

Compensation Philosophy

Bentley's philosophy is that compensation considers
“Market + Merit”

- **Market** – Employees are paid salaries within a range that is competitive for similar jobs in other organizations.
 - Third party salary surveys
 - Market median data mapped back to Bentley's salary grades
- **Merit** – Takes into account skills, responsibilities, performance, and experience.
 - Differentiated merit increases based on performance
 - Complements with CAP program