



Incentive Program

2020 - Present

The incentive program is \$1 per player back to each Rush Club based on membership numbers reported to SPI. This money is earmarked as an incentive for the employees of the partner club. The incentives will be totaled at the end of each calendar year, in line with the Accountability Chart timeline. The incentives will be paid out as follows: 50 cents per developmental & competitive under high school player per season reported, and \$1 per competitive high school player per year reported. The checks will be cut by February of the new calendar year.

*Clubs are eligible to participate in the Incentive Program once they have been part of Rush for a full fiscal year (7/1 - 6/30)

*A club must be a full purchasing partner in order to participate.

*If the club has an outstanding balance, the incentive check will not be released until all monies have been received.

2005 - 2020

Rush Soccer (S.P.I.) applies a 50/25/25 formula, to its annual budget (July 1- June 30). 50% of the annual budget net income is allocated to operations. 25% of the annual budget net income will be allocated to a specific(s) project the Technical Directors have previously determined.

25% of the annual budget net income will be allocated to an Employee Incentive plan.

Example. If Rush Soccer has an annual budget gross income of \$400,000.00, \$200,000.00 will go to operations, \$100,000.00 to a predetermined(s) project established by the Technical Directors and Executive BOD, and \$100,000.00 will be allocated to the employee incentive plan.

The employee incentive plan will be divided into four categories: A. 403b; B. bonuses; C. longevity; and D. hierarchy. Each category will be allocated 25% and divided by the employees based on the forthcoming formulas.

Contracted and part-time employees will be included in the Employee Incentive program at the discretion of that club's Technical Director.

Please refer to the [Accountability Chart Policies & Procedures](#) to ensure your club qualifies for the Employee Incentive Program.

A. 403b Employees will receive matching funds equal to their percentage of total employee contribution funds. Clubs will submit a pay stub for each employee to show paycheck 403b contributions & salary. Rush Soccer will accept 401k plans set up through your Rush club organization. Deposits into the 403b or 401k accounts must come directly from the employee's Rush paycheck. Outside/private 401k plans will not be accepted.



Deposits from a salary source outside of Rush will not be accepted. *Qualifiers for the 403b category must be a full time employee for a Rush Affiliate.

Example. The Rush Club has \$25,000 allocated to matching 403b funds, and Rush employees have contributed a total of \$50,000 towards 403b. An employee who contributed \$5,000 (10% of \$50,000) will receive \$2,500 (10% of the \$25,000 allocation).

B. Salary Bonus Employee will receive a cash bonus equal to the percentage of their salary in relation to the total Rush payroll.

Example. The total salaries of the Rush Club is two million dollars, an employee makes a salary of \$100,000 (5% of total salaries), and the Club has \$25,000 allocated to bonuses. The employee will receive a bonus check for \$1,250 (5% of the \$25,000 allocation).

C. Longevity Rush employees will receive a longevity disbursement equal to their percentage of total employed years (must have applied to a 403b for a year to count toward the longevity category).

Example. The Rush Club has \$25,000 allocated to the longevity category, and the total number of combined employee years is 100. An employee who has worked with the Rush for 10 years (10% of total combined employee years) will receive \$2,500 (10% of the \$25,000 allotment).

D. Hierarchy All Rush employees will receive a hierarchy disbursement equal to their percentage of total combined shares.

Example. The Rush Club has \$25,000 allocated to the hierarchy category, and the total number of combined shares is 1000. An employee who has 50 shares (5% of total combined shares) will receive \$1,250 (5% of the \$25,000 allotment).

What follows is a list of the different hierarchy status levels:

Branch Level: 0 Shares; qualifications:

- Entry

Rush Status Level: 5 Shares; qualifications:

- 5 Years with the Rush either full time, part time or contracted employment
- Club Level 3

Corporate Level: 10 Shares; qualifications:

- 7 Years with the Rush either full time, part time or contracted employment
- Club Level 5

Executive Status: 50 Shares; qualifications:

- 10 Years with the Rush either full time, part time or contracted employment
- Club Level 7

Seniority Status: 100 Shares; qualifications:

- 15 Years with the Rush either full time, part time or contracted employment
- Club Level 9



Retirement Status: 200 Shares; qualifications:

- 20 Years with the Rush either full time, part time or contracted employment
- Club Level 11

* Clubs are eligible to participate in the Incentive Program once they have been part of Rush for a full fiscal year (7/1 - 6/30)

*If the club has an outstanding balance, the incentive check will not be released until all monies have been received.

*Club will not receive any incentive check if club is in "Alert Standing" see accreditation.

*For the Hierarchy category, since SPI employees are not part of Club Levels, Hierarchy is based on number of years.