

3-Year Bonus Average - Analysis

August, 2008

Employees	2008 Salary	2006 Bonus	% of 2008 Salary	2007 Bonus	% of 2008 Salary	2008 Bonus	% of 2008 Salary	3-Year Avg. Bonus	% of 2008 Salary	New Maximum Bonus	% of 2008 Salary	75% of Maximum Bonus	% of 2008 Salary	New Bonus Multiplier: Max Bonus/3-Year Avg.	New Bonus Multiplier: 75 % Payout/3-Year Avg.
<u>SUPERINTENDENTS</u>															
	\$ 53,772.00	\$ 3,468.48	6.45%	\$ 7,719.48	14.36%	\$ -	0.00%	\$ 3,729.32	6.94%	\$ 12,000.00	22.32%	\$ 9,000.00	16.74%	3.2	2.4
	\$ 48,684.00	\$ 1,562.50	3.21%	\$ -	0.00%	\$ 1,105.17	2.27%	\$ 889.22	1.83%	\$ 12,000.00	24.65%	\$ 9,000.00	18.49%	13.5	10.1
	\$ 50,628.00	\$ -	0.00%	\$ -	0.00%	\$ 1,000.00	1.98%	\$ 333.33	0.66%	\$ 12,000.00	23.70%	\$ 9,000.00	17.78%	36.0	27.0
	\$ 53,916.00	\$ 314.12	0.58%	\$ 794.60	1.47%	\$ 21,118.75	39.17%	\$ 7,409.16	13.74%	\$ 12,000.00	22.26%	\$ 9,000.00	16.69%	1.6	1.2
	\$ 44,988.00	\$ 1,881.85	4.18%	\$ 716.82	1.59%	\$ 2,205.30	4.90%	\$ 1,601.32	3.56%	\$ 12,000.00	26.67%	\$ 9,000.00	20.01%	7.5	5.6
	\$ 66,888.00	\$ -	0.00%	\$ 2,927.32	4.38%	\$ 14,636.61	21.88%	\$ 5,854.64	8.75%	\$ 12,000.00	17.94%	\$ 9,000.00	13.46%	2.0	1.5
	\$ 53,364.00	\$ 6,910.56	12.95%	\$ -	0.00%	\$ 6,454.71	12.10%	\$ 4,455.09	8.35%	\$ 12,000.00	22.49%	\$ 9,000.00	16.87%	2.7	2.0
	\$ 55,008.00	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	\$ 12,000.00	21.82%	\$ 9,000.00	16.36%	-	-
	\$ 57,432.00	\$ 163.59	0.28%	\$ 2,627.71	4.58%	\$ -	0.00%	\$ 930.43	1.62%	\$ 12,000.00	20.89%	\$ 9,000.00	15.67%	12.9	9.7
	\$ 52,596.00	\$ -	0.00%	\$ -	0.00%	\$ 9,280.14	17.64%	\$ 3,093.38	5.88%	\$ 12,000.00	22.82%	\$ 9,000.00	17.11%	3.9	2.9
	\$ 78,780.00	\$ 36,583.00	46.44%	\$ -	0.00%	\$ 7,506.32	9.53%	\$ 14,696.44	18.66%	\$ 12,000.00	15.23%	\$ 9,000.00	11.42%	0.8	0.6
	\$ 45,000.00	\$ -	0.00%	\$ 439.24	0.98%	\$ 5,199.21	11.55%	\$ 1,879.48	4.18%	\$ 12,000.00	26.67%	\$ 9,000.00	20.00%	6.4	4.8
	\$ 57,492.00	\$ 2,429.59	4.23%	\$ 1,764.26	3.07%	\$ -	0.00%	\$ 1,397.95	2.43%	\$ 12,000.00	20.87%	\$ 9,000.00	15.65%	8.6	6.4
	\$ 50,532.00	\$ 2,259.53	4.47%	\$ 5,070.32	10.03%	\$ 3,128.46	6.19%	\$ 3,486.10	6.90%	\$ 12,000.00	23.75%	\$ 9,000.00	17.81%	3.4	2.6
	\$ 61,068.00	\$ 13,936.85	22.82%	\$ 20,551.30	33.65%	\$ -	0.00%	\$ 11,496.05	18.82%	\$ 12,000.00	19.65%	\$ 9,000.00	14.74%	1.0	0.8
	\$ 36,000.00	\$ -	0.00%	\$ -	0.00%	\$ 250.00	0.69%	\$ 250.00	0.69%	\$ 12,000.00	33.33%	\$ 9,000.00	25.00%	48.0	36.0
Subtotals	\$ 866,148.00	\$ 69,510.07	8.03%	\$ 42,611.05	4.92%	\$ 71,884.67	8.30%	\$ 61,335.26	7.08%	\$ 192,000.00	22.17%	\$ 144,000.00	16.63%	3.1	2.3
<u>CONCRETE FOREMEN</u>															
	\$ 55,836.00	\$ 500.00	0.90%	\$ 3,000.00	5.37%	\$ 400.00	0.72%	\$ 1,300.00	2.33%	\$ 3,000.00	5.37%	\$ 2,250.00	4.03%	2.3	1.7
	\$ 45,528.00	\$ 250.00	0.55%	\$ -	0.00%	\$ 1,050.00	2.31%	\$ 433.33	0.95%	\$ 3,000.00	6.59%	\$ 2,250.00	4.94%	6.9	5.2
Subtotals	\$ 101,364.00	\$ 750.00	0.74%	\$ 3,000.00	2.96%	\$ 1,450.00	1.43%	\$ 1,733.33	1.71%	\$ 6,000.00	5.92%	\$ 4,500.00	4.44%	3.5	2.6
<u>ACCOUNTING</u>															
	\$ 64,968.00	\$ 3,480.00	5.36%	\$ 2,525.00	3.89%	\$ 9,676.09	14.89%	\$ 5,227.03	8.05%	\$ 10,000.00	15.39%	\$ 7,500.00	11.54%	1.9	1.4
	\$ 38,952.00	\$ 500.00	1.28%	\$ -	0.00%	\$ 1,000.00	2.57%	\$ 500.00	1.28%	\$ 5,000.00	12.84%	\$ 3,750.00	9.63%	10.0	7.5
	\$ 35,376.00	\$ 500.00	1.41%	\$ -	0.00%	\$ 1,000.00	2.83%	\$ 500.00	1.41%	\$ 3,000.00	8.48%	\$ 2,250.00	6.36%	6.0	4.5
	\$ 38,352.00	\$ 500.00	1.30%	\$ -	0.00%	\$ 1,000.00	2.61%	\$ 500.00	1.30%	\$ 3,000.00	7.82%	\$ 2,250.00	5.87%	6.0	4.5
	\$ 13,000.00	\$ -	0.00%	\$ -	0.00%	\$ 500.00	3.85%	\$ 250.00	1.92%	\$ 1,500.00	11.54%	\$ 1,125.00	8.65%	6.0	4.5
Subtotals	\$ 190,648.00	\$ 4,980.00	2.61%	\$ 2,525.00	1.32%	\$ 13,176.09	6.91%	\$ 6,893.70	3.62%	\$ 22,500.00	11.80%	\$ 16,875.00	8.85%	3.3	2.4
<u>ASSISTANTS</u>															
	\$ 34,620.00	\$ 500.00	1.44%	\$ -	0.00%	\$ 1,904.42	5.50%	\$ 801.47	2.32%	\$ 3,000.00	8.67%	\$ 2,250.00	6.50%	3.7	2.8
	\$ 38,928.00	\$ 750.00	1.93%	\$ -	0.00%	\$ 1,500.00	3.85%	\$ 750.00	1.93%	\$ 3,000.00	7.71%	\$ 2,250.00	5.78%	4.0	3.0
Subtotals	\$ 73,548.00	\$ 1,250.00	1.70%	\$ -	0.00%	\$ 3,404.42	4.63%	\$ 1,551.47	2.11%	\$ 6,000.00	8.16%	\$ 4,500.00	6.12%	3.9	2.9
<u>OPERATIONS MANAGER</u>															
	\$ 92,508.00	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	\$ 25,000.00	27.02%	\$ 18,750.00	20.27%	-	-
Subtotals	\$ 92,508.00	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	\$ 25,000.00	27.02%	\$ 18,750.00	20.27%	-	-

Employees	2008 Salary	2006 Bonus	% of 2008 Salary	2007 Bonus	% of 2008 Salary	2008 Bonus	% of 2008 Salary	3-Year Avg. Bonus	% of 2008 Salary	New Maximum Bonus	% of 2008 Salary	75% of Maximum Bonus	% of 2008 Salary	New Bonus Multiplier: Max Bonus/3-Year Avg.	New Bonus Multiplier: 75 % Payout/3-Year Avg.
PROJECT MANAGERS															
	\$ 78,000.00	\$ 6,318.35	8.10%	\$ 11,279.42	14.46%	\$ 26,258.76	33.67%	\$ 14,618.84	18.74%	\$ 18,000.00	23.08%	\$ 13,500.00	17.31%	1.2	0.9
	\$ 66,960.00	\$ 6,741.69	10.07%	\$ 1,792.53	2.68%	\$ 17,190.89	25.67%	\$ 8,575.04	12.81%	\$ 18,000.00	26.88%	\$ 13,500.00	20.16%	2.1	1.6
	\$ 66,960.00	\$ -	0.00%	\$ 6,148.87	9.18%	\$ 1,123.58	1.68%	\$ 3,636.23	5.43%	\$ 18,000.00	26.88%	\$ 13,500.00	20.16%	5.0	3.7
	\$ 83,328.00	\$ 2,101.29	2.52%	\$ -	0.00%	\$ 10,119.82	12.14%	\$ 4,073.70	4.89%	\$ 18,000.00	21.60%	\$ 13,500.00	16.20%	4.4	3.3
Subtotals	\$ 295,248.00	\$ 15,161.33	5.14%	\$ 19,220.82	6.51%	\$ 54,693.05	18.52%	\$ 29,691.73	10.06%	\$ 72,000.00	24.39%	\$ 54,000.00	18.29%	2.4	1.8
PROJECT ENGINEERS															
	\$ 53,004.00	\$ 250.00	0.47%	\$ -	0.00%	\$ 1,000.00	1.89%	\$ 416.67	0.79%	\$ 6,000.00	11.32%	\$ 4,500.00	8.49%	14.4	10.8
	\$ 36,000.00	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	\$ 6,000.00	16.67%	\$ 4,500.00	12.50%	-	-
Subtotals	\$ 89,004.00	\$ 250.00	0.28%	\$ -	0.00%	\$ 1,000.00	1.12%	\$ 416.67	0.47%	\$ 12,000.00	13.48%	\$ 9,000.00	10.11%	28.8	21.6
JOB COST ACCOUNTANTS															
	\$ 41,112.00	\$ 846.50	2.06%	\$ 2,267.79	5.52%	\$ 5,430.51	13.21%	\$ 2,848.27	6.93%	\$ 5,000.00	12.16%	\$ 3,750.00	9.12%	1.8	1.3
	\$ 53,124.00	\$ 1,935.03	3.64%	\$ 3,316.67	6.24%	\$ 4,080.88	7.68%	\$ 3,110.86	5.86%	\$ 5,000.00	9.41%	\$ 3,750.00	7.06%	1.6	1.2
Subtotals	\$ 94,236.00	\$ 2,781.53	2.95%	\$ 5,584.46	5.93%	\$ 9,511.39	10.09%	\$ 5,959.13	6.32%	\$ 10,000.00	10.61%	\$ 7,500.00	7.96%	1.7	1.3
PROJECT MANAGER ASST.															
	\$ 29,124.00	\$ -	0.00%	\$ -	0.00%	\$ 250.00	0.86%	\$ 250.00	0.86%	\$ 3,000.00	10.30%	\$ 2,250.00	7.73%	12.0	9.0
Subtotals	\$ 29,124.00	\$ -	0.00%	\$ -	0.00%	\$ 250.00	0.86%	\$ 250.00	0.86%	\$ 3,000.00	10.30%	\$ 2,250.00	7.73%	12.0	9.0
WAREHOUSE MANAGER															
	\$ 28,080.00	\$ 250.00	0.89%	\$ -	0.00%	\$ 750.00	2.67%	\$ 333.33	1.19%	\$ 1,500.00	5.34%	\$ 1,125.00	4.01%	4.5	3.4
Subtotals	\$ 28,080.00	\$ 250.00	0.89%	\$ -	0.00%	\$ 750.00	2.67%	\$ 333.33	1.19%	\$ 1,500.00	5.34%	\$ 1,125.00	4.01%	4.5	3.4
ESTIMATORS															
	\$ 77,340.00	\$ 4,163.69	5.38%	\$ 724.69	0.94%	\$ 15,364.37	19.87%	\$ 6,750.92	8.73%	\$ 18,000.00	23.27%	\$ 13,500.00	17.46%	2.7	2.0
	\$ 65,004.00	\$ 657.77	1.01%	\$ 3,729.55	5.74%	\$ 15,453.93	23.77%	\$ 6,613.75	10.17%	\$ 18,000.00	27.69%	\$ 13,500.00	20.77%	2.7	2.0
	\$ 65,004.00	\$ 4,450.16	6.85%	\$ 3,303.64	5.08%	\$ 6,606.58	10.16%	\$ 4,786.79	7.36%	\$ 18,000.00	27.69%	\$ 13,500.00	20.77%	3.8	2.8
Subtotals	\$ 207,348.00	\$ 9,271.62	4.47%	\$ 7,757.88	3.74%	\$ 37,424.88	18.05%	\$ 18,151.46	8.75%	\$ 54,000.00	26.04%	\$ 40,500.00	19.53%	3.0	2.2
ESTIMATING COORDINATOR															
	\$ 33,288.00	\$ 500.00	1.50%	\$ -	0.00%	\$ 1,000.00	3.00%	\$ 500.00	1.50%	\$ 3,000.00	9.01%	\$ 2,250.00	6.76%	6.0	4.5
Subtotals	\$ 33,288.00	\$ 500.00	1.50%	\$ -	0.00%	\$ 1,000.00	3.00%	\$ 500.00	1.50%	\$ 3,000.00	9.01%	\$ 2,250.00	6.76%	6.0	4.5
EXECUTIVE ASST.															
	\$ 41,604.00	\$ 750.00	1.80%	\$ -	0.00%	\$ 1,500.00	3.61%	\$ 750.00	1.80%	\$ 3,000.00	7.21%	\$ 2,250.00	5.41%	4.0	3.0
Subtotals	\$ 41,604.00	\$ 750.00	1.80%	\$ -	0.00%	\$ 1,500.00	3.61%	\$ 750.00	1.80%	\$ 3,000.00	7.21%	\$ 2,250.00	5.41%	4.0	3.0

Employees	2008 Salary	2006 Bonus	% of 2008 Salary	2007 Bonus	% of 2008 Salary	2008 Bonus	% of 2008 Salary	3-Year Avg. Bonus	% of 2008 Salary	New Maximum Bonus	% of 2008 Salary	75% of Maximum Bonus	% of 2008 Salary	New Bonus Multiplier: Max Bonus/3-Year Avg.	New Bonus Multiplier: 75 % Payout/3-Year Avg.
<u>IT MANAGER</u>															
	\$ 70,308.00	\$ 500.00	0.71%	\$ -	0.00%	\$ 1,000.00	1.42%	\$ 500.00	0.71%	\$ 1,500.00	2.13%	\$ 1,125.00	1.60%	3.0	2.3
Subtotals	<u>\$ 70,308.00</u>	<u>\$ 500.00</u>	0.71%	<u>\$ -</u>	0.00%	<u>\$ 1,000.00</u>	1.42%	<u>\$ 500.00</u>	<u>0.71%</u>	<u>\$ 1,500.00</u>	<u>2.13%</u>	<u>\$ 1,125.00</u>	<u>1.60%</u>	<u>3.0</u>	<u>2.3</u>
<u>HR MANAGER</u>															
	\$ 52,008.00	\$ 500.00	0.96%	\$ -	0.00%	\$ 750.00	1.44%	\$ 416.67	0.80%	\$ 1,500.00	2.88%	\$ 1,125.00	2.16%	3.6	2.7
Subtotals	<u>\$ 52,008.00</u>	<u>\$ 500.00</u>	0.96%	<u>\$ -</u>	0.00%	<u>\$ 750.00</u>	1.44%	<u>\$ 416.67</u>	<u>0.80%</u>	<u>\$ 1,500.00</u>	<u>2.88%</u>	<u>\$ 1,125.00</u>	<u>2.16%</u>	<u>3.6</u>	<u>2.7</u>
<u>CARPENTER/LABORER</u>															
	\$ 29,120.00	\$ -	0.00%	\$ -	0.00%	\$ 750.00	2.58%	\$ 375.00	1.29%	\$ 750.00	2.58%	\$ 562.50	1.93%	2.0	1.5
	\$ 24,752.00	\$ -	0.00%	\$ -	0.00%	\$ 500.00	2.02%	\$ 166.67	0.67%	\$ 250.00	1.01%	\$ 187.50	0.76%	1.5	1.1
	\$ 33,280.00	\$ -	0.00%	\$ -	0.00%	\$ 750.00	2.25%	\$ 375.00	1.13%	\$ 750.00	2.25%	\$ 562.50	1.69%	2.0	1.5
	\$ 30,284.80	\$ -	0.00%	\$ -	0.00%	\$ 500.00	1.65%	\$ 166.67	0.55%	\$ 500.00	1.65%	\$ 375.00	1.24%	3.0	2.3
	\$ 27,040.00	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	\$ 250.00	0.92%	\$ 187.50	0.69%	-	-
	\$ 43,867.20	\$ 250.00	0.57%	\$ -	0.00%	\$ 750.00	1.71%	\$ 333.33	0.76%	\$ 750.00	1.71%	\$ 562.50	1.28%	2.3	1.7
	\$ 35,360.00	\$ 250.00	0.71%	\$ -	0.00%	\$ 1,050.00	2.97%	\$ 433.33	1.23%	\$ 750.00	2.12%	\$ 562.50	1.59%	1.7	1.3
Subtotals	<u>\$ 223,704.00</u>	<u>\$ 500.00</u>	0.22%	<u>\$ -</u>	0.00%	<u>\$ 4,300.00</u>	1.92%	<u>\$ 1,600.00</u>	<u>0.72%</u>	<u>\$ 4,000.00</u>	<u>1.79%</u>	<u>\$ 3,000.00</u>	<u>1.34%</u>	<u>2.5</u>	<u>1.9</u>
<u>NO LONGER EMPLOYED</u>															
		\$ 1,475.87		\$ 51.24											
		\$ 4,138.38		\$ 2,947.47											
		\$ 2,675.41													
		\$ 250.00													
		\$ 250.00													
		\$ 250.00													
		\$ 250.00													
Subtotals		<u>\$ 9,289.66</u>		<u>\$ 2,998.71</u>											
Owners		\$ 150,000.00		\$ 200,000.00		\$ 120,000.00									
TOTALS		<u>\$ 266,244.21</u>	<u>10.70%</u>	<u>\$ 283,697.92</u>	<u>11.40%</u>	<u>\$ 322,094.50</u>	<u>12.95%</u>	<u>\$ 290,678.88</u>	<u>11.68%</u>						
Totals w/out Owners	<u>\$ 2,488,168.00</u>	<u>\$ 116,244.21</u>	<u>4.67%</u>	<u>\$ 83,697.92</u>	<u>3.36%</u>	<u>\$ 202,094.50</u>	<u>8.12%</u>	<u>\$ 134,012.21</u>	<u>5.39%</u>	<u>\$ 417,000.00</u>	<u>16.76%</u>	<u>\$ 312,750.00</u>	<u>12.57%</u>	<u>3.1</u>	<u>2.3</u>

* = 2-year Average

** = 1-year Average