

Compensation Summary

We seek to drive a “pay for performance” culture where compensation is strongly tied to the financial success of Bamboo Health as well as each employee’s contributions. We are very proud to offer all three forms of total compensation as very few companies at our stage do!



Base Pay

We pay at market relative to comparable companies in each local geographic market. We also consider other relevant factors like the overall job market and industry demands to attract the best talent.



Bonus

Our annual bonus plan aims to pay above market when Bamboo Health wins in support of “pay for performance” so we set aggressive yet achievable goals. Target bonus is expressed as a percent of base salary and is based on the scope and responsibility of the role. Performance is based on a combination of Bamboo Health and your individual contributions. The bonus pays out in March for the prior year’s performance and you’ll need to be actively employed on the day of payout to receive a bonus.



Equity

It’s important to us that everyone is aligned to our long-term growth goals. Our equity plan provides stock options that assuming we meet our strategic goals, allows all employees to share in our success.

**Hourly and entry level positions may not be eligible for Bonus and/or Equity as these compensation elements are uncommon in the market for these types of roles.*