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Several of the goals set out in Tesla CEO Elon Musk’s pay package are written in vague language that could provide him with hefty payouts without significantly boosting profit, according to experts. ODD ANDERSEN/AFP VIA GETTY IMAGES FILE

Musk could be paid billions without hitting Tesla goals

‘Mars-shot milestones’ built into CEO’s historic pay package

Chris Kirkham, Rachael Levy and Abhirup Roy
REUTERS

LOS ANGELES – When Tesla directors offered Elon Musk the biggest executive pay package in corporate history in September, it reassured investors that he would have to achieve the equivalent of “Mars-shot milestones” to earn \$878 billion in Tesla stock over 10 years.

The board’s proposal said Musk would have to “completely transform Tesla and society as we know it” in robotics and autonomous driving as well as stock value and profits. Conversely, Musk would get “zero” unless he meets those “incredibly ambitious” goals.

Yet Musk could reap tens of billions of dollars without meeting most of those targets, according to a Reuters analysis of his performance goals and more than a dozen experts in executive pay, company valuations, robotics and automotive trends including autonomous driving.

He could collect more than \$50 billion by hitting a handful of the board’s



Tesla’s EV business, which accounts for almost all its revenue, is deteriorating, with aging models facing fierce competition. Its only newer model, the Cybertruck, has flopped. JOE RAEDLE/GETTY IMAGES FILE

easier goals that won’t necessarily revolutionize Tesla’s products or business, the Reuters review found.

Even hitting just two of the easiest targets, along with modest stock growth, would net Musk \$26 billion, more than the lifetime pay of the next

eight best-paid CEOs combined, a group that includes Meta Platforms’ Mark Zuckerberg, Oracle co-founder Larry Ellison, Apple’s Tim Cook, and Nvidia’s Jensen Huang, according to

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Bird flu case found in Monroe County

Connor Veenstra
The Monroe News
USA TODAY NETWORK

Highly pathogenic avian influenza has been detected in Monroe County following an investigation by the Michigan Department of Agriculture and Rural Development.

Along with the one backyard flock in

Monroe County, HPAI was found in three commercial flocks in Ottawa County and a backyard flock in St. Clair County. These latest cases bring the total number of HPAI cases in poultry from Monroe County to four in 2025.

According to Bill Picken, owner of BP Farms in Dundee, keeping chickens outside in a free-range environment can help reduce the risk of them getting sick.

Keeping them in a confined environment, he said, makes them stressed and less healthy.

“That helps a lot with keeping the birds healthy, keeping them in their natural environment,” he said.

HPAI is a highly contagious virus that can be spread in various ways

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How local eateries fare in recent inspections

Connor Veenstra
The Monroe News
USA TODAY NETWORK

Routine food service inspections are a vital part of protecting a community’s overall health and the Monroe County Health Department inspects different licensed food service establishments every month.

“Public Health works to prevent and mitigate disease and disability in the population,” Monroe County Health Department states on its website. “When public health works correctly, you will not even notice its existence. Clean drinking water, safe food, and control of disease are public health objectives that are always at work. Public health is always preparing for what might come next while also improving our health in the present.”

Below are details on health inspections performed at restaurants, schools, and other locations in Monroe County serving food between Oct. 14 and Nov. 6.

The Monroe County Health Department publishes the results of its inspections online.

AJ’s Doolittles, 8525 Secor Road, Lambertville, MI 48144 - Inspected Oct. 22

No violations.

Ashley’s Chuckwagon, mobile - Inspected Nov. 3

No violations.

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