



WAREHOUSE DEPARTMENT DISCRETIONARY BONUS PLAN

The Authentic T-Shirt Company®/SanMar Canada (“the Company”) sets annual Company goals to ensure continued success and growth. The Company believes in rewarding team members with discretionary annual bonuses when possible, based on individual performance and Company success. You will be eligible to participate in The Authentic T-Shirt Company®/SanMar Canada’s Warehouse Department Bonus Plan after the successful completion of your probation period. Payment of a bonus by the Company is discretionary and the Company reserves the right to amend, alter or vary the terms of the Warehouse Department Discretionary Bonus Plan from year-to-year, and any amendment thereto will not be considered a breach of this Agreement. All annual bonus amounts will be prorated based on your months of employment for the first year.

The amount of any bonus is determined on the basis of the Company’s performance and your achievement of individual objectives, as determined from year-to-year. Payout of bonus is at the sole discretion of the Chief Executive Officer, President and Vice President of Sales and Operations, and payout may be denied at their sole discretion. In order to be paid any bonus, you must be employed and actively working with the Company at the time any bonus is paid.

A decision by the Company not to pay any bonus, or to pay a lower bonus than previously paid to you, shall not constitute an express or constructive termination of your employment.

Employee Name (Please print)

Date

Employee Signature

Manager Signature