

# Performance-Based Executive Compensation Agreement

Date: [Insert Date]

[Executive's Name]

[Executive's Address]

[City, State, Zip Code]

Dear [Executive's Name],

We are pleased to outline the details of your performance-based executive compensation plan as discussed in our recent meeting. This plan is designed to align your compensation with the strategic goals of [Company Name] and reward you for achieving outstanding results.

## 1. Base Salary

Your annual base salary will be [Insert Amount] payable in accordance with the company's payroll schedule.

## 2. Performance Bonus

You will be eligible for an annual performance bonus based on the achievement of specific financial and operational goals. The target bonus will be [Insert Percentage]% of your base salary, with potential adjustments based on your performance, up to [Insert Maximum Percentage]%

## 3. Equity Incentives

You will receive [Insert Number] stock options/shares as part of your plan. These will vest based on the following performance metrics: [Insert Metrics].

## 4. Performance Metrics

The performance metrics will include: [Insert Metrics, e.g., Revenue Growth, EBITDA, etc.]. Our performance review period will be [Insert Duration].

## 5. Review and Adjustment

This compensation plan will be subject to annual review and may be adjusted based on company and individual performance, as well as market conditions.

We are confident that this structure will drive success for both you and [Company Name]. Please sign below to confirm your acceptance of this plan.

Sincerely,

[Your Name]

[Your Title]

[Company Name]

Accepted by: \_\_\_\_\_

Date: \_\_\_\_\_