

INCENTIVE PLAN

TEMPLATE

Written pay plans do not change the “at will” nature of your employment with the company. Employees may quit for any reason or no reason at all, or they may be terminated by the company at any time with or without cause or notice

INSERT NAME

INCENTIVE COMPENSATION PLAN

EFFECTIVE START DATE: INSERT DATE

INCENTIVE GOALS:

This plan is established to provide further incentive to the INSERT ROLE to promote the success of INSERT BUSINESS NAME and its CLIENTS/PATIENTS/CUSTOMERS by providing an opportunity to receive additional compensation for 10X performance measured against individual and business unit goals. The plan is intended to achieve the following:

- 1. Stimulate all team members to produce results that will facilitate 10X growth for our CLIENTS/PATIENTS/CUSTOMERS.
- 2. Ensure accuracy and massive value for all performance metrics.
- 3. Create a seamless transition from department to department and duplication of best practices.
- 4. Facilitate INSERT BUSINESS NAME ability to attract top talent and retain qualified team members.

METRICS:

METRICS	WEIGHT
INSERT METRIC	25%
INSERT METRIC	25%
INSERT METRIC	25%

INCENTIVE PLAN

TEMPLATE (CONTINUED)

1.INSERT METRIC -Description of the expectations of the metric

2.INSERT METRIC -Description of the expectations of the metric

3.INSERT METRIC -Description of the expectations of the metric

4.INSERT METRIC -Description of the expectations of the metric

PAYOUT STRUCTURE:

Eligibility is based upon the individual's offer letter for additional compensation plan potential outlined in the incentive plan amount.

Example Salary + Example Incentive: \$60,000 with 10% comp

EXAMPLE STRUCTURE	
PAYOUT	MONTHLY
ANNUAL POTENTIAL	\$6,000
MONTHLY DISTRIBUTION	\$500

*You must be employed with **INSERT BUSINESS NAME** as a team member for **INSERT #** days in order to earn incentive compensation.

Signature: _____

Date: _____