

Long Term Incentive Plan Design

March 2, 2015

- Review incentive targets and rewards against stated corporate remuneration philosophy and objectives
- Audit extent of congruence and balance between short and long term objectives
- Select and or validate measures that are complementary, objective, and verifiable
- Recommend or verify targets and increments that are achievable
- Identify most effective vesting/timing of reward, taking into account strategic, business and capital markets cycles
- Value option alternatives with standard Black Scholes and lattice modelling, researching and validating assumptions
- Identify most cost effective and efficient form of reward in both an accounting and shareholder value sense
- Ensure that the plan takes into account both shareholder return and risk/volatility through such things as the LTI mix (e.g. performance units, shares, options)
- Review organisation capability to administer

Contact us for long term incentive plan data, analysis, design or implementation.