

## FY 2016 Indicators - Proposed Weights and Depths

AS OF 12/23/2016

SCORECARDS		Area VP Office		Area Sales & Marketing		Area Finance		Area HR		Area DPS		Area DNO		Area MIPS		Area Maintenance		Area MOS	
		FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth
1	Composite Scan Performance	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National
2	Controllable Income	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National
3	Customer Insights	5.0%	National	5.0%	National	5.0%	National	5.0%	National	5.0%	National	5.0%	National	5.0%	National	5.0%	National	5.0%	National
4	First-Class Composite	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area
5	OSHA Illness & Injury	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area
6	Parcel Select	5.0%	National	5.0%	National	5.0%	National	5.0%	National	5.0%	National	5.0%	National	5.0%	National	5.0%	National	5.0%	National
7	Priority Mail Composite	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area
8	Standard Composite	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area
9	Total Deliveries Per Hour % SPLY	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National
10	Total Revenue FPR % Plan	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National
		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%	

SCORECARDS		Area VP Office		Area Sales & Marketing		Area Finance		Area HR		Area DPS		Area DNO		Area MIPS		Area Maintenance		Area MOS	
		FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth
1	Total Operating Expense	30.0%	Area	10.0%	Area	40.0%	Area	20.0%	Area	40.0%	Area	40.0%	Area	40.0%	Area	40.0%	Area	40.0%	Area
2	Total Workhours to Plan																		
3	Grievance Backlog and Cost Reduction	10.0%	Area					10.0%	Area							15.0%	Area		
4	Employee Availability / Improvement	10.0%	Area					20.0%	Area										
5	Trips on Time / 24 Hr Clock (12-7am)											25.0%	Area	20.0%	Area	15.0%	Area	15.0%	Area
6	Total Accidents / Improvement	20.0%	Area			20.0%	Area	25.0%	Area	20.0%	Area	10.0%	Area	15.0%	Area	15.0%	Area	15.0%	Area
7	Non-Career Employee Retention	10.0%	Area			10.0%	Area	10.0%	Area	10.0%	Area								
8	EEO Complaints Per 100 Employees vs SPLY							15.0%	Area										
9	Retail Revenue % Plan	10.0%	Area	30.0%	Area	10.0%	Area												
10	SV Scanning											25.0%	Area	15.0%	Area			15.0%	Area
11	Controller Scorecard					20.0%	Area												
12	Premier BMEU Scorecard			20.0%	Area														
13	Customer Insights			30.0%	Area														
14	Composite Scan Performance	10.0%	Area	10.0%	Area					20.0%	Area			10.0%	Area	15.0%	Area	15.0%	Area
15	Parcel Select									10.0%	Area								
		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%	

BUSINESS	40%	40%	52%	32%	40%	50%	48%	46%	46%
CUSTOMER	31%	51%	27%	27%	39%	37%	33%	39%	
EMPLOYEE	29%	9%	21%	41%	21%	13%	15%	15%	
	100%	100%	100%	100%	100%	100%	100%	100%	100%

Total value of indicator if in both Corporate and Unit									
CIM	3%	15%	3%	3%	3%	3%	3%	3%	3%
Accidents	17%	9%	17%	19%	17%	13%	15%	15%	15%
Revenue	10%	18%	10%	6%	6%	6%	6%	6%	6%
Scanning/SV Scanning	10%	10%	6%	6%	14%	16%	16%	12%	18%
Parcel Select	3%	3%	3%	3%	7%	3%	3%	3%	3%

## FY 2016 Indicators - Proposed Weights and Depths

AS OF 12/23/2016

SCORECARDS		District Office		District Sales & Marketing		District Finance		District HR		District MOPS		MPOO	
		FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth
1	Composite Scan Performance	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area
2	Controllable Income	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National
3	Customer Insights	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area
4	First-Class Composite	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist
5	OSHA Illness & Injury	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist
6	Parcel Select	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area
7	Priority Mail Composite	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist
8	Standard Composite	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist
9	Total Deliveries Per Hour % SPLY	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National
10	Total Revenue FPR % Plan	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National
		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%	

SCORECARDS		District Office		District Sales & Marketing		District Finance		District HR		District MOPS		MPOO	
		FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth
1	Total Operating Expense	30.0%	District	10.0%	District	40.0%	District	20.0%	District	40.0%	District	30.0%	PO Gp
2	Total Workhours to Plan												
3	Grievance Backlog and Cost Reduction	10.0%	District					10.0%	District			10.0%	PO Gp
4	Employee Availability / Improvement	10.0%	District			20.0%	District	20.0%	District				
5	Trips on Time / 24 Hr Clock (12-7am)												
6	Total Accidents / Improvement	20.0%	District					25.0%	District	20.0%	District	20.0%	PO GP
7	Non-Career Employee Retention	10.0%	District			10.0%	District	10.0%	District	10.0%	District	10.0%	District
8	EEO Complaints Per 100 Employees vs SPLY							15.0%	District				
9	Retail Revenue % Plan	10.0%	District	30.0%	District	10.0%	District					10.0%	PO GP
10	SV Scanning												
11	Controller Scorecard					20.0%	District						
12	Premier BMEU Scorecard			20.0%	District								
13	Customer Insights			30.0%	District							10.0%	District
14	Composite Scan Performance	10.0%	District	10.0%	District					20.0%	District	10.0%	District
15	Parcel Select									10.0%	District		
		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%	

BUSINESS	40%	40%	52%	32%	40%	40%
CUSTOMER	31%	51%	27%	27%	39%	35%
EMPLOYEE	29%	9%	21%	41%	21%	25%
	100%	100%	100%	100%	100%	100%

Total value of indicator if in both Corporate and Unit						
CIM	3%	15%	3%	3%	3%	7%
Accidents	17%	9%	9%	19%	17%	17%
Revenue	10%	18%	10%	6%	6%	10%
Scanning/SV Scanning	10%	10%	6%	6%	14%	10%
Parcel Select	3%	3%	3%	3%	7%	3%

## FY 2016 Indicators - Proposed Weights and Depths

AS OF 12/23/2016

SCORECARDS <span style="float: right;">➔</span>		PCES & EAS 26-24 Post Offices		EAS 22 - 18 PO		Below 18 PO		Manager C/S Ops		Mgr., Delivery & Mgr. D & R EAS22 + above		Mgr., Delivery & Mgr. D & R EAS21 + below		Retail Only Offices	
		FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth
1	Composite Scan Performance	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area
2	Controllable Income	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National
3	Customer Insights	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area
4	First-Class Composite	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist
5	OSHA Illness & Injury	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist
6	Parcel Select	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area
7	Priority Mail Composite	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist
8	Standard Composite	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist
9	Total Deliveries Per Hour % SPLY	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National
10	Total Revenue FPR % Plan	10.0%	Dist	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National
		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%	

SCORECARDS <span style="float: right;">➔</span>		PCES & EAS 26-24 Post Offices		EAS 22 - 18 PO		Below 18 PO		Manager C/S Ops		Mgr., Delivery & Mgr. D & R EAS22 + above		Mgr., Delivery & Mgr. D & R EAS21 + below		Retail Only Offices	
		FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth
1	Total Operating Expense	30.0%	Lead Fin #					30.0%	Lead Fin #	30.0%	Lead Fin #	40.0%	Lead Fin #	30.0%	Lead Fin #
2	Total Workhours to Plan			40.0%	Lead Fin #	40.0%	Lead Fin #								
3	Grievance Backlog and Cost Reduction	10.0%	Lead Fin #					10.0%	Lead Fin #	10.0%	Lead Fin #				
4	Employee Availability / Improvement			10.0%	Lead Fin #	10.0%	Lead Fin #								
5	Trips on Time / 24 Hr Clock (12-7am)														
6	Total Accidents / Improvement	15.0%	Lead Fin #	20.0%	POOM Group	20.0%	POOM Group	15.0%	Lead Fin #	25.0%	Lead Fin #	25.0%	Lead Fin #	10.0%	Lead Fin #
7	Non-Career Employee Retention	10.0%	Lead Fin #					10.0%	Lead Fin #						
8	EEO Complaints Per 100 Employees vs SPLY														
9	Retail Revenue % Plan	10.0%	Lead Fin #	20.0%	Lead Fin #	20.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #	30.0%	Lead Fin #
10	SV Scanning														
11	Controller Scorecard														
12	Premier BMEU Scorecard														
13	Customer Insights	15.0%	District					15.0%	District	10.0%	District	10.0%	District	20.0%	District
14	Composite Scan Performance	10.0%	District	10.0%	District	10.0%	District	10.0%	District	15.0%	District	15.0%	District	10.0%	District
15	Parcel Select														
		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%	

BUSINESS	40%	48%	48%	40%	40%	44%	48%
CUSTOMER	37%	31%	31%	37%	37%	37%	39%
EMPLOYEE	23%	21%	21%	23%	19%	19%	13%
	100%	100%	100%	100%	100%	100%	100%

Total value of indicator if in both Corporate and Unit							
CIM	9%	3%	3%	9%	7%	7%	11%
Accidents	15%	17%	17%	15%	19%	19%	13%
Revenue	10%	14%	14%	10%	10%	10%	18%
Scanning/SV Scanning	10%	10%	10%	10%	12%	12%	10%
Parcel Select	3%	3%	3%	3%	3%	3%	3%

## FY 2016 Indicators - Proposed Weights and Depths

AS OF 12/23/2016

SCORECARDS		PCES & EAS P&DC/F		Plant MIPS		Plant TANS		Plant MAINT		MDO		L&DC		NDC		ISC		REC		STC / HASP	
		FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth
FY 2016 Corporate Indicators																					
1	Composite Scan Performance	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area	10.0%	Area
2	Controllable Income	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National	20.0%	National
3	Customer Insights	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area
4	First-Class Composite	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist
5	OSHA Illness & Injury	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist
6	Parcel Select	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area	5.0%	Area
7	Priority Mail Composite	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist	15.0%	Dist
8	Standard Composite	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist	5.0%	Dist
9	Total Deliveries Per Hour % SPLY	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National
10	Total Revenue FPR % Plan	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National	10.0%	National
		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%	

SCORECARDS		PCES & EAS P&DC/F		Plant MIPS		Plant TANS		Plant MAINT		MDO		L&DC		NDC		ISC		REC		STC / HASP	
		FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth	FY16 Proposed Weight	FY16 Proposed Depth
FY2016 UNIT Indicators																					
1	Total Operating Expense	30.0%	Lead Fin #	30.0%	Lead Fin #	30.0%	Lead Fin #	40.0%	Lead Fin #	25.0%	Lead Fin #	25.0%	Lead Fin #	25.0%	Lead Fin #	25.0%	Lead Fin #	50.0%	Lead Fin #	30.0%	Lead Fin #
2	Total Workhours to Plan																	35.0%	Lead Fin #		
3	Grievance Backlog and Cost Reduction	10.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #	15.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #			10.0%	Lead Fin #
4	Employee Availability / Improvement	10.0%	Lead Fin #							10.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #		
5	Trips on Time / 24 Hr Clock (12-7am)	15.0%	Lead Fin #	20.0%	Lead Fin #	20.0%	Lead Fin #	15.0%	Lead Fin #	20.0%	Lead Fin #	15.0%	Lead Fin #	20.0%	Lead Fin #	20.0%	Lead Fin #			35.0%	Lead Fin #
6	Total Accidents / Improvement	15.0%	Lead Fin #	15.0%	Lead Fin #	10.0%	Lead Fin #	15.0%	Lead Fin #	15.0%	Lead Fin #	15.0%	Lead Fin #	15.0%	Lead Fin #	15.0%	Lead Fin #	5.0%	Lead Fin #		
7	Non-Career Employee Retention																				
8	EEO Complaints Per 100 Employees vs SPLY																				
9	Retail Revenue % Plan																				
10	SV Scanning	10.0%	Lead Fin #	15.0%	Lead Fin #	20.0%	Lead Fin #	15.0%	Lead Fin #	10.0%	Lead Fin #	15.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #			15.0%	Lead Fin #
11	Controller Scorecard																				
12	Premier BMEU Scorecard																				
13	Customer Insights																				
14	Composite Scan Performance	10.0%	District	10.0%	District	10.0%	District			10.0%	District	10.0%	District	10.0%	District	10.0%	District			10.0%	District
15	Parcel Select																				
		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%		100.0%	

BUSINESS	42%	44%	44%	46%	42%	40%	42%	42%	58%	50%
CUSTOMER	35%	37%	39%	33%	35%	37%	35%	27%	37%	
EMPLOYEE	23%	19%	17%	21%	23%	23%	23%	15%	13%	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Total value of indicator if in both Corporate and Unit										
CIM	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%
Accidents	15%	15%	13%	15%	15%	15%	15%	15%	11%	9%
Revenue	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%
Scanning/SV Scanning	14%	16%	18%	12%	14%	16%	14%	14%	6%	16%
Parcel Select	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%