

How to Implement a Cash-Based Long-Term Incentive Plan

W	O	R	K	S TM
Who	Objectives	Resources	KPIs	Simple
<p>Who will participate?</p> <ul style="list-style-type: none"> Senior Executives Junior Executives New Hires 	<p>What are the plan's objectives?</p> <ul style="list-style-type: none"> Retain Talent Attract Talent Drive Behavior 	<p>Do you have the resources to properly implement, monitor and review the Plan?</p> <p>Internal:</p> <ul style="list-style-type: none"> Accounting / CFO <p>External:</p> <ul style="list-style-type: none"> Legal Counsel Accountant 	<p>Establish clear KPIs to improve performance and achieve objective(s).</p> <ul style="list-style-type: none"> Revenue Growth Profit Growth Profit Margin Regional / Operating Division 	<p>Keep it simple.</p> <ul style="list-style-type: none"> Participants should be able to understand the Plan's economics



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