



COMPENSATION

Compensation

Dion Durrell is committed to a philosophy of pay for performance: A key aspect of this commitment is to compensate each Associate's specific efforts PLUS his or her contribution to the overall performance of the Firm. The result can be very rewarding.

With its Base Salary plus Incentive Pay, Dion Durrell potentially offers you a total compensation within the first quartile of the marketplace for a comparable position. Base Salary increases are reviewed annually, based on your performance. Incentive Pay, also assessed annually, is based on the performance of both the individual and the firm. When company performance exceeds expectations, your compensation can be even more favourable.

Through this compensation structure, every member of our firm, from the most senior to the most junior, has an equal opportunity to share in the success of our collective efforts. Furthermore, Associates who exhibit exceptional performance will be invited to join the Equity Participation Plan, by becoming a shareholder in the firm.