

WorldatWork®
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TOTAL REWARDS
Summit Series: Atlanta
March 18

Short Term Incentives and Annual Bonuses: Is Your Plan Driving Organizational Results?





Short Term Incentives: Is Your Plan Driving Organizational Results?

WorldatWork Atlanta
Roundtable Discussion

March 18, 2024

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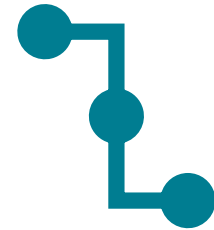
Ground Rules



Respect Confidentiality



Collaborative
Conversation + Data



Connection

Introductions



Name



Position



Number of Employees

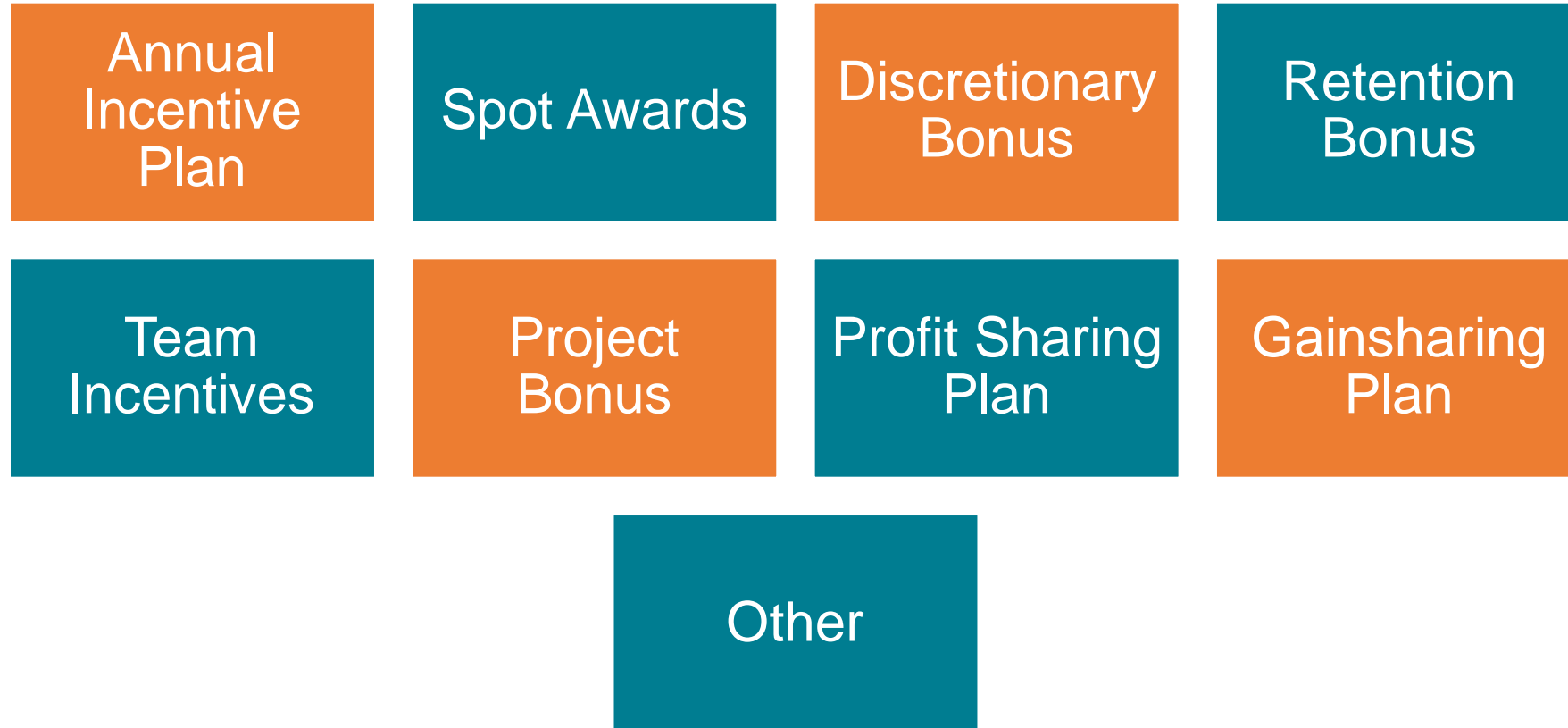


What is working especially well in your compensation program?

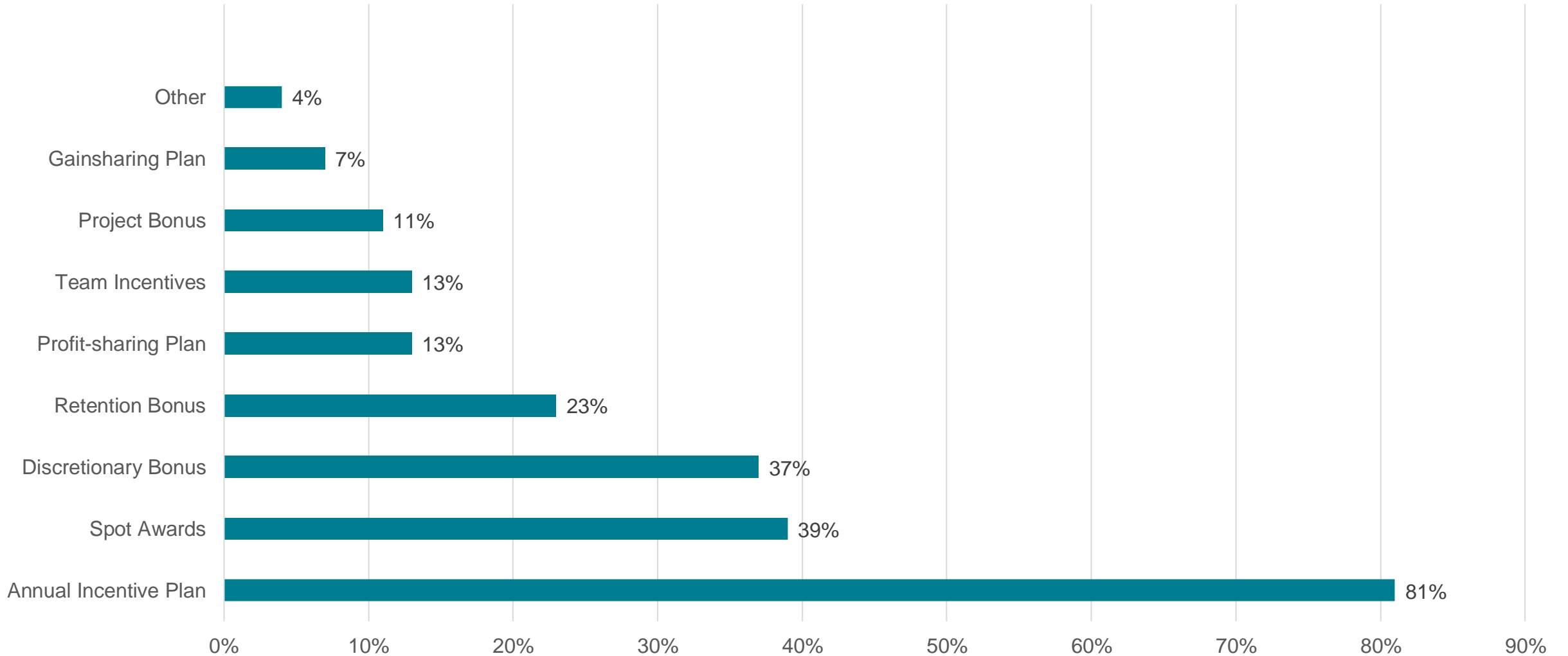


Discussion Question #1

- What type of Short-Term Incentives does your organization use?
- How were the current incentives chosen?



WorldatWork Incentive Data: Types of Plans Offered



Source: 2024 Incentive Pay Practices WorldatWork (Privately Held Companies)



Discussion Question #2

- Who is eligible for short term incentives?

CEO

Other
Executives/Officers

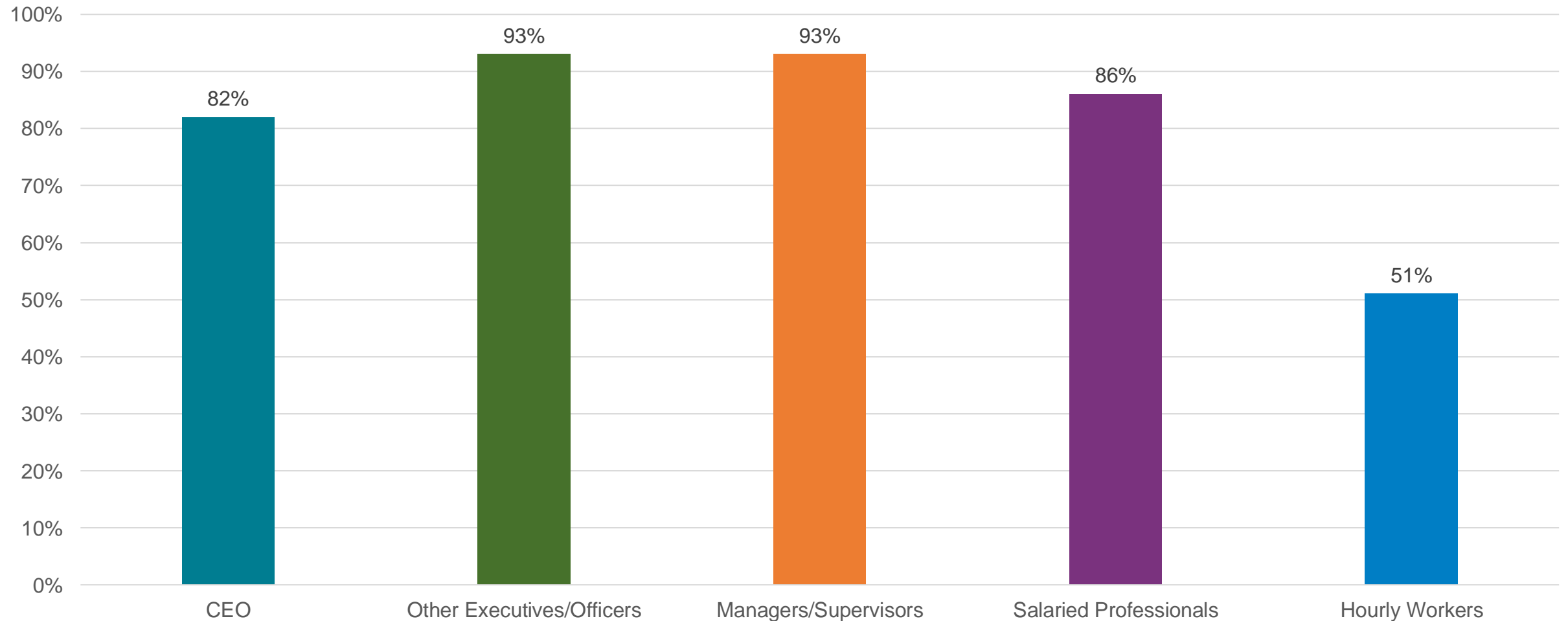
Managers/Supervisors

Salaried
Professionals

Hourly Workers



WorldatWork Incentive Data: Eligibility for STIs



Source: 2024 Incentive Pay Practices WorldatWork (Privately Held Companies)



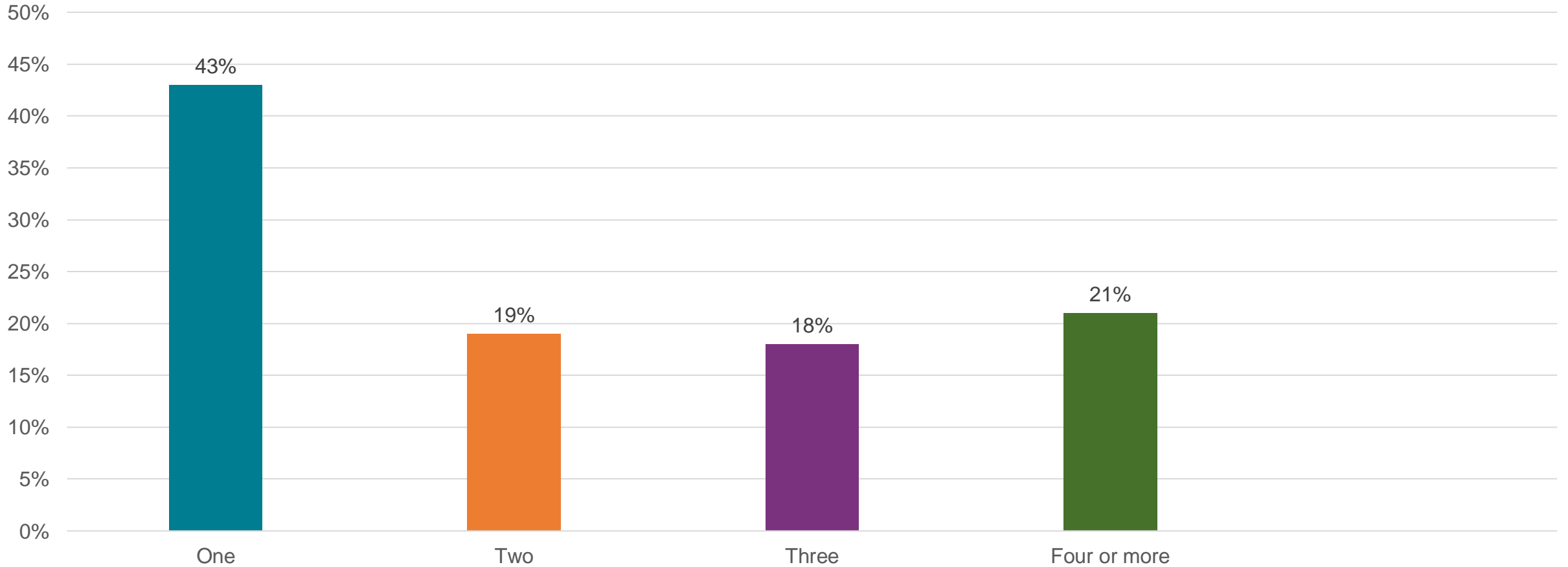
Discussion Question #3

How do you ensure your STIs are clearly tied to organizational results?

How many programs do you use?



WorldatWork Incentive Data: Number of STI Programs



Source: 2024 Incentive Pay Practices WorldatWork (Privately Held Companies)

Discussion Question #4

How do you communicate your STI plan to employees?

Discussion Question #5

How do you define and measure success?

WorldatWork Incentive Data: Measures Most Typically Used

Individual

Individual
Performance (78%)

Financial

Profitability Measure
such as EBITDA,
operating income
etc. (85%)

Revenue/Revenue
Growth (41%)

Operational

Cost
Reduction/Savings
(12%)

Efficiency (12%)

ESG

Customer Measures
such as satisfaction
or retention (13%)

Safety/Occupational
Injury (11%)

Discussion Question #6

What are your targets by level?

Executive

Director

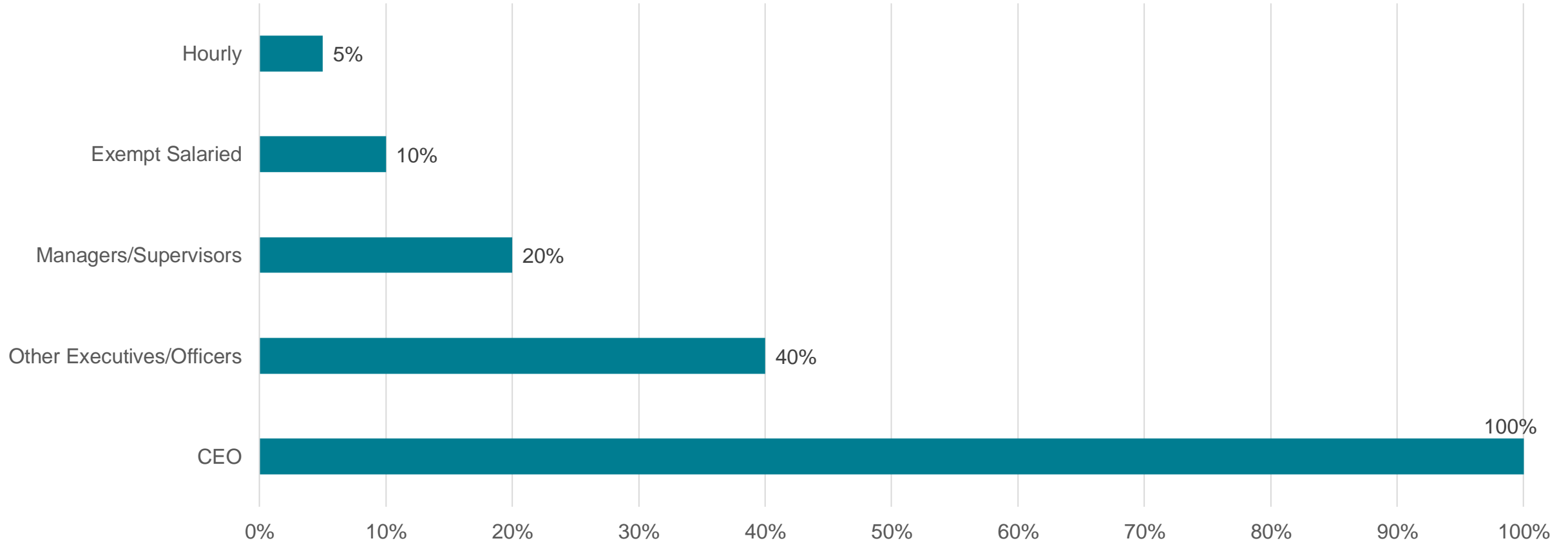
Supervisor/Manager

Exempt Salaried

Hourly



WorldatWork Incentive Data: Median Targets



Source: 2024 Incentive Pay Practices WorldatWork (Privately Held Companies)

Contact Me



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FOR YOUR TIME AND PARTICIPATION





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