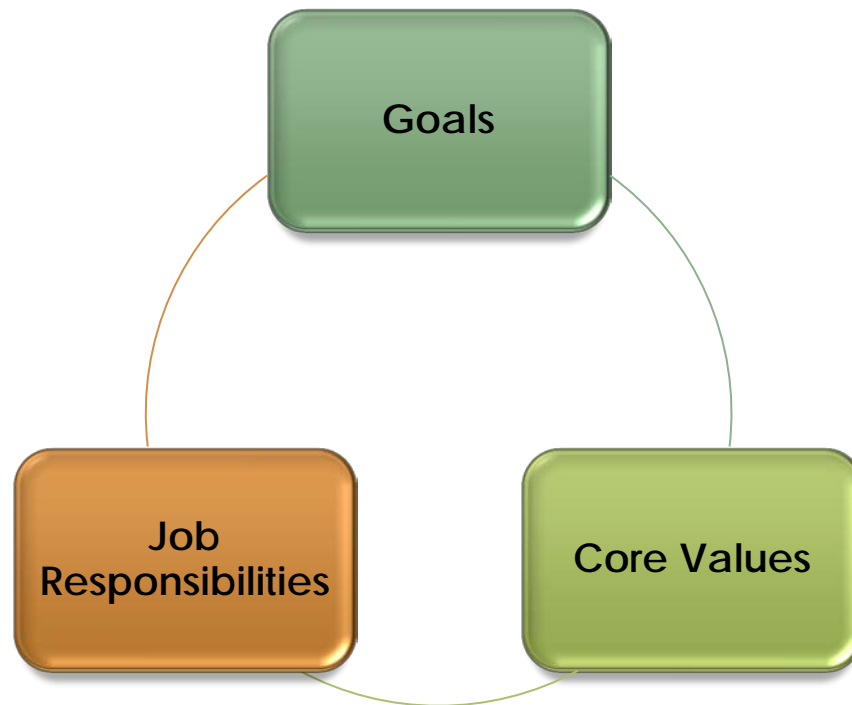


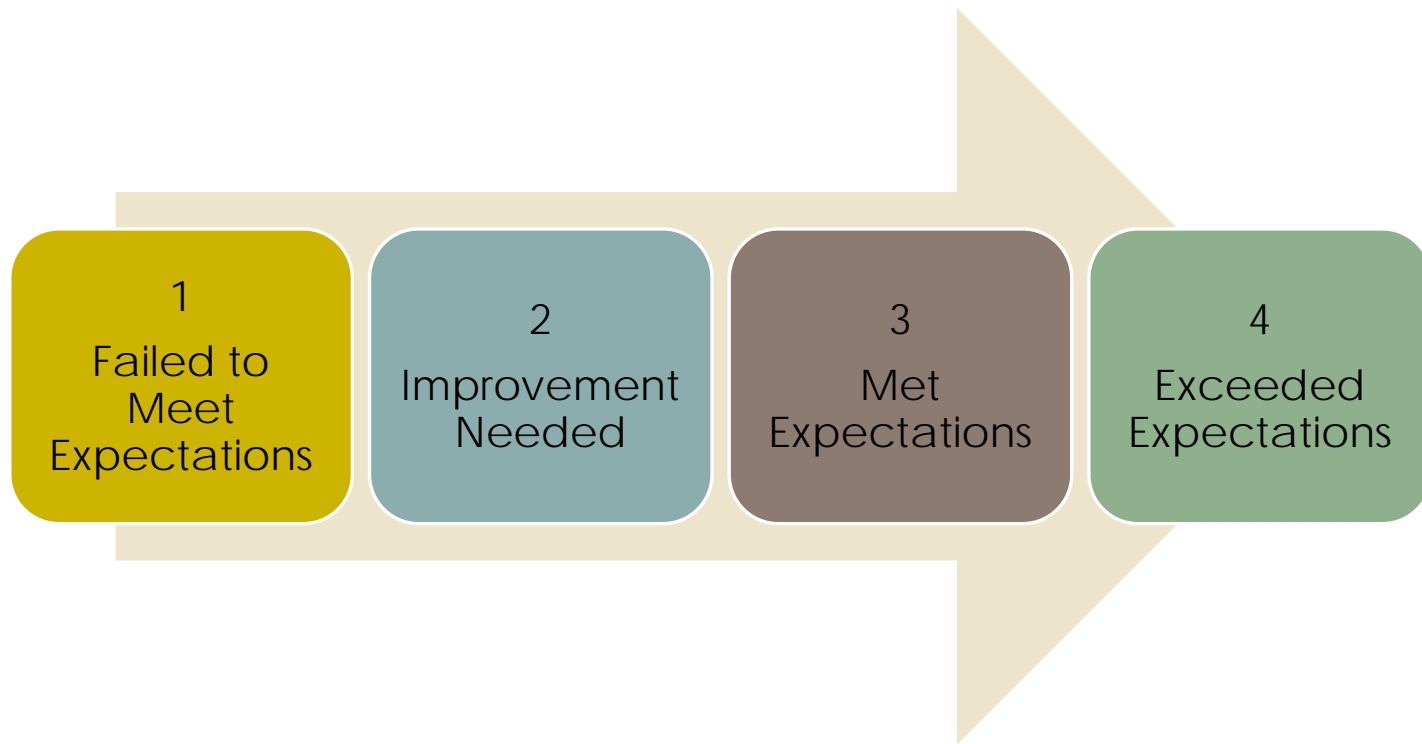


Clearfield

Performance Evaluation



Performance Evaluation



Performance Evaluation

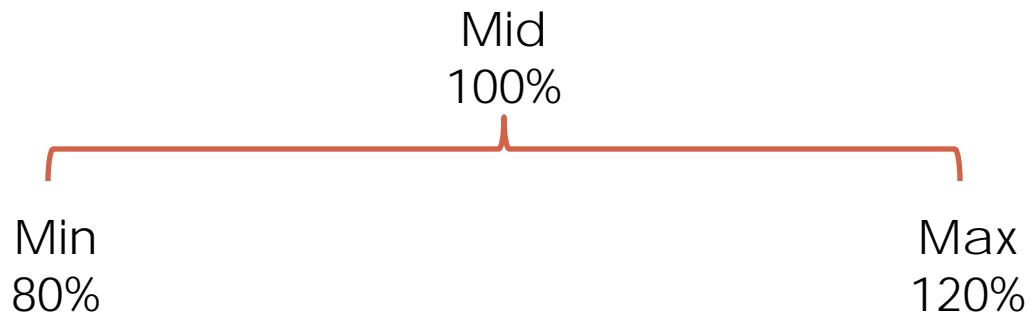
3 = 100% performance



Hard to correct the tendency some have of thinking that a 3 = 75% = C = substandard

Performance Pay

- Performance pay depends on:
 - Evaluation score
 - Comp-ratio (percentage of employees' current wage compared to the midpoint wage)



Performance Pay Matrix

Performance Evaluation Score		80% to 90% Comp-ratio		91% to 100% Comp-ratio		101% to 115% Comp-ratio		116% to 120% Comp-ratio	
		% added to base	% as a lump sum	% added to base	% as a lump sum	% added to base	% as a lump sum	% added to base	% as a lump sum
3.45	4.00	100%	0%	85%	15%	45%	55%	0%	100%
3.30	3.44	100%	0%	80%	20%	40%	60%	0%	100%
3.15	3.29	100%	0%	75%	25%	35%	65%	0%	100%
3.00	3.14	100%	0%	70%	30%	30%	70%	0%	100%
2.70	2.99	90%	0%	65%	25%	25%	65%	0%	90%
2.55	2.69	60%	0%	40%	20%	20%	40%	0%	60%
2.40	2.54	30%	0%	20%	10%	10%	20%	0%	30%
0.00	2.39	0%	0%	0%	0%	0%	0%	0%	0%

* Comp-ratio is defined, for the purpose of this policy, as the percentage of employees' current wage compared to the midpoint wage.