively participating in the 401k	12/19/2022 9:01 AM
27	Bonus amount is based on the financial success of the company.	12/19/2022 9:01 AM
28	Third level down under manager and assistant manager, set amount based on manager bonus	12/19/2022 8:57 AM
29	no	12/19/2022 8:55 AM
30	This is for our central office only - based on percentage of overall salaries.	12/19/2022 8:55 AM

## Bonuses and Profit Sharing

31	Per Office of Head Start for annual bonus - changes each year	12/19/2022 8:54 AM
32	Bonus up to 10%; profit sharing is typically up to 3%.	12/19/2022 8:51 AM
33	10-50%	12/19/2022 8:51 AM
34	Depends on the position and how far above the profit goal is reach within the year.	12/19/2022 8:51 AM
35	Varies	12/19/2022 8:47 AM
36	100% up to annual max allowed	12/19/2022 8:46 AM
37	Not available yet	12/19/2022 8:39 AM
38	set amount for employees	12/19/2022 8:36 AM
39	TBD	12/19/2022 8:35 AM
40	varies depending on certain factors such as productivity	12/19/2022 8:34 AM
41	15%	12/19/2022 8:26 AM
42	10% bonus if objectives for the year are met	12/19/2022 8:26 AM
43	Not set, determined each year	12/19/2022 8:20 AM
44	We provide a discretionary bonus to all employees - full time get 100% of the bonus and part time get 1/2 of the bonus. We also make a 401k contribution to all employees, with full-time receiving the full amount and part-time receiving 50%.	12/19/2022 8:19 AM
45	Average 8k/year. It's a flat amount	12/19/2022 8:13 AM
46	8	12/19/2022 8:11 AM
47	Varies depending on performance	12/19/2022 8:10 AM
48	varies	12/19/2022 8:09 AM
49	3%	12/19/2022 8:07 AM
50	Profit sharing is typically between 3-5%	12/19/2022 8:03 AM
51	10%	12/19/2022 8:03 AM
52	2% of company net income; 401(k) & discretionary contribution combined is 8%	12/19/2022 8:02 AM
53	3-4% of base	12/19/2022 8:00 AM

Q5 Are non-supervisory exempt employees eligible for bonuses or profit sharing?

Answered: 65    Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	73.85%	48
No	26.15%	17
TOTAL		65

## Q6 If so, what amount or percentage of their annual wage would they be eligible for?

Answered: 47   Skipped: 26

#	RESPONSES	DATE
1	Discretionary up to 20%	12/21/2022 6:34 PM
2	Set bonus amount	12/20/2022 10:39 AM
3	Depends on position tier	12/19/2022 7:38 PM
4	5% - 15%	12/19/2022 6:29 PM
5	12%	12/19/2022 2:11 PM
6	varies	12/19/2022 2:08 PM
7	We do not have a set policy - our bonuses are discretionary	12/19/2022 1:29 PM
8	Bonuses are discretionary so it varies from year to year	12/19/2022 12:46 PM
9	3%	12/19/2022 12:17 PM
10	N/A - We're a non-profit.	12/19/2022 11:50 AM
11	3%	12/19/2022 10:32 AM
12	5%	12/19/2022 10:30 AM
13	Chnages every year.	12/19/2022 10:21 AM
14	varies	12/19/2022 10:18 AM
15	One week's pay	12/19/2022 10:12 AM
16	Depends on their position	12/19/2022 10:11 AM
17	Variable by department	12/19/2022 9:53 AM
18	Not applicable	12/19/2022 9:46 AM
19	Bonuses are based on tenure.	12/19/2022 9:43 AM
20	based on company profits varies by quarter	12/19/2022 9:37 AM
21	based on company results	12/19/2022 9:24 AM
22	Bonus amount is based on the financial success of the company.	12/19/2022 9:01 AM
23	N/A	12/19/2022 8:57 AM
24	no	12/19/2022 8:55 AM
25	Central office only; based on percentage of overall salary	12/19/2022 8:55 AM
26	Per Office of Head Start for annual bonus - changes each year	12/19/2022 8:54 AM
27	Bonus ranges from 10-20%; profit sharing is typically up to 3%.	12/19/2022 8:52 AM
28	10-50%	12/19/2022 8:51 AM
29	Depends on goal setting	12/19/2022 8:51 AM
30	Varies	12/19/2022 8:47 AM
31	100%	12/19/2022 8:47 AM

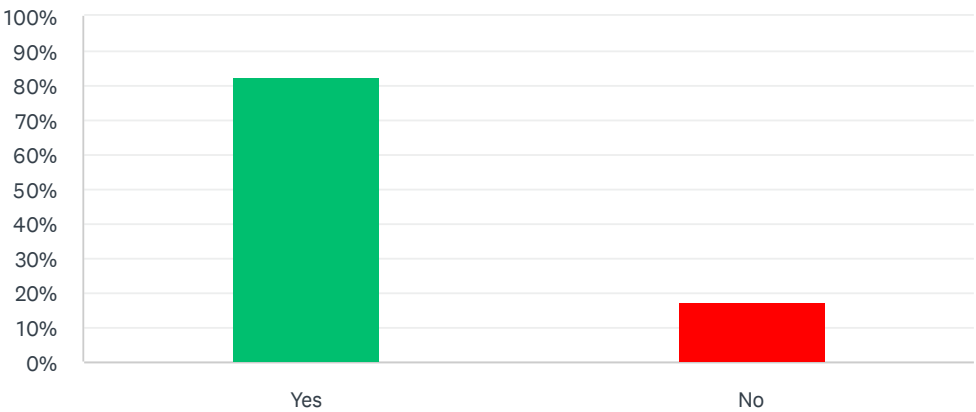


## Bonuses and Profit Sharing

32	Again, not yet known	12/19/2022 8:39 AM
33	TBD	12/19/2022 8:35 AM
34	varies	12/19/2022 8:34 AM
35	15% on profit sharing; bonus is discretionary	12/19/2022 8:27 AM
36	10% bonus potential if objectives are met	12/19/2022 8:27 AM
37	Not set, determined each year	12/19/2022 8:21 AM
38	8k on average	12/19/2022 8:13 AM
39	8	12/19/2022 8:12 AM
40	Varies depending on performance.	12/19/2022 8:10 AM
41	varies	12/19/2022 8:10 AM
42	20%	12/19/2022 8:08 AM
43	3%	12/19/2022 8:07 AM
44	Profit sharing is typically between 3-5%	12/19/2022 8:03 AM
45	10%	12/19/2022 8:03 AM
46	Varies but average is about 20%; 401(k) & discretionary contribution combined is 8%	12/19/2022 8:03 AM
47	3-4% of base	12/19/2022 8:00 AM

Q7 Are exempt managers eligible for bonuses or profit sharing?

Answered: 64    Skipped: 9



ANSWER CHOICES	RESPONSES	
Yes	82.81%	53
No	17.19%	11
TOTAL		64

## Q8 If so, what amount or percentage of their annual wage would they be eligible for?

Answered: 50    Skipped: 23

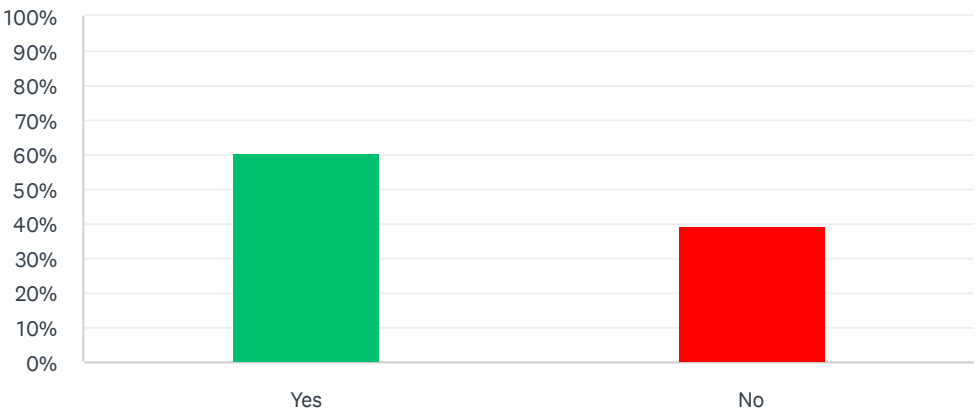
#	RESPONSES	DATE
1	Discretionary up to 20%	12/21/2022 6:34 PM
2	varies	12/21/2022 12:51 PM
3	Set bonus amount	12/20/2022 10:39 AM
4	20-30% depending on Manager tier	12/19/2022 7:38 PM
5	10%-15%	12/19/2022 6:29 PM
6	5%	12/19/2022 3:40 PM
7	12%	12/19/2022 2:11 PM
8	varies	12/19/2022 2:08 PM
9	We do not have a set policy - our bonuses are discretionary	12/19/2022 1:29 PM
10	Bonuses are discretionary so it varies from year to year	12/19/2022 12:47 PM
11	5%	12/19/2022 12:17 PM
12	N/A - We're a non-profit.	12/19/2022 11:51 AM
13	3%	12/19/2022 10:32 AM
14	10%	12/19/2022 10:30 AM
15	3 - 12%	12/19/2022 10:29 AM
16	Changes every year	12/19/2022 10:21 AM
17	varies	12/19/2022 10:18 AM
18	Only executives, % depends	12/19/2022 10:16 AM
19	Varies	12/19/2022 10:12 AM
20	Depends on their position	12/19/2022 10:11 AM
21	Variable by Department	12/19/2022 9:53 AM
22	Not applicable	12/19/2022 9:47 AM
23	Average is 10%	12/19/2022 9:43 AM
24	based on company profits varies by quarter	12/19/2022 9:37 AM
25	based on company results	12/19/2022 9:24 AM
26	Bonus amount is based on the financial success of the company.	12/19/2022 9:02 AM
27	Bonus based on schedule related to sales over annual goal	12/19/2022 8:57 AM
28	no	12/19/2022 8:56 AM
29	Each position has it's own program.	12/19/2022 8:56 AM
30	Per Office of Head Start for annual bonus - changes each year	12/19/2022 8:54 AM
31	Bonus ranges from 20-30%; profit sharing is typically up to 3%.	12/19/2022 8:52 AM

## Bonuses and Profit Sharing

32	10-50%	12/19/2022 8:51 AM
33	Varies	12/19/2022 8:48 AM
34	Not known	12/19/2022 8:39 AM
35	TBD	12/19/2022 8:35 AM
36	varies	12/19/2022 8:34 AM
37	Same as previous question	12/19/2022 8:27 AM
38	10% bonus potential if objectives are met	12/19/2022 8:27 AM
39	Not set, determined each year	12/19/2022 8:21 AM
40	20%	12/19/2022 8:13 AM
41	10	12/19/2022 8:12 AM
42	Varies depending on performance.	12/19/2022 8:10 AM
43	varies	12/19/2022 8:10 AM
44	20%	12/19/2022 8:08 AM
45	5%	12/19/2022 8:07 AM
46	Profit sharing is typically between 3-5%	12/19/2022 8:04 AM
47	15%	12/19/2022 8:03 AM
48	Varies but average is about 20%; 401(k) & discretionary contribution combined is 8%	12/19/2022 8:03 AM
49	3	12/19/2022 8:02 AM
50	3-4% of base	12/19/2022 8:00 AM

Q9 Are exempt sales managers eligible for bonuses or profit sharing?

Answered: 56    Skipped: 17



ANSWER CHOICES	RESPONSES	
Yes	60.71%	34
No	39.29%	22
TOTAL		56

## Q10 If so, what amount, percentage of their annual wage, or percentage of their annual sales revenue would they be eligible for?

Answered: 34 Skipped: 39

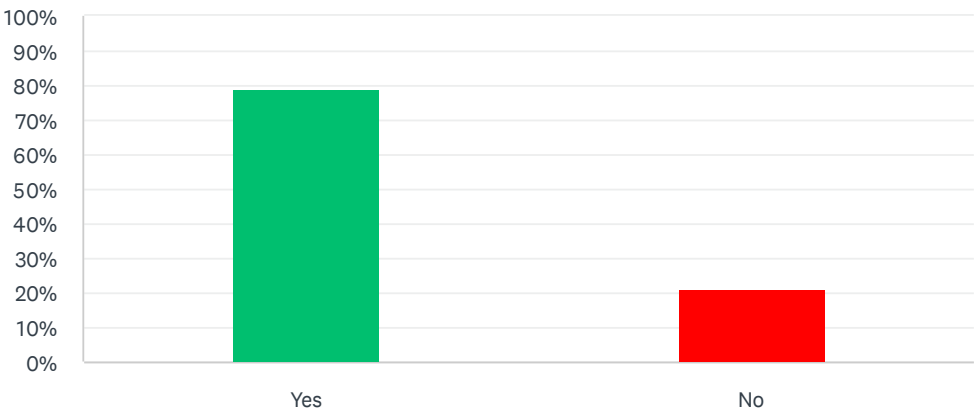
#	RESPONSES	DATE
1	Discretionary up to 20%	12/21/2022 6:34 PM
2	10% of base salary, since also receive commissions through year	12/19/2022 7:39 PM
3	10%	12/19/2022 6:29 PM
4	5%	12/19/2022 3:40 PM
5	This works on a sliding scale & is based on sales dollars (only finance has this info)	12/19/2022 1:30 PM
6	n/a don't have equivalent position	12/19/2022 12:17 PM
7	10%	12/19/2022 10:31 AM
8	15%	12/19/2022 10:29 AM
9	Have not sales managers	12/19/2022 10:21 AM
10	varies	12/19/2022 10:18 AM
11	it depends on sale	12/19/2022 10:16 AM
12	Varies	12/19/2022 10:12 AM
13	They receive commissions instead of bonuses.	12/19/2022 10:11 AM
14	Not applicable	12/19/2022 9:47 AM
15	Part of manager bonus program, not currently tied to sales revenue.	12/19/2022 9:44 AM
16	based on company results	12/19/2022 9:24 AM
17	Bonus amount is based on the financial success of the company.	12/19/2022 9:02 AM
18	N/A	12/19/2022 8:58 AM
19	no	12/19/2022 8:56 AM
20	Each position has it's own program.	12/19/2022 8:56 AM
21	we have no sales managers	12/19/2022 8:55 AM
22	10-50%	12/19/2022 8:51 AM
23	NA	12/19/2022 8:36 AM
24	15% on profit sharing; bonus is discretionary	12/19/2022 8:27 AM
25	10% bonus potential if objectives are met	12/19/2022 8:27 AM
26	Not set, determined each year	12/19/2022 8:21 AM
27	100%	12/19/2022 8:14 AM
28	10	12/19/2022 8:12 AM
29	varies	12/19/2022 8:10 AM
30	20%	12/19/2022 8:09 AM
31	10%	12/19/2022 8:08 AM

## Bonuses and Profit Sharing

32	Profit sharing is typically between 3-5% of all earnings, so for sales it is base pay and commission	12/19/2022 8:04 AM
33	Varies but average is about 20%; 401(k) & discretionary contribution combined is 8%	12/19/2022 8:03 AM
34	Profit sharing only at 3-4% of base	12/19/2022 8:01 AM

Q11 Are exempt directors eligible for bonuses or profit sharing?

Answered: 57    Skipped: 16



ANSWER CHOICES		RESPONSES	
Yes		78.95%	45
No		21.05%	12
TOTAL			57



## Q12 If so, what amount or percentage of their annual wage would they be eligible for?

Answered: 41 Skipped: 32

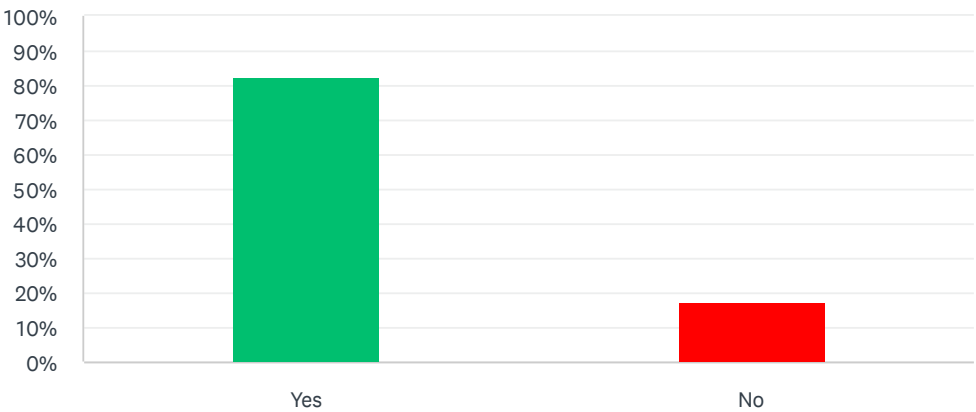
#	RESPONSES	DATE
1	Discretionary up to 20%	12/21/2022 6:34 PM
2	Set bonus amount	12/20/2022 10:40 AM
3	30%	12/19/2022 7:40 PM
4	10% - 15%	12/19/2022 6:29 PM
5	varies	12/19/2022 3:08 PM
6	12%	12/19/2022 2:11 PM
7	Percent varies per year based on profitability of company - typically 10-15% of annual salary	12/19/2022 1:31 PM
8	Bonuses are discretionary so it varies from year to year	12/19/2022 12:47 PM
9	5%	12/19/2022 12:18 PM
10	5%	12/19/2022 10:32 AM
11	10-15%	12/19/2022 10:31 AM
12	10%	12/19/2022 10:29 AM
13	Changes every year	12/19/2022 10:22 AM
14	varies	12/19/2022 10:18 AM
15	Only executives, % depends	12/19/2022 10:16 AM
16	Varies	12/19/2022 10:12 AM
17	12%	12/19/2022 10:11 AM
18	variable	12/19/2022 9:53 AM
19	Not applicable	12/19/2022 9:47 AM
20	Depends upon area of responsibility.	12/19/2022 9:45 AM
21	based on company profits varies by quarter	12/19/2022 9:37 AM
22	based on company results	12/19/2022 9:25 AM
23	Bonus amount is based on the financial success of the company.	12/19/2022 9:02 AM
24	N/A	12/19/2022 8:58 AM
25	Up to 10%	12/19/2022 8:56 AM
26	Per Office of Head Start for annual bonus - changes each year	12/19/2022 8:55 AM
27	Bonus up to 30%; profit sharing is typically up to 3%.	12/19/2022 8:52 AM
28	10-50%	12/19/2022 8:51 AM
29	based on production	12/19/2022 8:35 AM
30	15% profit sharing; bonus is discretionary	12/19/2022 8:28 AM
31	10% bonus potential if objectives are met	12/19/2022 8:27 AM

## Bonuses and Profit Sharing

32	Not set, determined each year	12/19/2022 8:22 AM
33	60%	12/19/2022 8:14 AM
34	15	12/19/2022 8:12 AM
35	Varies depending on performance.	12/19/2022 8:11 AM
36	varies	12/19/2022 8:10 AM
37	25%	12/19/2022 8:09 AM
38	10%	12/19/2022 8:08 AM
39	Profit sharing is typically between 3-5%	12/19/2022 8:05 AM
40	Varies but average is about 20%; 401(k) & discretionary contribution combined is 8%	12/19/2022 8:03 AM
41	5	12/19/2022 8:02 AM

Q13 Are executives eligible for bonuses or profit sharing?

Answered: 58    Skipped: 15



ANSWER CHOICES	RESPONSES	
Yes	82.76%	48
No	17.24%	10
TOTAL		58

## Q14 If so, what amount or percentage of their annual wage would they be eligible for?

Answered: 42 Skipped: 31

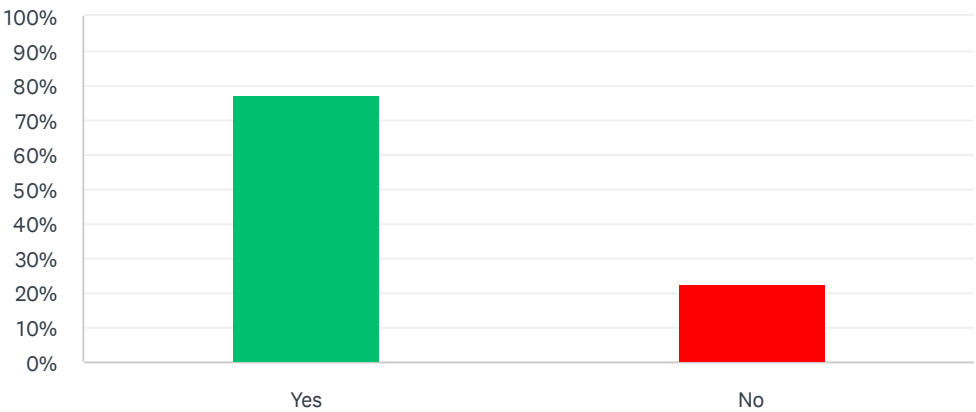
#	RESPONSES	DATE
1	Discretionary up to 20%	12/21/2022 6:34 PM
2	Set bonus amount	12/20/2022 10:40 AM
3	40%	12/19/2022 7:40 PM
4	15%+	12/19/2022 6:30 PM
5	varies	12/19/2022 3:08 PM
6	12%	12/19/2022 2:12 PM
7	This is handled at the corporate level - I do not know this information	12/19/2022 1:32 PM
8	100% of budgeted wages increases for CEO; and 50% of budgeted wages increase	12/19/2022 1:10 PM
9	Bonuses are discretionary so it varies from year to year	12/19/2022 12:47 PM
10	5%	12/19/2022 12:18 PM
11	7%	12/19/2022 10:33 AM
12	35%	12/19/2022 10:31 AM
13	10-12%	12/19/2022 10:29 AM
14	Changes every year	12/19/2022 10:22 AM
15	varies	12/19/2022 10:19 AM
16	% depends	12/19/2022 10:17 AM
17	Varies	12/19/2022 10:13 AM
18	Varies	12/19/2022 10:12 AM
19	5 - 15% this year, depending on position	12/19/2022 10:04 AM
20	Variable	12/19/2022 9:53 AM
21	Not applicable	12/19/2022 9:47 AM
22	varies 25% - 30%	12/19/2022 9:45 AM
23	based on company profits varies by quarter	12/19/2022 9:37 AM
24	based on company results	12/19/2022 9:25 AM
25	Bonus amount is based on the financial success of the company.	12/19/2022 9:02 AM
26	N/a	12/19/2022 8:58 AM
27	Up to 10% of annual salary	12/19/2022 8:56 AM
28	10-50%	12/19/2022 8:52 AM
29	varies	12/19/2022 8:35 AM
30	15% of profit sharing; bonus discretionary	12/19/2022 8:28 AM
31	10% bonus potential if objectives are met	12/19/2022 8:28 AM

## Bonuses and Profit Sharing

32	Confidential	12/19/2022 8:22 AM
33	150%	12/19/2022 8:14 AM
34	15	12/19/2022 8:12 AM
35	Varies depending on performance.	12/19/2022 8:11 AM
36	varies	12/19/2022 8:10 AM
37	30%	12/19/2022 8:09 AM
38	10%	12/19/2022 8:08 AM
39	Profit sharing is typically between 3-5%	12/19/2022 8:05 AM
40	30%	12/19/2022 8:04 AM
41	Varies but average is about 20%; 401(k) & discretionary contribution combined is 8%	12/19/2022 8:03 AM
42	10	12/19/2022 8:02 AM

Q15 Are senior executives eligible for bonuses or profit sharing?

Answered: 57    Skipped: 16



ANSWER CHOICES	RESPONSES	
Yes	77.19%	44
No	22.81%	13
TOTAL		57

## Q16 If so, what amount or percentage of their annual wage would they be eligible for?

Answered: 38 Skipped: 35

#	RESPONSES	DATE
1	Discretionary	12/21/2022 6:35 PM
2	Set bonus amount	12/20/2022 10:41 AM
3	Na	12/19/2022 7:40 PM
4	15%+	12/19/2022 6:30 PM
5	varies	12/19/2022 3:08 PM
6	12%	12/19/2022 2:12 PM
7	This is handled at the corporate level - I do not know this information	12/19/2022 1:32 PM
8	Bonuses are discretionary so it varies from year to year	12/19/2022 12:47 PM
9	5%	12/19/2022 12:18 PM
10	40%	12/19/2022 10:31 AM
11	10-12%	12/19/2022 10:30 AM
12	Changes every year	12/19/2022 10:22 AM
13	varies	12/19/2022 10:19 AM
14	% depends	12/19/2022 10:17 AM
15	Varies	12/19/2022 10:13 AM
16	Varies	12/19/2022 10:12 AM
17	variable	12/19/2022 9:53 AM
18	Not applicable	12/19/2022 9:47 AM
19	n/a	12/19/2022 9:45 AM
20	based on company profits varies by quarter	12/19/2022 9:37 AM
21	based on company results	12/19/2022 9:25 AM
22	Bonus amount is based on the financial success of the company.	12/19/2022 9:02 AM
23	N/A	12/19/2022 8:58 AM
24	Up to 10% of annual salary	12/19/2022 8:57 AM
25	10-50%	12/19/2022 8:52 AM
26	15% of profit sharing; bonus discretionary	12/19/2022 8:28 AM
27	10% bonus potential if objectives are met	12/19/2022 8:28 AM
28	Confidential	12/19/2022 8:22 AM
29	150%	12/19/2022 8:15 AM
30	15	12/19/2022 8:12 AM
31	Varies depending on performance.	12/19/2022 8:11 AM

## Bonuses and Profit Sharing

32	varies	12/19/2022 8:10 AM
33	40%	12/19/2022 8:09 AM
34	10%	12/19/2022 8:08 AM
35	Profit sharing is typically between 3-5%	12/19/2022 8:05 AM
36	30%	12/19/2022 8:04 AM
37	Varies but average is about 20%; 401(k) & discretionary contribution combined is 8%	12/19/2022 8:03 AM
38	15	12/19/2022 8:03 AM