

### Points and Percentages for Hay System

**Exceeds Expectations**                    **2**  
**Meets Expectations**                      **0**  
**Below Expectations**                      **-2**

Categories	E/M/B	Points	Lower 1/3	Middle 1/3	Upper 1/3	Top of Range
	10/0/0	20	4.00%	3.00%	2.00%	\$750.00
	9/1/0	18	4.00%	3.00%	2.00%	\$750.00
	8/2/0	16	4.00%	3.00%	2.00%	\$750.00
	7/3/0	14	3.75%	2.75%	2.00%	\$750.00
	6/4/0	12	3.50%	2.50%	2.00%	\$750.00
	5/5/0	10	3.25%	2.50%	1.75%	\$500.00
	4/6/0	8	3.00%	2.25%	1.50%	\$500.00
	3/7/0	6	2.75%	2.00%	1.25%	\$500.00
	2/8/0	4	2.50%	1.75%	1.00%	\$250.00
	1/9/0	2	2.25%	1.50%	1.00%	\$250.00
	0/10/0	0	2.00%	1.25%	1.00%	\$250.00

Note: If a percentage increase exceeds the top of the pay range, the employee will receive the appropriate one-time payment less the difference between the top of the pay range and their current rate. A Performance Improvement Plan (PIP) will be completed for anyone with a category rated "Below Expectations." One or more "Below Expectations" precede any points received and the employee will not be eligible for a merit increase until a successful completion of the PIP (generally 90 days after review) and updated review and approval of said review by Manager/Director/HR