

## 2016 PDR Scheme approved for 2017 payout

### REVENUE

2016 EBITDA	<-8%	-8.00%	5.00%	13.00%	19.00%	≥ 24%
Payout	-	105.60	158.40	211.20	228.31	260.04

### PRODUCTIVITY (daily average PKGS X HC)

2016 BAD pkgs/HC	<4.00%	4.00%	4.50%	5.00%	5.30%	≥5.5%
Payout	-	79.20	118.80	158.40	171.23	195.03

### ABSENTEEISM Result

2016 goal	>2.76%	2.76%	2.53%	2.30%	2.21%	≤2.13 %
Payout	-	52.80	79.20	105.60	114.15	130.02

### QUALITY

2016 goal	< 85%	85.00%	87.2%	89.50%	91.00%	≥ 93.00%
Payout	-	26.40	39.60	52.80	57.08	65.01

<b>TOTALE</b>		<b>264.00</b>	<b>396.00</b>	<b>528.00</b>	<b>570.77</b>	<b>650.10</b>
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## Total performance calculation

CRITERIA	% of Total budget x index	2016 Goal Proposal	100% goals plan Reward	2016 Results	TARGET Achieved Reward	2016 payout based on 2015 result	(*) 2016 payout adjusted
PROFITABILITY	40%	13%	211.20	-20.05 %	0	97.20	194.40
PRODUCTIVITY	30%	5%	158.40	12.9 %	195.03	174.90	174.90
ABSENTEEISM RATE	20%	2.30%	105.60	2.27%	105.60	116.60	116.60
BQA RATE	10%	89.5%	52.80	88.4%	39.60	24.30	24.30
			<b>528.00</b>		<b>340.23</b>	<b>413.00</b>	<b>510.20</b>