

# Aquatic Management Inc.

## 7 Point Bonus Program

1. AMI provides a \$200.00 bonus for people who are certified as a Lifeguard Training Instructor (LGI) who organizes and teaches 1 certification course of 5 or more people in the summer, providing new lifeguards for AMI.
2. AMI provides a \$20.00 per person "Referral" bonus. This new employee must work for no less than 6 weeks or 200 hours to make the referrer eligible for the bonus. The new applicants must hand in the referral check at time of interview.
3. AMI provides a \$1.00 "Pool & Staff Evaluation Form" bonus. The staff member whose first and last name that is on the evaluation form shall receive a \$1.00 bonus per evaluation that is submitted to the AMI office.
4. AMI provides a \$50.00 "Letter of Recognition" bonus. A staff member that receives a letter of recognition for their job performance, from a board or council member, shall receive a \$50.00 per letter bonus. (One letter per board or council member per season.)
5. AMI shall dedicate forty cents (.40) from each staff members hourly compensation as an end of the year bonus. This bonus is based off of the staff members performance, minimum hours worked, minimum completion date and customer contract renewal.
6. **Minimum Hours/Date of Completion/Manager's Recommendation:**  
AMI will pay the bonus to each guard that...
  - a. Works through Labor Day, and
  - b. Is not disqualified by 3 Corrective "Write-ups" from Pool Manager and
  - c. The following Minimum Hours are worked during summer season.  
  
Managers/Head Lifeguards = 350 Cumulative Hours Worked over the Entire Summer.  
Level 1 Guards (Full time) = 280 Cumulative Hours Worked over the Entire Summer.  
Level II Guards (Part time) = 165 Cumulative Hours Worked over the Entire Summer.
7. Lastly, AMI believes that when a company secures the contract for the following year, then it becomes apparent that the entire organization from the Guards to the President has met or exceeded the expectations of the customer. No bonuses are paid when contract between company and customer is non-renewed.

By signing below you acknowledge that you understand the Aquatic Management Inc. Seven Point Bonus Program.

Employee: \_\_\_\_\_

Date: \_\_\_\_\_