



# TEAM MEMBER BONUS AND RAISE BEST PRACTICE

DCX considers the growth of our Team Members of great importance and as their responsibilities and performance increase, we firmly believe in rewarding them for a job well done! We've analyzed the data and done the work, so you don't have to. The result is simple. When both DCX and our Clients invest in their high performing Team Members, the outcome is happier, healthier employees who want to stay!

## INVESTMENT

### ***Raises***

DCX provides annual merit increases to **all** team members in good standing.

Raises are given:

- Annually for overall good standing and performance.
- Team members are paid above average Salaries in the Philippines

### ***Bonuses***

DCX provides bonuses in the form of:

- Attendance at Culture and Retention Events
- 13th Month Pay Annually
- Work from Home Allowances
- Quarterly Company Incentives

## DCX

## CLIENT

We see retention increase when clients also provide annual merit increases to their high performing team members.

Raises can be given as a way of rewarding:

- Increase in Speed of Task Completion
- Increase in Quality of Tasks
- Increase in Responsibilities
- Commendation of Overall Performance

Raises can be given annually or as you see fit.

A little goes a long way! We see clients giving bonuses for:

- Project Completion
- Sales Incentives
- Strong Quarters
- Birthdays
- Anniversaries

DCX is here to support you as you navigate providing a bonus or raise for your team member. We've done the analysis and can provide suggestions to best suit your company's needs.

- Suggested Amounts based on research. See page two for helpful hints!
- An easy platform for navigating [Gift Cards and Bonuses](#).
- A Support Team to make providing a raise easy. [Support@delegatecx.com](mailto:Support@delegatecx.com)
- Still have questions? Watch the accompanying knowledge base video!





## RAISES

Suggested Amounts:

- Monthly Increases starting at \$50 USD go a long way.
- Monthly Increases can range from \$25 - \$200 USD
- Starting with a small increase allows for additional raises if desired.

When to give?

- Work Anniversaries
- Annual Reviews
- Overall Performance Improvements
- Aligned with a Promotion

Who to contact to initiate raise: [Support@delegatex.com](mailto:Support@delegatex.com)

## GIFT CARDS

- Most Popular Gift card available to PH Team Members: GCASH
- Average Gift Card Amount Purchased by US Clients: \$50 USD
- Range of Options for Gift Card Amounts: \$10 - \$2,000 USD

<https://rewards.delegatex.com/>



## BONUSES

Suggested Amounts:

- Bonuses can vary by role and responsibilities.
- Anywhere from \$20 to \$500! We've seen it all!
- Let us help you with determining an amount!

When to give?

- Birthdays
- Work Anniversary
- Incentives
- Project Completion

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