

Performance Metrics for Executive Pay

Dear [Executive's Name],

As part of our ongoing commitment to ensuring that executive compensation is aligned with company performance, we have established a set of performance metrics for the upcoming fiscal year. Below are the key performance indicators (KPIs) that will be used to evaluate your performance and determine your compensation package:

Performance Metrics

- **Revenue Growth:** Target of [X%] year-over-year growth
- **Earnings Before Interest and Taxes (EBIT):** Minimum of [X] million dollars
- **Return on Equity (ROE):** Target of [X%]
- **Market Share Increase:** Achieve a [X%] increase in market share
- **Employee Engagement Score:** Maintain or improve score above [X]

Your performance will be reviewed quarterly, and adjustments to compensation will be made based on achievement against these metrics. We appreciate your leadership and dedication to driving the success of our organization.

Thank you for your continued commitment to excellence.

Sincerely,

[Your Name]
[Your Title]
[Your Company]