All our resources have two primary mechanisms that are used to incentivise/reward them for performance across a given year. These include:

1. Annual Performance Goals/Bonus: As part of our ongoing professional development process, KPMG undergoes an annual performance goal setting and review cycle. This involves the establishment of annual performance goals that will then guide the nature of development opportunities and work that the staff member will perform or have responsibility for delivering. Progress against these goals is then tracked on a quarterly basis. At the conclusion of a financial year, this performance is then assessed and informs the annual remuneration review cycle as well as the provision of staff performance bonuses. The successful delivery of specific engagements are often included as part of setting goals in order to focus the efforts of specific staff members.
2. Discretionary Rewards/Bonuses: In addition to these structured reward structures, we typically also reserve a pool of funds every year for the provision of discretionary rewards and bonuses for staff who perform exceptional work with customers. These rewards are typically awarded based upon customer feedback and are a recognition of exceptional client delivery for staff members at all levels of our organisation.