

**FY 2014 CORPORATE INDICATORS
TARGETS and THRESHOLDS
(Awaiting Final Board of Governors Approval)**

INDICATORS	CORPORATE WEIGHTS	Non-Contributor			Contributor						High Contributor			Excep. Contributor		
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1 Composite Scan Performance	10.0%	95.00	95.57	96.14	96.43	96.71	97.00	97.38	97.76	98.14	98.33	98.52	98.71	98.81	98.90	99.00
2 First-Class Composite	10.0%	92.00	93.14	94.29	94.86	95.43	96.00	96.38	96.76	97.14	97.33	97.52	97.71	97.81	97.90	98.00
3 **Operating Income	20.0%	Plan														
4 OSHA Illness & Injury Rate	7.5%	6.62	6.19	5.75	5.53	5.32	5.10	4.86	4.62	4.38	4.26	4.14	4.02	3.96	3.90	3.84
OSHA I&I Improvement		9.00	6.00	3.00	1.90	0.90	-1.00	-2.30	-4.60	-8.20	-11.20	-14.20	-17.20	-20.20	-23.20	-25.00
5 Parcel Select	5.0%	98.40	98.71	99.03	99.19	99.34	99.50	99.60	99.69	99.79	99.83	99.88	99.93	99.95	99.98	100.00
6 Priority Mail Composite	15.0%	89.00	90.66	92.31	93.14	93.97	94.80	95.41	96.02	96.63	96.93	97.24	97.54	97.70	97.85	98.00
7 Standard Composite	5.0%	85.00	86.70	88.40	89.30	90.10	91.00	92.10	93.30	94.40	95.00	95.60	96.10	96.40	96.70	97.00
8 **Total Deliveries Per Hour	10.0%	Plan														
9 **Total Revenue	10.0%	Plan														
10 VOE Survey Index	7.5%	43.95	49.99	56.04	59.06	62.08	65.10	68.25	71.40	74.56	76.13	77.71	79.29	80.07	80.86	81.65
VOE Survey Index %Baseline		-2.0	-1.5	-1.0	-0.5	0.0	0.2	0.8	1.6	2.3	3.1	3.9	4.7	5.4	6.2	7.0
11 *Customer Experience Measurement	0.0%	65.0	70.0	75.0	77.5	80.0	82.5	85.7	89.0	92.2	93.8	95.5	97.1	97.9	98.7	99.5
12 *EEO Complaints Per 100 Employees vs SPLY	0.0%	2.42	2.05	1.69	1.51	1.33	1.15	0.97	0.79	0.61	0.52	0.43	0.34	0.29	0.25	0.20

BENCHMARK

*Measured - Not Weighted

**Target will be established when the Integrated Financial Plan is finalized.

Pre-Decisional Draft

**FY 2014 UNIT INDICATORS
TARGETS and THRESHOLDS**


INDICATORS		Non-Contributor			Contributor						High Contributor			Excep.Contributor		
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Available for Duty	95.03	95.59	96.16	96.44	96.72	97.00	97.57	98.14	98.71	99.00	99.29	99.57	99.71	99.86	100.00
	Available for Duty - IMPROVEMENT	-2.00	-1.43	-0.86	-0.57	-0.29	0.00	0.38	0.76	1.14	1.33	1.52	1.71	1.81	1.90	2.00
2	City Delivery Variance - RATE	93.00	93.50	94.00	94.50	95.00	95.50	96.00	96.50	97.00	97.50	98.00	98.50	99.00	99.50	100.00
	City Delivery Variance - IMPROVEMENT	-2.50	-2.00	-1.50	-1.00	-0.50	0.00	0.50	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50
3	Delcon Retail Surface Parcels	70.0	75.7	81.4	84.3	87.1	90.0	91.5	93.0	94.6	95.3	96.1	96.9	97.2	97.6	98.0
4	Deliveries per Hour % SPLY	-8.25	-4.95	-1.64	0.01	1.67	3.32	4.97	6.63	8.28	9.11	9.93	10.76	11.17	11.59	12.00
5	EEO Complaints Per 100 Employees vs SPLY	1.70	1.50	1.30	1.20	1.10	1.00	0.90	0.85	0.80	0.65	0.60	0.45	0.30	0.25	0.20
6	Energy Reduction	5.5	2.8	0.0	-1.4	-2.7	-4.1	-7.9	-11.7	-15.5	-17.4	-19.3	-21.2	-22.1	-23.1	-24.0
7	Enroute Origin/Destinating Scanning	95.60	95.80	96.00	96.20	96.35	96.50	96.65	96.80	96.95	97.20	97.45	97.70	98.00	98.30	98.60
8	F4 CSV - RATE	71.00	75.00	77.00	80.00	82.50	85.00	87.50	90.00	92.50	95.00	96.00	97.00	98.00	99.00	100.00
	F4 CSV - IMPROVEMENT	-6.00	-5.00	-4.00	-3.00	-1.40	0.00	1.10	2.00	3.20	4.00	5.00	5.50	6.00	6.50	7.00
9	Fed Ex Density	5.00	5.50	6.00	6.50	6.75	7.25	7.40	7.55	7.70	7.85	8.00	8.15	8.30	8.45	8.60
10	First Enroute Scan to Delivery	92.1	93.4	94.6	95.2	95.9	96.5	96.8	97.2	97.5	97.7	97.9	98.0	98.1	98.2	98.3
11	Function 2A to Standard	4.5	3.9	3.2	2.7	2.0	1.5	1.3	1.2	1.1	1.0	0.8	0.7	0.6	0.5	0.3
12	Grievance Backlog Reduction - Case Pending	0.00	-0.50	-1.00	-1.50	-2.00	-2.50	-3.25	-4.00	-5.25	-6.00	-6.50	-6.75	-7.00	-7.50	-8.00
	Grievance Backlog Reduction - Step 2 +A	0.0	-1.0	-2.0	-5.0	-12.0	-25.0	-26.0	-28.0	-29.0	-33.0	-34.0	-36.0	-40.0	-45.0	-50.0
	Grievance Backlog Reduction - Step 3 + B	0.0	-5.0	-10.0	-20.0	-35.0	-50.0	-60.0	-65.0	-70.0	-75.0	-77.0	-80.0	-85.0	-95.0	-100.0
13	International PMEI	96.35	96.49	96.64	96.71	96.78	96.85	97.02	97.19	97.36	97.45	97.54	97.62	97.66	97.71	97.75
	International PMEI Scanning	98.10	98.30	98.50	98.60	98.70	98.80	99.01	99.22	99.43	99.53	99.64	99.74	99.80	99.85	99.90
14	International EXFC Composite	91.83	92.36	92.89	93.16	93.42	93.69	94.02	94.35	94.68	94.84	95.01	95.18	95.26	95.34	95.42
15	International PMI	85.00	85.50	89.00	90.00	91.00	91.50	92.00	92.50	93.00	93.50	94.00	94.50	95.00	95.50	96.00
	International PMI Scanning	98.10	98.30	98.50	98.60	98.70	98.80	99.01	99.22	99.43	99.53	99.64	99.74	99.80	99.85	99.90
16	International UNEX Composite	86.11	86.89	87.67	88.44	89.22	90.00	90.78	91.56	92.33	93.11	93.89	94.67	95.44	96.22	97.00
17	MVA - RATE	14.05	13.07	12.08	11.09	10.10	9.11	8.12	7.13	6.14	5.15	4.17	3.18	2.19	1.20	0.21
	MVA - IMPROVEMENT	12.00	9.60	7.20	4.80	2.40	0.00	-4.00	-8.00	-12.00	-16.00	-20.00	-24.00	-28.00	-32.00	-36.00
18	Overtime Grievance Cost Reduction	0.0	-1.0	-2.0	-3.0	-5.0	-10.0	-12.0	-14.0	-16.0	-18.0	-20.0	-22.0	-24.0	-26.0	-28.0
19	Pay Adjustments (formerly TACS)	37.2	32.4	27.6	25.3	22.9	20.5	18.1	15.7	13.4	12.2	11.0	9.8	9.2	8.6	8.0
20	PEG 2.0	84.4	85.6	86.7	87.8	88.9	90.0	91.1	92.2	93.3	94.4	95.6	96.7	97.8	98.9	100.0
21	Percent FSS	34.0	41.2	48.4	55.6	62.8	70.0	72.2	74.4	76.7	78.9	81.1	83.3	85.6	87.8	90.0
22	Pieces At Risk - DBCS	5.53	4.52	3.51	3.01	2.50	2.00	1.83	1.66	1.49	1.40	1.31	1.23	1.19	1.14	1.10
	Pieces At Risk - AFSM	7.27	5.71	4.14	3.36	2.58	1.80	1.55	1.30	1.06	0.93	0.81	0.69	0.62	0.56	0.50
	Pieces At Risk - AFSM-NON-ATHS	4.49	3.68	2.87	2.46	2.06	1.65	1.53	1.41	1.28	1.22	1.16	1.10	1.07	1.04	1.01
	Pieces At Risk - AFCS	8.87	7.48	6.09	5.39	4.70	4.00	3.64	3.28	2.91	2.73	2.55	2.37	2.28	2.19	2.10
23	PPO - Security VOE	43.3	52.1	60.9	65.2	69.6	74.0	78.4	82.8	87.1	89.3	91.5	93.7	94.8	95.9	97.0

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INDICATORS		Non-Contributor			Contributor						High Contributor			Excep.Contributor		
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
24	Primary CT OGP Cleared by 2300 - RATE	60.00	68.57	77.14	81.43	85.71	90.00	91.90	93.79	95.69	96.63	97.58	98.53	99.00	99.48	99.95
	Primary CT OGP Cleared by 2300 - IMPROVEMENT	0.0	1.0	2.0	3.0	4.0	5.0	10.0	15.0	20.0	25.0	30.0	35.0	40.0	45.0	50.0
25	Priority Mail Composite	89.00	90.66	92.31	93.14	93.97	94.80	95.41	96.02	96.63	96.93	97.24	97.54	97.70	97.85	98.00
26	Retail Alternate Access % Rev - RATE	26.0	28.9	31.7	33.1	34.6	36.0	38.7	41.3	44.0	45.3	46.7	48.0	48.7	49.3	50.0
	Retail Alternate Access % Rev - IMPROVEMENT	0.0	1.1	2.3	2.9	3.4	4.0	6.1	8.2	10.3	11.3	12.4	13.4	14.0	14.5	15.0
27	Retail Revenue % Plan	-50.0	-35.7	-21.4	-14.3	-7.1	0.0	9.5	19.0	28.6	33.3	38.1	42.9	45.2	47.6	50.0
28	Small Container Density - TUBS	7.3	9.1	11.0	11.9	12.8	13.7	14.6	15.5	16.4	16.9	17.4	17.8	18.0	18.3	18.5
	Small Container Density - TRAYS	7.3	9.1	11.0	11.9	12.8	13.7	14.6	15.5	16.4	16.9	17.4	17.8	18.0	18.3	18.5
29	SOX - TIMELY ENTRY	99.00	99.18	99.36	99.55	99.73	99.91	99.92	99.93	99.94	99.95	99.96	99.97	99.98	99.99	100.00
	SOX - VERIFICATION	98.83	99.02	99.21	99.31	99.40	99.50	99.60	99.69	99.79	99.83	99.88	99.93	99.95	99.98	100.00
	SOX - RECONCILED	99.00	99.18	99.36	99.55	99.73	99.91	99.92	99.93	99.94	99.95	99.96	99.97	99.98	99.99	100.00
	SOX - FLOOR STOCK	99.86	99.87	99.88	99.89	99.90	99.91	99.92	99.93	99.94	99.95	99.96	99.97	99.98	99.99	100.00
	SOX - UNIT RESERVE	99.86	99.87	99.88	99.89	99.90	99.91	99.92	99.93	99.94	99.95	99.96	99.97	99.98	99.99	100.00
30	Statistical Programs	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
31	Surface Visibility - CONTAINER	67.7	72.6	77.6	80.0	82.5	85.0	87.5	90.0	92.4	93.7	94.9	96.1	96.8	97.4	98.0
	Surface Visibility - TRAILER	83.9	86.5	89.1	90.4	91.7	93.0	94.3	95.6	96.9	97.5	98.2	98.8	99.2	99.5	99.8
32	Total Operating Expense	1.0	0.7	0.4	0.3	0.1	0.0	-0.5	-1.0	-1.4	-1.7	-1.9	-2.1	-2.3	-2.4	-2.5
33	Total Revenue FPR % Plan	-8.0	-6.0	-4.0	-2.0	-1.0	0.0	1.0	2.0	3.0	5.0	7.0	9.0	12.0	15.0	18.0
34	Total Transportation Budget	1.7	1.3	0.9	0.5	0.1	0.0	-0.1	-0.5	-0.9	-1.3	-1.7	-2.3	-3.0	-3.5	-4.0
35	Total Workhours to Plan	1.0	0.7	0.4	0.3	0.1	0.0	-0.5	-1.0	-1.4	-1.7	-1.9	-2.1	-2.3	-2.4	-2.5
36	Trailer Utilization	20.0	30.0	40.0	45.0	50.0	55.0	62.0	68.0	75.0	79.0	82.0	84.0	86.0	88.0	90.0
37	Trips on Time / 24 Hr Clock 4-9am	50.0	60.9	71.7	77.1	82.6	88.0	90.1	92.2	94.3	95.3	96.4	97.4	98.0	98.5	99.0
38	Wait-Time-In-Line - RATE	82.00	84.60	87.10	88.40	89.70	91.00	92.70	94.40	96.10	97.00	97.90	98.70	99.10	99.60	100.00
	*Wait-Time-In-Line - IMPROVEMENT	-12.2	-8.2	-4.1	0.0	4.1	8.2	12.3	16.4	20.5	24.6	28.6	32.7	36.8	40.9	45.0
39	Workers Compensation Reduction	15.0	9.9	4.7	2.1	-0.4	-3.0	-5.3	-7.6	-9.9	-11.0	-12.1	-13.3	-13.9	-14.4	-15.0

BENCHMARK CELL 10


FY2014 INDICATORS WEIGHTS and DEPTHS

SCORECARDS 		Area HR		Area Finance		Area Marketing		Area MIPS		Area DNO		Area MAINT		Area DPS	
		FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth
1	Available for Duty	15.0%	Area	10.0%	Area										
2	City Delivery Variance													10.0%	Area
3	Delcon Retail Surface Parcels														
4	Deliveries per Hour % SPLY													25.0%	Area
5	EEO Complaints Per 100 Employees vs SPLY	15.0%	Area												
6	Energy Reduction										10.0%	Area			
7	Enroute Origin/Destinating Scanning							10.0%	Area			20.0%	Area		
8	F4 Customer Service Variance (CSV)													20.0%	Area
9	Fed Ex Density									10.0%	Area				
10	First Enroute Scan to Delivery														
11	Function 2A to Standard													10.0%	Area
12	Grievance Backlog Reduction	15.0%	Area												
13	Inter EXFC Composite														
14	International EMS/Scanning														
15	International PMI/Scanning														
16	International UNEX Composite														
17	MVA Rate	20.0%	Area												
18	Overtime Grievance Cost Reduction	5.0%	Area												
19	Pay Adjustments (formerly TACS)			10.0%	Area										
20	PEG 2.0														
21	Percent FSS							5.0%	Area					10.0%	Area
22	Pieces At Risk							20.0%	Area			40.0%	Area		
23	PPO - Security VOE														
24	Primary CT OGP Cleared by 2300														
25	Priority Mail Air/Surface														
26	Retail Alternate Access % Revenue					15.0%	Area								
27	Retail Revenue % Plan														
28	Small Container Density							20.0%	Area						
29	SOX Index			10.0%	Area	15.0%	Area								
30	Statistical Programs			10.0%	Area										
31	Surface Visibility							10.0%	Area	10.0%	Area				
32	Total Operating Expense	25.0%	Area	50.0%	Area			25.0%	Area	10.0%	Area	30.0%	Area	25.0%	Area
33	Total Revenue FPR % Plan					60.0%	Area								
34	Total Transportation Budget									40.0%	Area				
35	Total Workhours to Plan			10.0%	Area										
36	Trailer Utilization									20.0%	Area				
37	Trips on Time / 24 Hr Clock 4-9am							10.0%	Area	10.0%	Area				
38	Wait-Time-In-Line					10.0%	Area								
39	Workers Compensation Reduction	5.0%	Area												
		100%		100%		100%		100%		100%		100%		100%	


FY2014 INDICATORS WEIGHTS and DEPTHS

SCORECARDS →	Area MOS		Area VP		Area Retail		Area Consumer & Industry Contact Mgr		Area Global Account Manager		Area Global Account Specialists		Area Sales Analysis Specialists		
	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	
1	Available for Duty	10.0%	Area	15.0%	Area										
2	City Delivery Variance														
3	Delcon Retail Surface Parcels														
4	Deliveries per Hour % SPLY	10.0%	Area												
5	EEO Complaints Per 100 Employees vs SPLY														
6	Energy Reduction			5.0%	Area										
7	Enroute Origin/Destinating Scanning														
8	F4 Customer Service Variance (CSV)														
9	Fed Ex Density	5.0%	Area												
10	First Enroute Scan to Delivery														
11	Function 2A to Standard	5.0%	Area												
12	Grievance Backlog Reduction														
13	Inter EXFC Composite														
14	International EMS/Scanning														
15	International PMI/Scanning														
16	International UNEX Composite														
17	MVA Rate			5.0%	Area										
18	Overtime Grievance Cost Reduction			5.0%	Area										
19	Pay Adjustments (formerly TACS)														
20	PEG 2.0														
21	Percent FSS	10.0%	Area												
22	Pieces At Risk	5.0%	Area												
23	PPO - Security VOE														
24	Primary CT OGP Cleared by 2300														
25	Priority Mail Air/Surface														
26	Retail Alternate Access % Revenue					20.0%	Area								
27	Retail Revenue % Plan														
28	Small Container Density														
29	SOX Index														
30	Statistical Programs														
31	Surface Visibility	5.0%	Area												
32	Total Operating Expense	20.0%	Area	30.0%	Area										
33	Total Revenue FPR % Plan	20.0%	Area	30.0%	Area	70.0%	Area	80.0%	Area	100.0%	National	100.0%	National	100.0%	National
34	Total Transportation Budget	10.0%	Area												
35	Total Workhours to Plan														
36	Trailer Utilization														
37	Trips on Time / 24 Hr Clock 4-9am														
38	Wait-Time-In-Line			5.0%	Area	10.0%	Area	20.0%	Area						
39	Workers Compensation Reduction			5.0%	Area										
		100%		100%		100%		100%		100%		100%		100%	


FY2014 INDICATORS WEIGHTS and DEPTHS

SCORECARDS 		Area BSN Specialist		Area Small Bus. and Mail Acceptance		District Leadership		District		PCES Post Offices		Manager C/S Ops		MPOO	
		FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth
1	Available for Duty					5.0%	Dist	5.0%	Dist	5.0%	Lead Fin#	5.0%	Lead Fin#	5.0%	PO GP
2	City Delivery Variance														
3	Delcon Retail Surface Parcels	20.0%	Area												
4	Deliveries per Hour % SPLY									10.0%	Lead Fin#	10.0%	Lead Fin#	5.0%	PO GP
5	EEO Complaints Per 100 Employees vs SPLY														
6	Energy Reduction					5.0%	Dist								
7	Enroute Origin/Destinating Scanning					10.0%	Dist								
8	F4 Customer Service Variance (CSV)							10.0%	Dist			10.0%	Lead Fin#		
9	Fed Ex Density														
10	First Enroute Scan to Delivery														
11	Function 2A to Standard														
12	Grievance Backlog Reduction														
13	Inter EXFC Composite														
14	International EMS/Scanning														
15	International PMI/Scanning														
16	International UNEX Composite														
17	MVA Rate					5.0%	Dist	10.0%	Dist	10.0%	Dist	10.0%	Dist	10.0%	Dist
18	Overtime Grievance Cost Reduction					5.0%	Dist								
19	Pay Adjustments (formerly TACS)														
20	PEG 2.0					5.0%	Dist			5.0%	Lead Fin#				
21	Percent FSS														
22	Pieces At Risk														
23	PPO - Security VOE														
24	Primary CT OGP Cleared by 2300														
25	Priority Mail Air/Surface	20.0%	Area												
26	Retail Alternate Access % Revenue							5.0%	Dist	5.0%	Dist	10.0%	Dist	10.0%	Dist
27	Retail Revenue % Plan														
28	Small Container Density														
29	SOX Index			50.0%	Area	5.0%	Dist	5.0%	Dist	5.0%	Lead Fin#			5.0%	PO Gp
30	Statistical Programs														
31	Surface Visibility														
32	Total Operating Expense					30.0%	Dist	30.0%	Dist	30.0%	Lead Fin#	25.0%	Lead Fin#	30.0%	PO Gp
33	Total Revenue FPR % Plan	60.0%	Area	50.0%	Area	25.0%	Dist	30.0%	Dist	30.0%	Dist	25.0%	Dist	30.0%	Dist
34	Total Transportation Budget														
35	Total Workhours to Plan														
36	Trailer Utilization														
37	Trips on Time / 24 Hr Clock 4-9am														
38	Wait-Time-In-Line											5.0%	Lead Fin#	5.0%	PO Gp
39	Workers Compensation Reduction					5.0%	Dist	5.0%	Dist						
		100%		100%		100%		100%		100%		100%		100%	


FY2014 INDICATORS WEIGHTS and DEPTHS

SCORECARDS 		District MOPS		District HR		District Finance		District Marketing		District Consumer & Industry Contact Mgr		District Retail		District MFPC	
		FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth
1	Available for Duty			15.0%	Dist	10.0%	Dist							5.0%	Dist
2	City Delivery Variance	15.0%	Dist												
3	Delcon Retail Surface Parcels														
4	Deliveries per Hour % SPLY	20.0%	Dist												
5	EEO Complaints Per 100 Employees vs SPLY			20.0%	Dist										
6	Energy Reduction														
7	Enroute Origin/Destinating Scanning														
8	F4 Customer Service Variance (CSV)	15.0%	Dist												
9	Fed Ex Density														
10	First Enroute Scan to Delivery														
11	Function 2A to Standard	15.0%	Dist												
12	Grievance Backlog Reduction			15.0%	Dist										
13	Inter EXFC Composite														
14	International EMS/Scanning														
15	International PMI/Scanning														
16	International UNEX Composite														
17	MVA Rate			20.0%	Dist										
18	Overtime Grievance Cost Reduction			5.0%	Dist	5.0%	Dist								
19	Pay Adjustments (formerly TACS)					10.0%	Dist							40.0%	Dist
20	PEG 2.0														
21	Percent FSS														
22	Pieces At Risk														
23	PPO - Security VOE														
24	Primary CT OGP Cleared by 2300														
25	Priority Mail Air/Surface														
26	Retail Alternate Access % Revenue							15.0%	Dist			10.0%	Dist		
27	Retail Revenue % Plan														
28	Small Container Density														
29	SOX Index					10.0%	Dist	10.0%	Dist			10.0%	Dist		
30	Statistical Programs					10.0%	Dist							50.0%	Dist
31	Surface Visibility														
32	Total Operating Expense	35.0%	Dist	20.0%	Dist	45.0%	Dist							5.0%	Dist
33	Total Revenue FPR % Plan							60.0%	Dist	80.0%	Dist	60.0%	Dist		
34	Total Transportation Budget														
35	Total Workhours to Plan					10.0%	Dist								
36	Trailer Utilization														
37	Trips on Time / 24 Hr Clock 4-9am														
38	Wait-Time-In-Line							15.0%	Dist	20.0%	Dist	20.0%	Dist		
39	Workers Compensation Reduction			5.0%	Dist										
		100%		100%		100%		100%		100%		100%		100%	


FY2014 INDICATORS WEIGHTS and DEPTHS

SCORECARDS 		District BSN Rep		District BMEU		EAS 26-21 PO		EAS 20-18 PO		EAS 16-11 PO		EAS A-E PO		Customer Service Delivery & Retail 22 + above	
		FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth
1	Available for Duty					5.0%	Lead Fin#								
2	City Delivery Variance														
3	Delcon Retail Surface Parcels	20.0%	Dist												
4	Deliveries per Hour % SPLY					5.0%	Lead Fin#							10.0%	Lead Fin #
5	EEO Complaints Per 100 Employees vs SPLY														
6	Energy Reduction														
7	Enroute Origin/Destinating Scanning														
8	F4 Customer Service Variance (CSV)							20.0%	Lead Fin #						
9	Fed Ex Density														
10	First Enroute Scan to Delivery														
11	Function 2A to Standard														
12	Grievance Backlog Reduction														
13	Inter EXFC Composite														
14	International EMS/Scanning														
15	International PMI/Scanning														
16	International UNEX Composite														
17	MVA Rate					10.0%	Dist							10.0%	Dist
18	Overtime Grievance Cost Reduction														
19	Pay Adjustments (formerly TACS)														
20	PEG 2.0														
21	Percent FSS														
22	Pieces At Risk														
23	PPO - Security VOE														
24	Primary CT OGP Cleared by 2300														
25	Priority Mail Air/Surface	20.0%	Dist												
26	Retail Alternate Access % Revenue														
27	Retail Revenue % Plan							35.0%	Lead Fin#	55.0%	Lead Fin#	55.0%	Lead Fin#		
28	Small Container Density														
29	SOX Index			60.0%	Dist	10.0%	Lead Fin#	10.0%	Lead Fin#					10.0%	Lead Fin#
30	Statistical Programs														
31	Surface Visibility														
32	Total Operating Expense			20.0%	Dist										
33	Total Revenue FPR % Plan	60.0%	Dist	20.0%	Dist	30.0%	Dist							25.0%	Dist
34	Total Transportation Budget														
35	Total Workhours to Plan					30.0%	Lead Fin#	35.0%	Lead Fin#	45.0%	Lead Fin#	45.0%	Lead Fin#	30.0%	Lead Fin #
36	Trailer Utilization														
37	Trips on Time / 24 Hr Clock 4-9am														
38	Wait-Time-In-Line					10.0%	Lead Fin#							15.0%	Lead Fin #
39	Workers Compensation Reduction														
		100%		100%		100%		100%		100%		100%		100%	


FY2014 INDICATORS WEIGHTS and DEPTHS

SCORECARDS 		Customer Service Delivery 22 + above		Customer Service Retail 22 + above		Customer Service Delivery & Retail 21 + below		Customer Service Delivery 21+ below		Customer Service Retail 21+ below		Manager Shipping & Mailing Solutions (Area)		Manager Shipping & Mailing Solutions (District)	
		FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth
1	Available for Duty														
2	City Delivery Variance														
3	Delcon Retail Surface Parcels														
4	Deliveries per Hour % SPLY	10.0%	Lead Fin #												
5	EEO Complaints Per 100 Employees vs SPLY														
6	Energy Reduction														
7	Enroute Origin/Destinating Scanning														
8	F4 Customer Service Variance (CSV)	10.0%	Lead Fin #	10.0%	Lead Fin #			15.0%	Lead Fin #	10.0%	Lead Fin #				
9	Fed Ex Density														
10	First Enroute Scan to Delivery														
11	Function 2A to Standard														
12	Grievance Backlog Reduction														
13	Inter EXFC Composite														
14	International EMS/Scanning														
15	International PMI/Scanning														
16	International UNEX Composite														
17	MVA Rate	10.0%	Dist			10.0%	Dist	10.0%	Dist						
18	Overtime Grievance Cost Reduction														
19	Pay Adjustments (formerly TACS)														
20	PEG 2.0														
21	Percent FSS														
22	Pieces At Risk														
23	PPO - Security VOE														
24	Primary CT OGP Cleared by 2300														
25	Priority Mail Air/Surface														
26	Retail Alternate Access % Revenue			5.0%	Dist					5.0%	Dist				
27	Retail Revenue % Plan														
28	Small Container Density														
29	SOX Index			10.0%	Fin #	10.0%	Fin #			10.0%	Fin #				
30	Statistical Programs														
31	Surface Visibility														
32	Total Operating Expense														
33	Total Revenue FPR % Plan	25.0%	Dist	30.0%	Dist	35.0%	Dist	35.0%	Dist	30.0%	Dist	100.0%	National	100.0%	National
34	Total Transportation Budget														
35	Total Workhours to Plan	35.0%	Lead Fin #	30.0%	Lead Fin #	30.0%	Lead Fin #	40.0%	Lead Fin #	35.0%	Lead Fin #				
36	Trailer Utilization														
37	Trips on Time / 24 Hr Clock 4-9am														
38	Wait-Time-In-Line	10.0%	Lead Fin #	15.0%	Fin #	15.0%	Lead Fin #			10.0%	Lead Fin #				
39	Workers Compensation Reduction														
		100%		100%		100%		100%		100%		100%		100%	


FY2014 INDICATORS WEIGHTS and DEPTHS

SCORECARDS 		Shipping Solution Specialists		Mailing Solution Specialists		Business Solutions Specialists		Sales & Contract Analysts		PCES P&D		P&DC/F EAS		Plant MIPS	
		FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth
1	Available for Duty									10.0%	Fin #	10.0%	Fin #		
2	City Delivery Variance														
3	Delcon Retail Surface Parcels														
4	Deliveries per Hour % SPLY														
5	EEO Complaints Per 100 Employees vs SPLY														
6	Energy Reduction														
7	Enroute Origin/Destinating Scanning									10.0%	Dist	10.0%	Dist	10.0%	Dist
8	F4 Customer Service Variance (CSV)														
9	Fed Ex Density														
10	First Enroute Scan to Delivery														
11	Function 2A to Standard														
12	Grievance Backlog Reduction														
13	Inter EXFC Composite														
14	International EMS/Scanning														
15	International PMI/Scanning														
16	International UNEX Composite														
17	MVA Rate									5.0%	Dist				
18	Overtime Grievance Cost Reduction									5.0%	Dist	5.0%	Dist		
19	Pay Adjustments (formerly TACS)														
20	PEG 2.0									5.0%	Fin #	5.0%	Fin #		
21	Percent FSS									5.0%	Fin #	5.0%	Fin #		
22	Pieces At Risk									5.0%	Fin #	5.0%	Dist	15.0%	Fin #
23	PPO - Security VOE														
24	Primary CT OGP Cleared by 2300									10.0%	Fin #	15.0%	Fin #	15.0%	Fin #
25	Priority Mail Air/Surface														
26	Retail Alternate Access % Revenue														
27	Retail Revenue % Plan														
28	Small Container Density														
29	SOX Index														
30	Statistical Programs														
31	Surface Visibility									10.0%	Fin #	10.0%	Fin #	15.0%	Fin #
32	Total Operating Expense													20.0%	Dist
33	Total Revenue FPR % Plan	100.0%	National	100.0%	National	100.0%	National	100.0%	National						
34	Total Transportation Budget														
35	Total Workhours to Plan									20.0%	Dist	20.0%	Dist		
36	Trailer Utilization													15.0%	Fin #
37	Trips on Time / 24 Hr Clock 4-9am									15.0%	Fin #	15.0%	Fin #	10.0%	Dist
38	Wait-Time-In-Line														
39	Workers Compensation Reduction														
		100%		100%		100%		100%		100%		100%		100%	

FY2014 INDICATORS WEIGHTS and DEPTHS

SCORECARDS 		Plant TANS		Plant MAINT		MDO		NDC		L&DC		STC (HASP)		ISC	
		FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth	FY2014 Weight	FY2014 Depth
1	Available for Duty					5.0%	Fin #	5.0%	Fin #	10.0%	Fin#			5.0%	Fin #
2	City Delivery Variance														
3	Delcon Retail Surface Parcels							20.0%	Fin #						
4	Deliveries per Hour % SPLY														
5	EEO Complaints Per 100 Employees vs SPLY														
6	Energy Reduction			10.0%	Dist			5.0%	Area/Dist					10.0%	Fin #
7	Enroute Origin/Destinating Scanning			20.0%	Dist										
8	F4 Customer Service Variance (CSV)														
9	Fed Ex Density	10.0%	Dist							15.0%	Fin#				
10	First Enroute Scan to Delivery							15.0%	Fin #						
11	Function 2A to Standard														
12	Grievance Backlog Reduction														
13	Inter EXFC Composite													10.0%	ISC
14	International EMS/Scanning													15.0%	ISC
15	International PMI/Scanning													15.0%	ISC
16	International UNEX Composite													10.0%	ISC
17	MVA Rate														
18	Overtime Grievance Cost Reduction														
19	Pay Adjustments (formerly TACS)														
20	PEG 2.0							5.0%	Fin #	10.0%	Fin #	10.0%	Fin #	5.0%	Fin #
21	Percent FSS														
22	Pieces At Risk			40.0%	Fin #	20.0%	Fin #								
23	PPO - Security VOE														
24	Primary CT OGP Cleared by 2300														
25	Priority Mail Air/Surface									35.0%	Area				
26	Retail Alternate Access % Revenue														
27	Retail Revenue % Plan														
28	Small Container Density														
29	SOX Index														
30	Statistical Programs														
31	Surface Visibility	10.0%	Fin#			20.0%	Fin #	10.0%	Fin #			20.0%	Fin#		
32	Total Operating Expense	20.0%	Dist	30.0%	Dist			20.0%	Area/Dist	30.0%	Area/Dist	20.0%	Area/Dist	30.0%	Fin #
33	Total Revenue FPR % Plan														
34	Total Transportation Budget	40.0%	Fin #					20.0%	Fin #			20.0%	Fin#		
35	Total Workhours to Plan					30.0%	Fin #								
36	Trailer Utilization	20.0%	Fin#									30.0%	Fin#		
37	Trips on Time / 24 Hr Clock 4-9am					25.0%	Fin #								
38	Wait-Time-In-Line														
39	Workers Compensation Reduction														
		100%		100%		100%		100%		100%		100%		100%	

FY2014 INDICATORS WEIGHTS and DEPTHS

SCORECARDS 		PPO	
		FY2014 Weight	FY2014 Depth
INDICATORS			
1	Available for Duty		
2	City Delivery Variance		
3	Delcon Retail Surface Parcels		
4	Deliveries per Hour % SPLY		
5	EEO Complaints Per 100 Employees vs SPLY		
6	Energy Reduction		
7	Enroute Origin/Destinating Scanning		
8	F4 Customer Service Variance (CSV)		
9	Fed Ex Density		
10	First Enroute Scan to Delivery		
11	Function 2A to Standard		
12	Grievance Backlog Reduction		
13	Inter EXFC Composite		
14	International EMS/Scanning		
15	International PMI/Scanning		
16	International UNEX Composite		
17	MVA Rate		
18	Overtime Grievance Cost Reduction		
19	Pay Adjustments (formerly TACS)		
20	PEG 2.0		
21	Percent FSS		
22	Pieces At Risk		
23	PPO - Security VOE	100.0%	Fin#
24	Primary CT OGP Cleared by 2300		
25	Priority Mail Air/Surface		
26	Retail Alternate Access % Revenue		
27	Retail Revenue % Plan		
28	Small Container Density		
29	SOX Index		
30	Statistical Programs		
31	Surface Visibility		
32	Total Operating Expense		
33	Total Revenue FPR % Plan		
34	Total Transportation Budget		
35	Total Workhours to Plan		
36	Trailer Utilization		
37	Trips on Time / 24 Hr Clock 4-9am		
38	Wait-Time-In-Line		
39	Workers Compensation Reduction		
		100%	

**FY 2014 Corporate and Unit Composite Weights
(Awaiting Final Board of Governors Approval)**

PCES / Installation Head EAS Mgr	HQ	Area HR	Area Fin	Area Mrkt	Area MIPS	Area DNO	Area Maint	Area DPS	Area MOS	AVP	District Leadership	District	PCES PO	C/S Ops	MPOO	Dist MOPS	Dist HR	Dist Fin	Dist Mrkt	PO EAS 26-21	PO EAS 20-18	PO EAS 16-11	C/S D&R EAS 22 + above	C/S Del EAS 22 + above	C/S Retail EAS 22 + above
NPA Corporate Summary FY13	100%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%
NPA Unit Summary FY13	0%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%
PPF Overall Rating FY13	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

EAS STAFF	Area HR Staff	Area Fin Staff	Area Mrkt Staff	Area MIPS Staff	Area DNO Staff	Area Maint Staff	Area DPS Staff	Area MOS Staff	AVP Staff	District Leadership Staff	District Staff	PCES PO Staff	C/S Ops Staff	Dist MPOO Staff	Dist MOPS Staff	Dist HR Staff	Dist Fin Staff	Dist Mrkt Staff	PO EAS 26-21 /Staff	PO EAS 20-18 / Staff	C/S D&R /Staff	C/S Del /Staff	C/S Retail /Staff
NPA Corporate Summary FY13	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%
NPA Unit Summary FY13	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%
PPF Overall Rating FY13	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

PCES / Installation Head EAS Mgr	C/S D&R EAS 21 + below	C/S Del EAS 21 + below	C/S Retail EAS 21 + below	PCES P&D	P&DC/F EAS	Plant MIPS	Plant TANS	Plant Maint	MDO	NDC	L&DC	STC (HASP)	ISC
NPA Corporate Summary FY13	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%
NPA Unit Summary FY13	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%
PPF Overall Rating FY13	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

EAS STAFF	C/S D&R /Staff	C/S Del /Staff	C/S Retail /Staff	P&DC /Staff	P&DC/F /Staff	Plant MIPS/ Staff	Plant TANS/ Staff	Plant Maint / Staff	MDO /Staff	NDC /Staff	L&DC Staff	STC (HASP)	ISC Staff
NPA Corporate Summary FY13	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%
NPA Unit Summary FY13	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%
PPF Overall Rating FY13	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

SALES	Area Retail	District Retail	District Consumer & Industry Contact Mgr	Area Consumer & Industry Contact Mgr	Area BSN Specialist	District BSN Rep	District BMEU	Area Sm Bus/ Mail Accept	Dist MFPC	PPO
60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%
40%	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%
100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%