Compensation Worksheet

Use this worksheet to jot down your ideas and begin formulating your compensation approach – ensuring it covers each of the 4 pillars required. Be sure to consult with your HR Division and be aligned with Labor Laws & Regulations in your area before putting anything into practice.

**1 Fixed Pay** – Base Salary

**2 Variable Pay** – Profit-Sharing, Bonuses & Incentives

**3 Paid Time Off** – Vacation, Statutory Holidays & Sick Leave

**4 Security & Extras –** Healthcare, Insurance & More