

BONUS PLAN

1. OBJECTIVE

This employee Bonus Plan explains how [COMPANY NAME] distributes bonuses to selected employees. We want to reward employees whenever possible, since we all contribute to our Company's success with hard work. This Plan clarifies how we choose which employees to reward and how we calculate bonus amounts.

2. SCOPE

This Plan applies to the employees of [COMPANY NAME]. This Plan applies to all regular full-time and part-time employees, and employees with contracts of [e.g., ONE YEAR AND MORE]. Seasonal employees, interns and temporary employees with a contract of less than [e.g., ONE YEAR] are not eligible for bonuses.

We may modify this Plan and our Bonus Plans at any time without notice. Only written promises of bonuses will be considered valid. If the manager or another executive verbally promises an employee a bonus, they cannot follow through unless they put it in writing and HR approves it.

Bonuses can be either discretionary or nondiscretionary. Discretionary bonuses are determined at our Company's sole discretion. They are not promised to employees, and we cannot guarantee anyone will receive them. For example, we may pay a bonus to reward an employee who showed exemplary performance at a particular time.

Nondiscretionary bonuses are promised or announced to employees and guaranteed to those who meet our established criteria for the bonus. For example, we may promise to pay nondiscretionary bonuses to reward teams for meeting specific targets.

3. PLAN ELEMENTS

Our Company rewards employees for outstanding individual performance, as well as their contributions that help us achieve Company goals. For this reason, we award bonuses in three forms: lump sum bonus, year-end bonus and incentive plans.

Our Company may award lump sum bonuses (one-time bonus payments) to employees who show exemplary performance. We define "exemplary performance" as exceeding goals, either financial or nonfinancial, performing additional duties from what is expected, or serving as a good example of professional behavior to other employees (e.g., teamwork, ethics, leadership).

When managers know their team member deserves a bonus, they should send a formal written recommendation to their Department Head and HR, explaining how their team member showed exemplary performance.

The Human Resources Department will review and approve recommendations with the input of Department Heads, based on the available budget. Lump sum bonuses cannot exceed [PERCENTAGE OF BASE SALARY]. Bonuses for executives that exceed [AMOUNT] need to be approved and signed by [CEO/PRESIDENT.]

Sample Bonus Plan Document

**Harold S. Bloomenthal, Cannon Y.
Harvey, Samuel E. Wing**

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The Sales Compensation Handbook Stockton B. Colt, 1998 Updated and expanded THE SALES COMPENSATION HANDBOOK contains information and tools necessary to design and implement top notch sales compensation programs Experts at the consulting firm of Towers Perrin provide guidance on all aspects of compensating salespeople including designing base salary bonus and commission scales team selling roles and implications linking compensation to company culture cash and non cash incentives and more [Productivity Gainsharing in the Public Sector](#), 1986 [Responsible Executive Compensation for a New Era of Accountability](#) Peter T. Chingos, 2004-04-12 A definitive road map to help companies assess and refine their executive reward strategies Responsible pay has become inextricably linked with corporate governance and long term shareholder value creation Responsible Executive Compensation for a New Era of Accountability shows you how to revamp your executive compensation programs to drive shareholder value creation while adhering to the high standards of the new corporate governance environment Packed with case studies diagnostics and contributions from world renowned experts in executive compensation this vital resource offers a comprehensive overview of the critical issues affecting executive compensation practice and theory during this new era Order your copy today **Advanced Methods for Human Resource Management Research** Paul Joseph-Richard, 2025-01-03 Understanding and applying research methods is a key skill in human resource management This new textbook shows how to successfully complete a research project across the HR function Advanced Methods for Human Resource Management Research provides a practice based approach to planning and implementing research projects Each chapter focuses on one HRM practice and a Method in Focus feature that shows how a particular method could be used for researching that practice This enables postgraduate Research Methods students to gain an understanding of how research may be most effectively conducted for different aspects of HR from recruitment selection and people analytics to learning and development sustainable HRM and employee wellbeing This book offers comprehensive guidance on what kinds of questions can be asked and the application of current designs and methods Readers will learn how to conduct both qualitative and quantitative research such as interviews and literature reviews using Big Data social media and visuals as well as creating cross country designs to engage international participants It is supported by learning outcomes real world examples discussion questions and ethical dilemma exercises to develop critical understanding of the material Online resources include lecturer slides annotated web links further reading and new reflective questions for students This textbook is written for postgraduate HR students taking Research Methods modules as part of their degree [Self-funding of Health Care Benefits](#) Carlton Harker, 1993 *Going Public Handbook* Harold S. Bloomenthal, Cannon Y. Harvey, Samuel E. Wing, 2008 **Advances in Business, Management and Entrepreneurship** Ratih Hurriyati, Benny Tjahjono, Ikuro Yamamoto, Agus Rahayu, Ade Gafar Abdullah, Ari Arifin Danuwijaya, 2020-01-06 The GCBME Book Series aims to promote the quality and methodical reach of the Global Conference

on Business Management Entrepreneurship which is intended as a high quality scientific contribution to the science of business management and entrepreneurship The Contributions are the main reference articles on the topic of each book and have been subject to a strict peer review process conducted by experts in the fields The conference provided opportunities for the delegates to exchange new ideas and implementation of experiences to establish business or research connections and to find Global Partners for future collaboration The conference and resulting volume in the book series is expected to be held and appear annually The year 2019 theme of book and conference is Creating Innovative and Sustainable Value added Businesses in the Disruption Era The ultimate goal of GCBME is to provide a medium forum for educators researchers scholars managers graduate students and professional business persons from the diverse cultural backgrounds to present and discuss their researches knowledge and innovation within the fields of business management and entrepreneurship The GCBME conferences cover major thematic groups yet opens to other relevant topics Organizational Behavior Innovation Marketing Management Financial Management and Accounting Strategic Management Entrepreneurship and Green Business

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Comprehensive Deferred Compensation Louis R. Richey,Lawrence Brody,1989 **System** ,1917 *California. Court of Appeal (1st Appellate District). Records and Briefs* California (State),.

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