

**FY 2015 CORPORATE INDICATORS
TARGETS and THRESHOLDS
(Awaiting Final Board of Governors Approval)**

INDICATORS		CORPORATE WEIGHTS															
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Priority Mail Composite	15.0%	89.00	90.66	92.31	93.14	93.97	94.80	95.41	96.02	96.63	96.93	97.24	97.54	97.70	97.85	98.00
2	First-Class Composite	5.0%	92.00	93.14	94.29	94.86	95.43	96.00	96.38	96.76	97.14	97.33	97.52	97.71	97.81	97.90	98.00
3	Parcel Select	5.0%	98.40	98.71	99.03	99.19	99.34	99.50	99.60	99.69	99.79	99.83	99.88	99.93	99.95	99.98	100.00
4	Standard Composite	5.0%	85.00	86.70	88.40	89.30	90.10	91.00	92.10	93.30	94.40	95.00	95.60	96.10	96.40	96.70	97.00
5	Composite Scan Performance	10.0%	95.00	95.57	96.14	96.43	96.71	97.00	97.38	97.76	98.14	98.33	98.52	98.71	98.81	98.90	99.00
6	OSHA Illness & Injury Rate	7.5%	6.62	6.19	5.75	5.53	5.32	5.10	4.86	4.62	4.38	4.26	4.14	4.02	3.96	3.90	3.84
	OSHA I&I Improvement		9.00	6.00	3.00	1.90	0.90	-1.00	-2.30	-4.60	-8.20	-11.20	-14.20	-17.20	-20.20	-23.20	-25.00
7	VOE Survey Index	7.5%	43.95	49.99	56.04	59.06	62.08	65.10	68.25	71.40	74.56	76.13	77.71	79.29	80.07	80.86	81.65
	VOE Survey Index %Baseline		-2.0	-1.5	-1.0	-0.5	0.0	0.2	0.8	1.6	2.3	3.1	3.9	4.7	5.4	6.2	7.0
8	**Operating Income	20.0%	Plan														
9	**Total Deliveries Per Hour	10.0%	Plan														
10	**Total Revenue FPR % Plan	10.0%	Plan														
11	Customer Insights Measurement	5.0%	Target is 82.50, Thresholds are Pending														
12	*EEO Complaints Per 100 Employees vs SPLY	0.0%	1.70	1.50	1.30	1.20	1.10	1.00	0.90	0.85	0.80	0.65	0.60	0.45	0.30	0.25	0.20

BENCHMARK

*Measured - Not Weighted

**Target will be established when the Integrated Financial Plan is finalized

FY 2015 Unit Indicators Targets and Thresholds

INDICATORS																
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Available for Duty	95.03	95.59	96.16	96.44	96.72	97.00	97.57	98.14	98.71	99.00	99.29	99.57	99.71	99.86	100.00
	Available for Duty - IMPROVEMENT	-2.00	-1.43	-0.86	-0.57	-0.29	0.00	0.38	0.76	1.14	1.33	1.52	1.71	1.81	1.90	2.00
2	Deliveries per Hour % SPLY	-8.25	-4.95	-1.64	0.01	1.67	3.32	4.97	6.63	8.28	9.11	9.93	10.76	11.17	11.59	12.00
3	EEO Complaints Per 100 Employees vs SPLY	1.70	1.50	1.30	1.20	1.10	1.00	0.90	0.85	0.80	0.65	0.60	0.45	0.30	0.25	0.20
4	Grievance Backlog Reduction - Case Pending	0.00	-0.50	-1.00	-1.50	-2.00	-2.50	-3.25	-4.00	-5.25	-6.00	-6.50	-6.75	-7.00	-7.50	-8.00
	Grievance Backlog Reduction - Step 2 +A	0.00	-1.00	-2.00	-5.00	-12.00	-25.00	-26.00	-28.00	-29.00	-33.00	-34.00	-36.00	-40.00	-45.00	-50.00
	Grievance Backlog Reduction - Step 3 + B	0.00	-5.00	-10.00	-20.00	-35.00	-50.00	-60.00	-65.00	-70.00	-75.00	-77.00	-80.00	-85.00	-95.00	-100.00
	Grievance Backlog Reduction - Cost Reduction	0.00	-1.00	-2.00	-3.00	-5.00	-10.00	-12.00	-14.00	-16.00	-18.00	-20.00	-22.00	-24.00	-26.00	-28.00
5	MVA - RATE	14.05	13.07	12.08	11.09	10.10	9.11	8.12	7.13	6.14	5.15	4.17	3.18	2.19	1.20	0.21
	MVA - IMPROVEMENT	12.00	9.60	7.20	4.80	2.40	0.00	-4.00	-8.00	-12.00	-16.00	-20.00	-24.00	-28.00	-32.00	-36.00
6	Total Operating Expense	1.0	0.7	0.4	0.3	0.1	0.0	-0.5	-1.0	-1.4	-1.7	-1.9	-2.1	-2.3	-2.4	-2.5
7	Total Revenue FPR % Plan	-8.00	-6.00	-4.00	-2.00	-1.00	0.00	1.00	2.00	3.00	5.00	7.00	9.00	12.00	15.00	18.00
8	Total Transportation Budget	1.7	1.3	0.9	0.5	0.1	0.0	-0.1	-0.5	-0.9	-1.3	-1.7	-2.3	-3.0	-3.5	-4.0
9	Total Workhours to Plan	1.0	0.7	0.4	0.3	0.1	0.0	-0.5	-1.0	-1.4	-1.7	-1.9	-2.1	-2.3	-2.4	-2.5
10	Trips on Time / 24 Hr Clock 4-9am	50.0	60.9	71.7	77.1	82.6	88.0	90.1	92.2	94.3	95.3	96.4	97.4	98.0	98.5	99.0
11	Workers Compensation Reduction	15.00	9.86	4.71	2.14	-0.43	-3.00	-5.29	-7.57	-9.86	-11.00	-12.14	-13.29	-13.86	-14.43	-15.00

FY 2015 Unit Indicators Weights and Depths

SCORECARDS → Unit Indicators		Area BSN Specialist		Area Consumer & Industry Contact Mgr		Area DNO		Area DPS		Area Finance		Area HR		Area Maintenance	
		FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth
1	Available for Duty									25.0%	Area	15.0%	Area	25.0%	Area
2	City Deliveries per Hour % SPLY							30.0%	Area						
3	EEO Complaints Per 100 Employees vs SPLY											15.0%	Area		
4	Grievance Backlog and Cost Reduction											17.5%	Area		
5	MVA Rate											20.0%	Area		
6	Total Operating Expense					40.0%	Area	40.0%	Area	50.0%	Area	25.0%	Area	30.0%	Area
7	Total Revenue FPR % Plan	100.0%	Area	100.0%	Area					25.0%	Area				
8	Total Transportation Budget					50.0%	Area								
9	Total Workhours to Plan							30.0%	Area					30.0%	Area
10	Trips on Time / 24 Hr Clock 4-9am					10.0%	Area							15.0%	Area
11	Workers Compensation Reduction											7.5%	Area		
		100%		100%		100%		100%		100.0%		100%		100.0%	

FY 2015 Unit Indicators Weights and Depths

SCORECARDS → Unit Indicators		Area Marketing		Area MIPS		Area MOS		Area Retail		Area Sm Bus and Mail Accept		Area VP		Sales (Area)		District		District BMEU	
		FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth
1	Available for Duty					10.0%	Area					15.0%	Area			15.0%	Dist		
2	City Deliveries per Hour % SPLY					10.0%	Area												
3	EEO Complaints Per 100 Employees vs SPLY																		
4	Grievance Backlog and Cost Reduction																		
5	MVA Rate											15.0%	Area			15.0%	Dist		
6	Total Operating Expense			35.0%	Area	30.0%	Area	30.0%	Area			30.0%	Area			30.0%	Dist	35.0%	Dist
7	Total Revenue FPR % Plan	100.0%	Area			20.0%	Area	70.0%	Area	100.0%	Area	30.0%	Area	100.0%	National	30.0%	Dist	35.0%	Dist
8	Total Transportation Budget			20.0%	Area	10.0%	Area												
9	Total Workhours to Plan			25.0%	Area	10.0%	Area											30.0%	Dist
10	Trips on Time / 24 Hr Clock 4-9am			20.0%	Area	10.0%	Area												
11	Workers Compensation Reduction											10.0%	Area			10.0%	Dist		
		100.0%		100%		100%		100%		100%		100%		100%		100%		100%	

FY 2015 Unit Indicators Weights and Depths

SCORECARDS ➔		District BSN Rep		District Consumer & Industry Contact Mgr		District Finance		District HR		District Leadership		District Marketing		District MOPS		District Retail		Sales (District)		MPOO	
		FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth
1	Available for Duty					25.0%	Dist	15.0%	Dist	15.0%	Dist									5.0%	PO GP
2	City Deliveries per Hour % SPLY													30.0%	Dist					10.0%	PO GP
3	EEO Complaints Per 100 Employees vs SPLY							20.0%	Dist												
4	Grievance Backlog and Cost Reduction							17.5%	Dist												
5	MVA Rate							20.0%	Dist	15.0%	Dist									10.0%	PO Gp
6	Total Operating Expense					50.0%	Dist	20.0%	Dist	30.0%	Dist			40.0%	Dist	25.0%	Dist			30.0%	PO Gp
7	Total Revenue FPR % Plan	100.0%	Dist	100.0%	Dist	25.0%	Dist			30.0%	Dist	100.0%	Dist			60.0%	Dist	100.0%	National	30.0%	Dist
8	Total Transportation Budget																				
9	Total Workhours to Plan													30.0%	Dist	15.0%	Dist			15.0%	PO Gp
10	Trips on Time / 24 Hr Clock 4-9am																				
11	Workers Compensation Reduction							7.5%	Dist	10.0%	Dist										
		100%		100%		100%		100%		100%		100%		100%		100%		100%		100%	

FY 2015 Unit Indicators Weights and Depths

SCORECARDS →		PCES Post Offices		EAS 26-21 PO		EAS 20-18 PO		EAS A-E PO		Manager C/S Ops		Mgr C/S D&R EAS 22 + above		Mgr C/S D&R EAS 21 + below		Mgr C/S Del EAS 22 + above	
		FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth
1	Available for Duty	10.0%	Lead Fin#	10.0%	Lead Fin#					10.0%	Lead Fin#	5.0%	Lead Fin#			5.0%	Lead Fin#
2	City Deliveries per Hour % SPLY	10.0%	Lead Fin#	10.0%	Lead Fin#	10.0%	Lead Fin#					15.0%	Lead Fin #	15.0%	Lead Fin #	15.0%	Lead Fin #
3	EEO Complaints Per 100 Employees vs SPLY																
4	Grievance Backlog and Cost Reduction																
5	MVA Rate	10.0%	Lead Fin#	10.0%	Lead Fin#	10.0%	Lead Fin#					10.0%	Lead Fin#	10.0%	Lead Fin #	10.0%	Lead Fin#
6	Total Operating Expense	35.0%	Lead Fin#							35.0%	Lead Fin#	35.0%	Lead Fin#			35.0%	Lead Fin#
7	Total Revenue FPR % Plan	35.0%	Dist	35.0%	Dist	40.0%	Dist	50.0%	Dist	35.0%	Dist	25.0%	Dist	35.0%	Dist	25.0%	Dist
8	Total Transportation Budget																
9	Total Workhours to Plan			35.0%	Lead Fin#	40.0%	Lead Fin#	50.0%	Lead Fin#	20.0%	Lead Fin#	10.0%	Lead Fin #	40.0%	Lead Fin #	10.0%	Lead Fin #
10	Trips on Time / 24 Hr Clock 4-9am																
11	Workers Compensation Reduction																
		100%		100%		100%		100%		100%		100%		100%		100%	

FY 2015 Unit Indicators Weights and Depths

SCORECARDS		Mgr C/S Del EAS 21 + below		Mgr C/S Retail EAS 22 + above		Mgr C/S Retail EAS 21 + below		PCES P&D		P&DC/F EAS		Plant MIPS		Plant TANS		Plant MAINT		MDO	
		FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth
1	Available for Duty							10.0%	Lead Fin #	10.0%	Lead Fin #	10.0%	Lead Fin #			20.0%	Lead Fin #	20.0%	Lead Fin #
2	City Deliveries per Hour % SPLY	15.0%	Lead Fin #																
3	EEO Complaints Per 100 Employees vs SPLY							5.0%	Lead Fin #	5.0%	Lead Fin #								
4	Grievance Backlog and Cost Reduction							5.0%	Lead Fin #	5.0%	Lead Fin #								
5	MVA Rate	10.0%	Lead Fin #																
6	Total Operating Expense							20.0%	Lead Fin #	20.0%	Lead Fin #	30.0%	Lead Fin #	30.0%	Lead Fin #	30.0%	Lead Fin #	30.0%	Lead Fin #
7	Total Revenue FPR % Plan	35.0%	Dist	50.0%	Dist	45.0%	Dist												
8	Total Transportation Budget							15.0%	Lead Fin #	15.0%	Lead Fin #	15.0%	Lead Fin #	50.0%	Lead Fin #				
9	Total Workhours to Plan	40.0%	Lead Fin #	50.0%	Lead Fin #	55.0%	Lead Fin #	25.0%	Lead Fin #	25.0%	Lead Fin #	25.0%	Lead Fin #			30.0%	Lead Fin #	25.0%	Lead Fin #
10	Trips on Time / 24 Hr Clock 4-9am							20.0%	Lead Fin #	20.0%	Lead Fin #	20.0%	Lead Fin #	20.0%	Lead Fin #	20.0%	Lead Fin #	25.0%	Lead Fin #
11	Workers Compensation Reduction																		
		100%		100%		100%		100%		100%		100%		100%		100%		100%	

FY 2015 Unit Indicators Weights and Depths

SCORECARDS ➔		ISC		L&DC		NDC		STC (HASP)	
Unit Indicators		FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth	FY2015 Weight	FY2015 Depth
1	Available for Duty	10.0%	Fin #	10.0%	Fin#	10.0%	Fin #		
2	City Deliveries per Hour % SPLY								
3	EEO Complaints Per 100 Employees vs SPLY					5.0%	Fin #		
4	Grievance Backlog and Cost Reduction								
5	MVA Rate								
6	Total Operating Expense	50.0%	Fin #	30.0%	Fin#	30.0%	Area/Dist	30.0%	Fin#
7	Total Revenue FPR % Plan								
8	Total Transportation Budget			15.0%	Fin#	30.0%	Fin #	30.0%	Fin#
9	Total Workhours to Plan	30.0%	Fin #	20.0%	Fin#	25.0%	Fin #	20.0%	Fin#
10	Trips on Time / 24 Hr Clock 4-9am	10.0%	Fin #	25.0%	Fin#			20.0%	Fin#
11	Workers Compensation Reduction								
		100%		100%		100%		100%	