

EXECUTIVE COMPENSATION PLAN

PAYROLL STRUCTURE & CONTRACT ANNEX

EXECUTIVE PROFILE

Executive Name: _____ Job Title: _____
Employee ID: _____ Department: _____
Effective Date: _____ Contract Term: _____

I. BASE SALARY & CASH COMPENSATION

COMPENSATION COMPONENT	PAY FREQUENCY	GROSS AMOUNT (\$)
Base Salary (Annual)		
Base Salary (Per Pay Period)		
Executive Car Allowance		
Housing / Living Allowance		
Other Fixed Allowance: _____		

II. SHORT-TERM & LONG-TERM INCENTIVES

INCENTIVE TYPE	TARGET PERCENTAGE / METRICS	PAYOUT FREQUENCY / SCHEDULE
Annual Performance Bonus		
Discretionary Sign-on Bonus		
Restricted Stock Units (RSUs)		
Stock Options Allocation		

III. PAYROLL DEDUCTIONS & BENEFITS INTEGRATION

BENEFIT & DEDUCTION DESCRIPTION	EMPLOYER CONTRIBUTION	EMPLOYEE DEDUCTION
Executive Health & Welfare Plan		
Deferred Compensation Plan (non-qualified)		
Supplemental Executive Retirement Plan (SERP)		
Key-Person Life Insurance Policy		
Statutory Taxes & Deductions		

IV. EXECUTION & APPROVAL

Executive Signature

Date: _____

For the Board / Authorized Representative

Date: _____