

Revenue Sharing Arrangement

The Blood Connection employs a revenue sharing arrangement governed by the board of trustees that incentivizes staff performance. The program known as the PRIDE Program is tied to two performance indicators: meeting or exceeding blood collection goals, and meeting and exceeding a board-established three-month rolling average net revenue over expense target. Every employee participates equally in the program withstanding specified eligibility criteria (such as; employed for the entire month). If the company fails to meet the rolling three-month net revenue over expense target, no bonuses are paid. If the company meets the target, then a bonus is paid based on a formula that considers the degree to which the blood collection goals have been met. The program meets the recommended IRS guidelines for a revenue sharing arrangement and is audited biannually by an external audit firm selected by the board.