

# Employee Incentive Plan Continuum

The elements below can be integrated and/or independently applied to match Company X's overall employee incentive needs.

	Level 1	Level 2	Level 3	Level 4
Employee status	Wide spread of company employee base, or a selected group of senior team to start with	Key managers on significant development tracks within the business – up-and-coming stars	High performance key managers	High performance key manager
Employee Incentive Plan elements	Development of a company bonus pool: <ul style="list-style-type: none"> <li>• KPI and stretch target based</li> <li>• bonus awarded and paid net of tax</li> </ul>	Issue of different class of shares (with restricted rights) as a means of sharing dividends based on performance hurdles	Offer to purchase ordinary shares (with all rights) based on performance hurdles	Offer to purchase ordinary shares (with all rights) via outright cash payment, loan from company, or a combination