



BENCHMARK SURVEY: To Bonus or Not To Bonus?

APRIL 20, 2022



Who Responded + Key Takeaways



69

Responses
from CFO|Circle +
CHRO|Circle Members
at 65 companies

Key Takeaways:

Majority of peers are undecided on whether companies should offer bonuses.

63% of peers offer some kind of bonus, with 66% basing it on company and individual goals.

The later the company stage, the higher the percentage of those offering bonuses.

To Bonus or Not To Bonus?



IN GENERAL **WHAT'S YOUR STANCE** ON WHETHER COMPANIES **SHOULD OFFER BONUSES?**

64%



Undecided, it depends

27%



Yes, they should

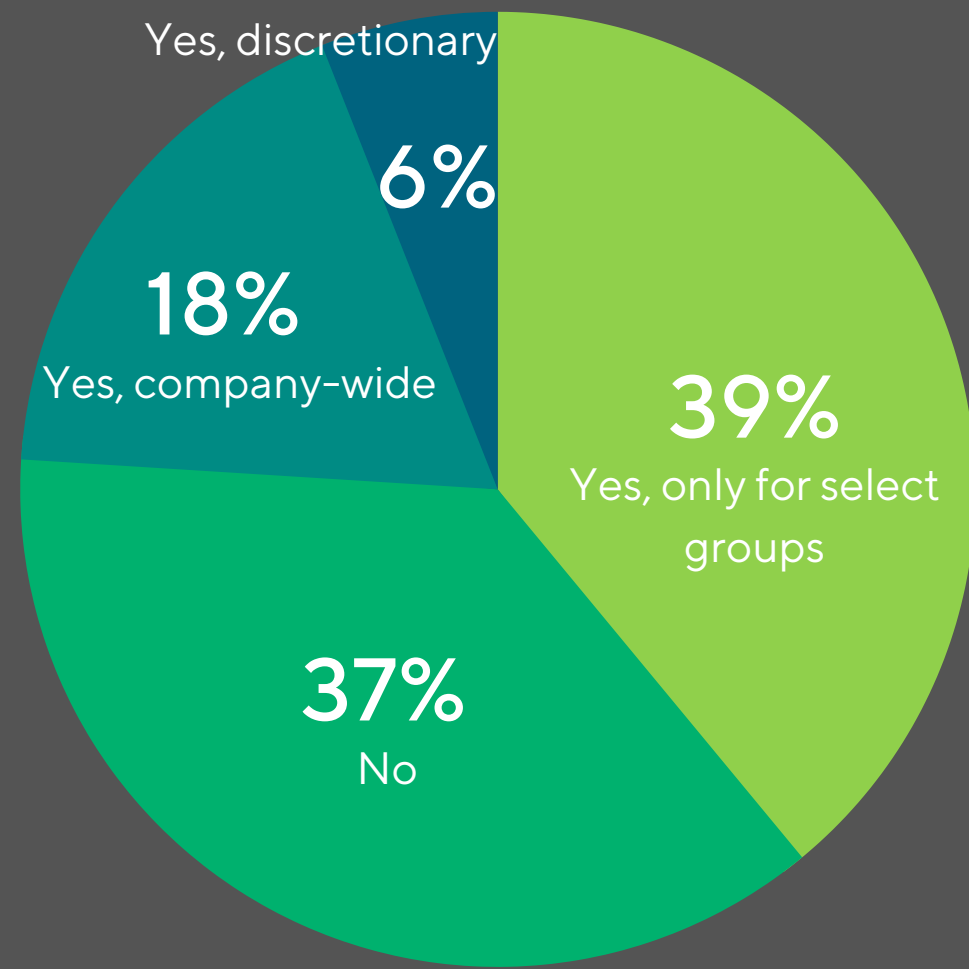
9%



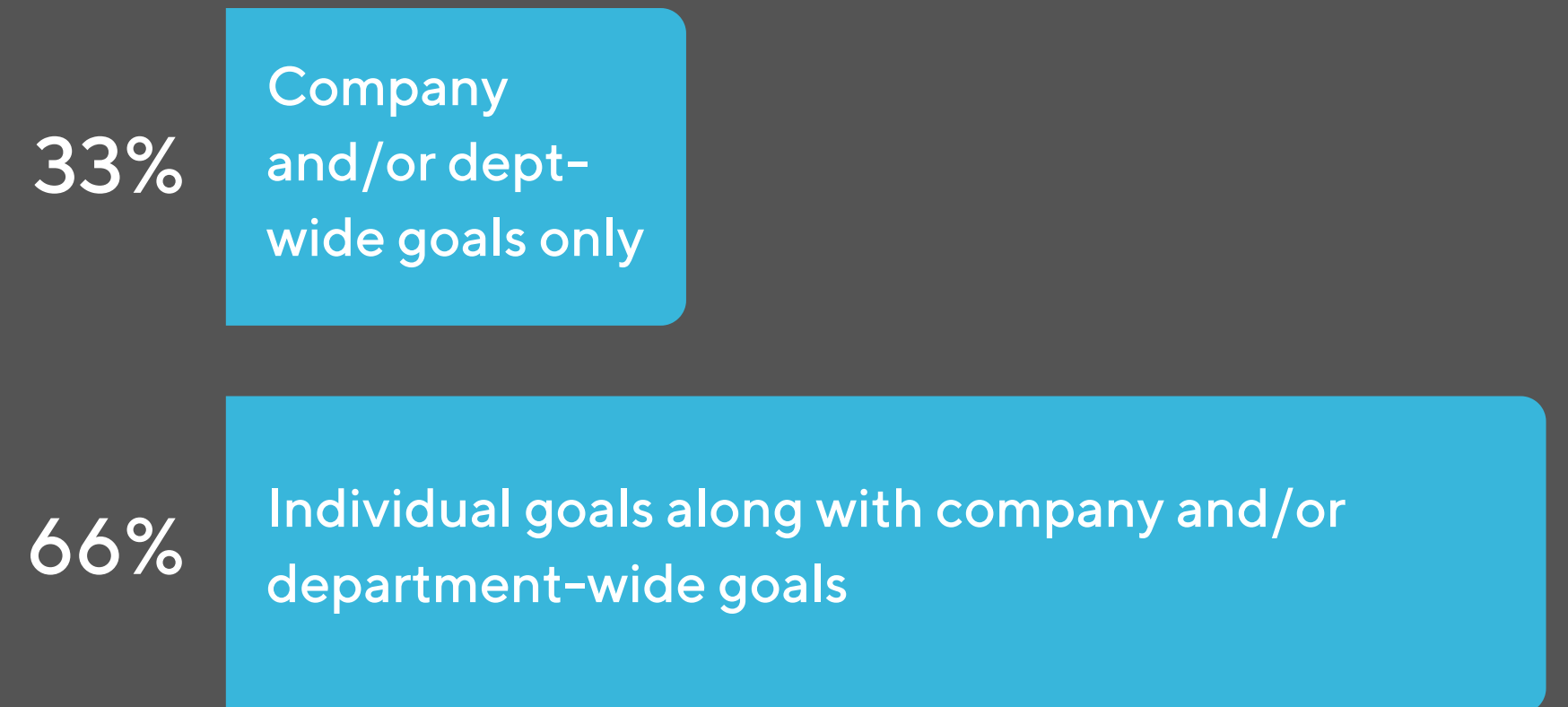
No, they shouldn't



DOES YOUR COMPANY
CURRENTLY OFFER SOME FORM
OF **ANNUAL BONUS**?



IF YOU DO OFFER A BONUS
PROGRAM, WHICH **GOAL MIX BEST
MATCHES YOUR BONUS STRUCTURE?**



WHEN WAS YOUR LATEST FUNDING ROUND, AND ARE YOU CURRENTLY OFFERING BONUSES?

