

Long-Term Incentive Plan

A Long-Term Incentive Plan (LTIP) is a compensation strategy that rewards employees for performance, loyalty, and contribution over a 3–5 year period.

Did you know?

33%

Companies say they offer Long-Term Incentive Plans (LTIPs) to attract and retain employees.



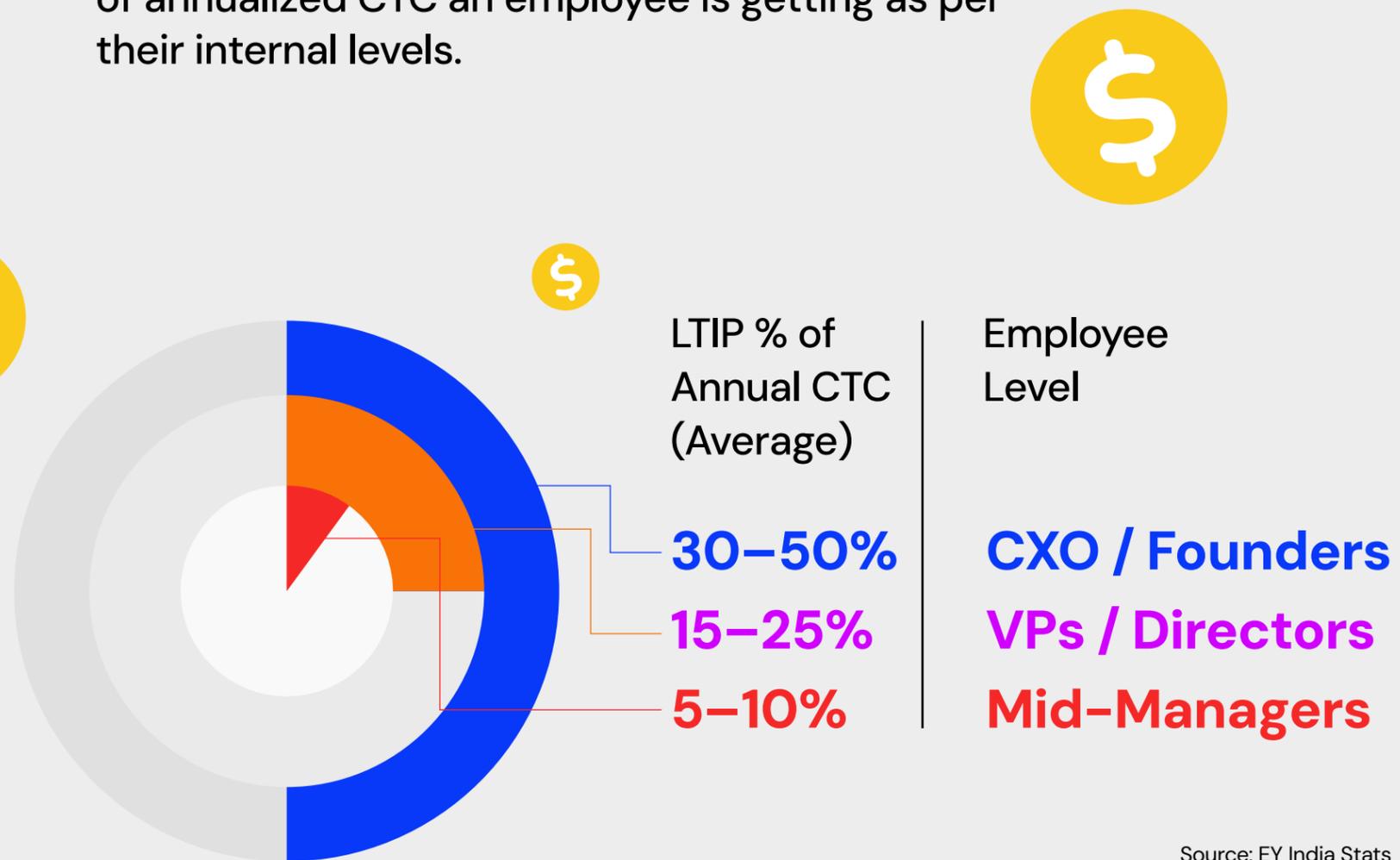
Why Do Companies Use LTIPs?

- 1 To attract and retain high-potential talent
- 2 To align rewards with company growth & shareholder value
- 3 To reduce attrition with lock-in mechanisms



LTIP Allocation by Employee Level

Here are some numbers showing what percentage of annualized CTC an employee is getting as per their internal levels.



Source: EY India Stats

Comparison of Long-Term Employee Incentives

Type	Equity / Cash	Key Feature
ESOPs	Equity	Buy shares at discounted price
RSUs	Equity	Shares granted after vesting
Phantom Stock	Cash	Cash payout linked to share value
Performance Shares	Equity	Granted only on achieving milestones
Deferred Bonus	Cash	Bonus deferred over 2–5 years
Profit-Linked Incentives (PLI)	Cash	Based on profits or KPIs

About Xumane

We are an equity management platform designed to help companies to manage their equity effectively. Our platform offers features like accurate ownership tracking, cap table management, a user-friendly interface, and secure data storage with 90+ data compliance certifications, including CIS benchmarks.