

Rival Hospitality General Manager Bonus Program



At Rival Hospitality we believe that taking care of ALL employees is crucial to their loyalty and sense of ownership in the care and experiences guests receive. Unlike other hotel management company, Rival Hospitality rebates a percentage of its fees back to both management and hourly employees through a goal based bonus program.

**There are 4 total bonus's paid. Employee must work then entire time of Quarterly Bonuses. New Employee's Annual Bonus will be prorated. They are paid as follows:*

1st Quarter Bonus - Paid Out by April 20th for January, February, and March

2nd Quarter Bonus - Paid out by July 20th for April, May, and June

3rd Quarter Bonus - Paid out by October 20th for July, August, and September

Annual Bonus - Paid out by December 20th for the entire year

Stipulations and goals apply and "quarterly" bonuses are given in the first three quarters of each year. Annual bonus is given by December 15th of each year.

Stipulations and Goals

The following goals must be achieved in order to receive 100%** of the quarterly and annual bonuses:

1. Passing Brand Annual Quality Assurance - MOST IMPORTANT - If the Brand Quality Assurance is not PASSED, NO BONUSES WILL BE RECEIVED.
2. Reputation Management/Guest Experience Overall Score of 4.50 out of 5 or more
3. 98% to Budget - Gross Revenue Goal Achieved
4. 98% to Budget - Net Revenue Goal Achieved

***If one of the goals are achieved, 25% of the Employee Bonus Program will be awarded. If two goals are achieved, 50% of the Employee Bonus Program will be awarded. If three goals are achieved, 75% of the Employee Bonus Program will be awarded. Brand Quality Assurance MUST be PASSED to receive any percentage of the Bonus..*

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