# MOMENTUM SPORTS

**Salary & Compensation Structure**

*Confidential & Proprietary*

*Effective January 2026*

Australian Headquarters | Global Operations

*"Built for the Journey"*

## DOCUMENT CONTROL

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| --- | --- |
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# EXECUTIVE SUMMARY

This document outlines the salary and compensation structure for Momentum Sports' core team of 16 employees headquartered in Australia. Our compensation philosophy reflects our commitment to attracting and retaining top talent while maintaining operational excellence across our global operations spanning North America, Europe, and the Pacific.

**Business Context**

• Annual Revenue: $109.8M AUD

• Core Team Size: 16 full-time employees

• Headquarters: Australia

• Extended Workforce: Contractors, casual workers, business partners

• Industry: Cycling products distribution (B2B and B2C)

# COMPENSATION PHILOSOPHY

Momentum Sports' compensation strategy is designed to support our mission of empowering cyclists globally while maintaining a lean, high-performing team. Our approach balances competitive market positioning with long-term sustainability.

## Core Principles

**Market Competitive**

We target the 60th percentile of Australian market rates for comparable roles in wholesale distribution and e-commerce sectors. This positioning reflects our status as a lean, high-performing organization managing significant revenue with a small core team.

**Performance-Based**

Base salary represents 75-85% of total compensation, with 15-25% variable compensation tied to individual performance, team objectives, and company financial results. This structure aligns employee success with organizational success.

**Internal Equity**

Salary bands ensure fairness and transparency across similar roles while recognizing differences in scope, complexity, and impact. We maintain clear differentiation between organizational levels.

**Total Rewards Approach**

Compensation extends beyond base salary to include superannuation, performance bonuses, professional development, flexible work arrangements, and a comprehensive benefits package that supports work-life integration.

# ORGANIZATIONAL STRUCTURE & LEVELS

Momentum Sports operates with four distinct organizational levels, each with defined salary bands and reporting relationships.

|  |  |  |  |
| --- | --- | --- | --- |
| Level | Title | Positions | Key Roles |
| Level 1 | Executive Leadership | 1 | General Manager |
| Level 2 | C-Suite / Directors | 5 | COO, CFO, CTO, Sales Director, HR Manager |
| Level 3 | Department Managers | 9 | Channel Manager, Customer Service Manager, Warehouse Manager, Supply Chain Manager, Marketing Manager, Business Analyst, Finance Controller, E-commerce Manager, Product Manager |
| Level 4 | Coordinators / Specialists | 1 | HR Coordinator |

# SALARY BANDS & RANGES

All figures in AUD. Salary bands are reviewed annually and adjusted based on market conditions, company performance, and cost of living indices.

## Level 1: Executive Leadership

|  |  |  |  |
| --- | --- | --- | --- |
| Position | Base Salary Range | Target Bonus | Total Comp Range |
| General Manager | $280,000 - $350,000 | 25% | $350,000 - $437,500 |

## Level 2: C-Suite / Directors

|  |  |  |  |
| --- | --- | --- | --- |
| Position | Base Salary Range | Target Bonus | Total Comp Range |
| COO | $200,000 - $250,000 | 20% | $240,000 - $300,000 |
| CFO | $200,000 - $250,000 | 20% | $240,000 - $300,000 |
| CTO | $190,000 - $240,000 | 20% | $228,000 - $288,000 |
| Sales Director | $180,000 - $230,000 | 25% | $225,000 - $287,500 |
| HR Manager | $150,000 - $190,000 | 15% | $172,500 - $218,500 |

## Level 3: Department Managers

|  |  |  |  |
| --- | --- | --- | --- |
| Position | Base Salary Range | Target Bonus | Total Comp Range |
| Channel / Reseller Manager | $120,000 - $155,000 | 15% | $138,000 - $178,250 |
| Customer Service Manager | $105,000 - $135,000 | 12% | $117,600 - $151,200 |
| Warehouse & Logistics Manager | $110,000 - $140,000 | 12% | $123,200 - $156,800 |
| Supply Chain & Procurement Manager | $115,000 - $145,000 | 15% | $132,250 - $166,750 |
| Marketing Manager | $110,000 - $140,000 | 15% | $126,500 - $161,000 |
| Business Analyst | $100,000 - $130,000 | 12% | $112,000 - $145,600 |
| Finance Controller | $125,000 - $160,000 | 15% | $143,750 - $184,000 |
| E-commerce Manager | $105,000 - $135,000 | 15% | $120,750 - $155,250 |
| Product Manager | $110,000 - $140,000 | 15% | $126,500 - $161,000 |

## Level 4: Coordinators / Specialists

|  |  |  |  |
| --- | --- | --- | --- |
| Position | Base Salary Range | Target Bonus | Total Comp Range |
| HR Coordinator | $75,000 - $95,000 | 10% | $82,500 - $104,500 |

# SALARY PROGRESSION WITHIN BANDS

Salary progression within established bands follows a structured approach based on performance and tenure.

## Entry Point Positioning

• 0-2 years relevant experience: Lower 25th percentile of band

• 3-5 years relevant experience: Mid-point of band

• 6+ years relevant experience: Upper 75th percentile of band

• Exceptional candidates: Up to maximum of band

## Annual Salary Review Process

All salaries are reviewed annually in January, with adjustments effective from the start of the financial year (July 1).

Standard Merit Increases (Performance-Based):

• Exceeds Expectations: 4-6% increase

• Meets Expectations: 2.5-3.5% increase

• Below Expectations: 0-1% increase

Promotional Increases:

• Internal promotion: 8-15% increase

• Increased scope without title change: 5-10% increase

• Acting in higher role (temporary): 10% allowance for duration

Market Adjustments:

Conducted when employee salary falls below band minimum due to market changes or when significant compression occurs between levels. Market adjustments are separate from merit increases.

# VARIABLE COMPENSATION

Variable compensation links individual, team, and company performance, creating shared ownership of results.

## Performance Bonus Structure

Annual performance bonuses are paid in July following the completion of the financial year (ending June 30). Employees must be employed at the time of payment to be eligible.

|  |  |  |
| --- | --- | --- |
| Performance Rating | Bonus Multiplier | Example (15% Target) |
| Exceptional | 150% of target | 22.5% of base salary |
| Exceeds Expectations | 125% of target | 18.75% of base salary |
| Meets Expectations | 100% of target | 15% of base salary |
| Partially Meets | 50% of target | 7.5% of base salary |
| Below Expectations | 0% of target | No bonus |

## Bonus Calculation Components

Bonuses are calculated based on three weighted components:

|  |  |  |  |
| --- | --- | --- | --- |
| Level | Individual Goals | Team Goals | Company Results |
| Level 1 (GM) | 30% | 20% | 50% |
| Level 2 (C-Suite) | 40% | 30% | 30% |
| Level 3 (Managers) | 50% | 30% | 20% |
| Level 4 (Coordinators) | 60% | 30% | 10% |

### Company Performance Metrics

• Revenue growth vs. target

• EBITDA achievement

• Customer satisfaction scores (CSAT >4.0)

• Reseller partner retention (>95%)

## Sales Incentive Compensation

Sales Director and Channel Manager receive additional commission structure:

• Quarterly commissions on revenue growth vs. prior year

• New reseller partner acquisition bonuses

• Annual bonus based on overall sales team performance

# EMPLOYEE BENEFITS PACKAGE

## Superannuation

As required by Australian Superannuation Guarantee legislation, Momentum Sports contributes 11.5% of ordinary time earnings to employees' nominated superannuation funds (current rate as of January 2026, subject to legislative changes).

Employees may make additional salary sacrifice contributions up to concessional contribution caps.

## Leave Entitlements

|  |  |  |
| --- | --- | --- |
| Leave Type | Entitlement | Notes |
| Annual Leave | 4 weeks (20 days) | Per year, pro-rated for part-time |
| Personal / Sick Leave | 2 weeks (10 days) | Per year, accumulates if unused |
| Long Service Leave | 8.67 weeks | After 10 years of service |
| Parental Leave | 18 weeks paid primary carer | Plus government scheme; secondary carer: 2 weeks |
| Compassionate Leave | 3 days per occasion | Death or life-threatening illness of immediate family |
| Public Holidays | 11 days per year | Australian national and state public holidays |
| Birthday Leave | 1 day per year | Additional day off for your birthday |
| Volunteer Leave | 2 days per year | For approved community volunteer activities |

## Professional Development

• Annual professional development budget: $2,500 per employee

• Conference attendance support (one major conference per year)

• Industry certification reimbursement (100% upon successful completion)

• LinkedIn Learning subscription for all employees

• Mentorship program participation opportunities

## Health & Wellness

• Private health insurance subsidy: $1,200 annually per employee

• Employee Assistance Program (EAP) - 6 free counseling sessions per year

• Cycling equipment discount: 30% off all Momentum Sports products

• Quarterly team cycling events and activities

• Annual health assessment subsidy: $300

• Ergonomic workspace setup: up to $1,000 per employee

## Work-Life Integration

• Flexible work arrangements (hybrid remote/office options)

• Core hours: 10am-3pm with flexibility around personal needs

• Work from anywhere: 4 weeks per year from any location

• Compressed work week options (e.g., 9-day fortnight)

• Purchased leave scheme: buy up to 2 additional weeks of annual leave

## Additional Perks

• Salary packaging for eligible items (FBT-exempt benefits)

• Novated leasing arrangements for vehicles

• Free on-site parking at Australian HQ

• Team lunches: monthly company-sponsored meals

• Anniversary recognition: gifts at 5, 10, 15-year milestones

• Referral bonuses: $2,000 for successful employee referrals

# SPECIAL CONSIDERATIONS

## Contractors & Casual Workers

Momentum Sports utilizes contractors and casual workers to scale operations flexibly. These roles are compensated separately from the core employee structure:

• Casual hourly rates include 25% loading in lieu of benefits

• Contractor rates negotiated based on market and project scope

• No eligibility for annual leave, sick leave, or performance bonuses

• Superannuation paid at statutory rate for eligible casual workers

## International Assignments

When core team members undertake temporary assignments supporting North American, European, or Pacific operations:

• Per diem allowance based on destination location

• Accommodation and flights covered by company

• Extended assignments (>30 days): location allowance of 10-15%

• Tax equalization support for assignments >6 months

## Retention & Loyalty Bonuses

• Critical skills retention: up to 15% of salary for 18-month retention

• Project completion bonuses: negotiated per major initiative

• Sign-on bonuses for hard-to-fill positions: up to $15,000

## Equity Participation

Momentum Sports is privately held with no current equity compensation plans. The company reviews this annually and may introduce employee ownership schemes in the future.

# COMPLIANCE & GOVERNANCE

## Legal & Regulatory Compliance

All compensation practices comply with:

• Fair Work Act 2009 (Commonwealth of Australia)

• Modern Awards and Enterprise Agreements

• Superannuation Guarantee (Administration) Act 1992

• Workplace Gender Equality Act 2012

• Equal Remuneration principles

## Pay Equity & Gender Pay Gap

Momentum Sports is committed to equal pay for equal work. Annual reviews ensure no gender-based pay gaps exist within similar roles and experience levels. Current gender pay gap: <2% (within statistical margin).

## Confidentiality

Individual salary information is confidential. Employees should not disclose their specific compensation to colleagues. Salary bands and structures are available to all employees to ensure transparency in the compensation framework.

## Compensation Committee

Composition:

• Alex Morgan, General Manager (Chair)

• Taylor Singh, CFO

• Finley Adams, HR Manager

The Compensation Committee meets quarterly to review market trends, assess internal equity, and recommend adjustments to salary bands or benefits.

## Document Review & Updates

• Annual review cycle: January of each year

• Market benchmarking: Conducted by external consultant every 2 years

• Legislative updates: Monitored continuously, document updated as needed

• Employee feedback: Gathered through annual engagement survey

# QUESTIONS & CLARIFICATIONS

For questions about compensation, benefits, or salary reviews, employees should contact:

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For salary negotiation discussions related to new hires or role changes:

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