

COO Letter – S&D's Year End

As we approach the end of the year, I would like to share with everyone that we had a successful and profitable year which gives us the opportunity to award year-end bonuses. Our bonus program is a direct result of the company's profitability level (aka bottom line) which changes from year to year and 2023 will mark the 11th consecutive year we have been able to award bonuses. Bonus amounts to the employee are determined by several factors; the years worked at S&D, the contributions made as evaluated by your supervisor, your unique skillsets, as well as the performance of your division. Since this bonus is based on how well we did during the fiscal year, an employee must have started working with S&D at least 6 months prior to the end of the fiscal year, which ends September 30th.

Official notification will go out on or about December 12 as well as the direct deposit payments.

Thank you for all the work you have done to make this year a success and by living our mission to "Create Success with Our People"!