

Short Term Incentives (STI's)

Short term incentives (STI's) are part of the overall direct compensation package for certain managers and senior staff members

- Considered “At risk” compensation, not guaranteed
- Paid annually
- 3% to 80% of base pay (at target)
- Payment depends upon performance of the company and the individual’s achievement of personal objectives
- The higher the level of the position, the greater the amount of “at risk” compensation