

Annual Incentive Plan
Example of 4-factor Plan

First Name	Last Name	Title	Hire Date	Length of Service	Department	Department Head	Current Annual Salary	Bonus Level	Bonus Level % VP = 20% DIR = 15% MGR = 10% IC = 5%	Max \$ Eligible	Company Performance % Goal Achievement	Department Performance % Goal Achievement	Individual Performance Rating	Demonstrated Core Success Traits Rating	Bonus \$: Company Performance	Bonus \$: Department Performance	Bonus \$: Individual Performance	Bonus \$: Core Success Traits
Heather	Majory	Director, Development	11/13/2007	8.2	Development	Yu	120,000	DIR	15%	18,000	100%	80%	1	2	4,500	3,600	4,500	4,500
Jas	Bahdwell	Manager, Programs	5/27/2008	7.7	Development	Yu	98,000	MGR	10%	9,800	100%	80%	2	3	2,450	1,960	2,450	0
Peter	Hunt	Administrative Assistant 1	4/14/2009	6.8	Development	Yu	48,000	IC	5%	2,400	100%	80%	3	4	600	480	0	0
Erin	Chung	Copy Writer	1/21/2008	8.0	Development	Yu	40,000	IC	5%	2,000	100%	80%	4	1	500	400	0	500
					Department Total										8,050	6,440	6,950	5,000