

OVERALL RATING CALCULATION

| SUM AVERAGES FOR OVERALL RATING (X + Y) | | | | OVERALL RATING | SUM OF AVERAGES (8 POINTS MAX) |
|---|-------------|-------------------------------|-------------|----------------|---|
| KEY DELIVERABLES RATING | POINT VALUE | KEY BEHAVIORS RATING | POINT VALUE | | |
| SURPASSED | 4 | ALWAYS | 4 | ABOVE TARGET | Sum ≥ 7 with no 1s or 2s for any key deliverable or behavior |
| ACCOMPLISHED | 3 | MOST OF THE TIME | 3 | | |
| PARTIALLY ACCOMPLISHED | 2 | SOMETIMES | 2 | ON TARGET | Sum ≥ 4 yet < 7 |
| NOT ACCOMPLISHED | 1 | RARELY | 1 | BELOW TARGET | Sum < 4 |
| AVERAGE OF 1-5 DELIVERABLES | X | AVERAGE OF 3 BEHAVIORS | Y | | |

EXAMPLE RATING CALCULATION

| SUM OF AVERAGES FOR OVERALL RATING | | OVERALL RATING | SUM OF AVERAGES (5.42) |
|--|---|----------------|---|
| KEY DELIVERABLE RATING | KEY BEHAVIORS RATING | | |
| KEY DELIVERABLE #1 ACCOMPLISHED (3) | KEY BEHAVIOR #1 MOST OF THE TIME (3) | ABOVE TARGET | Sum ≥ 7 with no 1s or 2s for any key deliverable or behavior |
| KEY DELIVERABLE #2 PARTIALLY ACCOMPLISHED (2) | KEY BEHAVIOR #2 MOST OF THE TIME (3) | | |
| KEY DELIVERABLE #3 PARTIALLY ACCOMPLISHED (2) | KEY BEHAVIOR #3 SOMETIMES (2) | ON TARGET | Sum ≥ 4 yet < 7 |
| KEY DELIVERABLE #4 SURPASSED (4) | | BELOW TARGET | Sum < 4 |
| DELIVERABLES AVERAGE 2.75 | BEHAVIORS AVERAGE 2.67 | | |