

What are the details of the February-July 2023 Promotion Incentive?

When you promote to the next level of leadership, Supervisor or above, you will earn bonus points toward the 2024 Founders' Club Trip.

Points are awarded based on the highest level you reach by July 1.

- If your highest promotion level is **Supervisor or Manager** by July 1, you'll earn **2,000 Bonus Trip Points**
- If your highest promotion level is **Executive Manager or higher** by July 1, you'll earn **4,000 Bonus Trip Points**

If I promote more than once during the incentive period, will I receive bonus points more than once?

No, your total points awarded are based on **the highest level you achieve by July 1, 2023**.

For example, if you promote to Manager in February and Executive Manager in June, you would receive a total of 4,000 points. As another example, if you promoted to Supervisor in February and promoted to Manager in April, you would receive a total of 2,000 points for the incentive.

If I was reassigned to a lower rank and repromoted during this incentive will I still receive bonus promotion points?

If you held the higher rank in the past two years, your repromotion to the previously held title **would not** qualify for bonus promotion points.

Leaders who requalify to Manager or above **after two or more years of being at a lower title** would qualify to receive incentive points according to their new title and the timing of their promotion.

When will the bonus points be available in my Performance Tracker?

Points will be calculated and available in your Performance Tracker following the conclusion of the incentive period. Currently we anticipate this will be within one business day following July 1, 2023.