



# FY2015 Annual Incentive Plan (AIP) —Corporate Staff

Sodexo rewards eligible managers for their success in achieving personal, division and company goals with an Annual Incentive Plan (AIP) award.

Your award is based on a combination of individual and NorAm results.

Your incentive Norm and Maximum opportunities are a percentage of fiscal year eligible earnings based on your salary grade. The award you receive is determined by your achievement of objectives for the year. If you achieve all your MPOs and Diversity targets, and the financial maximum target is met, you could receive the maximum AIP award.

## Eligibility

Eligibility for this plan is limited to approved positions in grade 9 through 15 in the headquarters organization.

## Performance Measures

The FY2015 Annual Incentive Plan's performance measures support Sodexo's corporate strategies and goals. You receive an award based on your results in each of three areas:

- Financial
- Measured Performance Objectives (MPOs)
- Diversity

## Highlights

- Corporate Staff financial measures are NorAm Earnings before Interest and Taxes (EBIT) and Revenue
- Selected Finance Departments (Financial Planning & Analysis, Tax and Treasury) financial measures are NorAm Net Income (NI) and Revenue

## AIP At a Glance

Plan Features	Financial	MPO	Diversity
<b>Components</b>	The financial measures are NorAm Earnings before Interest and Taxes (EBIT) or Net Income (NI) and Revenue. These measures support our focus on attracting and retaining profitable business, and creating operating efficiencies.	Each person has up to two individual MPOs aligned with their area's objectives for attaining critical Sodexo company goals.	The Diversity component supports Sodexo's goal to be an inclusive organization representative of the communities, clients, customers and employees we serve. Your AIP award is based on the Sodexo Diversity Index (SDI) target for your division.
<b>% of AIP Norm Award</b>	<b>50%</b>	<b>35%</b>	<b>15%</b>
<b>Measurement Level</b>	NorAm	Individual	Headquarters
<b>Metrics</b>	EBIT or NI and Revenue	2 MPOs	Diversity Index Score
<b>Threshold for Award to be paid</b>	Payment contingent on EBIT or NI exceeding 95% of target	None	
<b>Calculation for Plan Norm Payouts</b>	<p>EBIT or NI (weighted 60%): prorated payout for exceeding 95% up to 100% of target</p> <p>Revenue (weighted 40%): prorated payout for exceeding 95% up to 100% of target</p>	<p>MPOs can be weighted differently</p> <p>MPO prorated payments permitted, if one MPO is met</p> <p>Full payment for achieving both MPOs</p> <p>Payment is not dependent on division financial results</p>	<p>100% payment if Diversity Index Score is met</p> <p>0% payment if Diversity Index Score is not met</p> <p>Payment is not dependent on division financial results</p>
<b>Calculation for Payout above Norm up to Maximum</b>	<p>EBIT or NI (weighted 75%): straight line calculation for reaching 100% to 103% of target</p> <p>Revenue (weighted 25%): straight line calculation for reaching 100% to 103% of target</p>	No additional payment for exceeding MPO target	No additional payment for exceeding Diversity Index Score target

For details on how your award is measured in your division, go to [SodexoNet > Employee Center > Rewarding > Incentive Programs](#) and click on the link to the Annual Incentive Plan.