



# FY2015 Annual Incentive Plan (AIP) —District Manager

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 line of sight and division results. District Managers must continue to achieve at least 80% of line of sight Operating Profit target to receive attained MPO or Diversity payouts. If your line of sight Operating Profit results are below 80% of target, you will not receive an AIP award.

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 reach your maximum targets on financial measures and achieve all your MPOs and Diversity targets, you could receive the AIP Maximum award.

## Eligibility

Eligibility for this plan is limited as follows:

Norm and Maximum Opportunity (as a % of Fiscal Year Eligible Earnings)		
Job Title	Norm	Maximum
District Manager I/II	15%	30%
Resident District Manager		
National Client Executive		

## 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

## AIP At a Glance

Plan Features	Financial	MPO	Diversity
<b>Components</b>	The financial measures are Operating Profit (OP), Revenue and Accounts Receivable. These measures support our focus on attracting and retaining profitable business, and creating operating efficiencies.	Each person has up to two MPOs. To support our mission of maintaining a safe working environment, if you are in an operations position that is responsible for other employees, one of your MPOs will be the safety metric—Employee Injury Frequency (EIF).	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>	Line of Sight	Line of Sight	Division
<b>Metrics</b>	Operating Profit* Revenue Accounts Receivable (Days Sales Outstanding - DSO) <small>*Includes NANA when in market portfolio</small>	2 MPOs	Diversity Index Score
<b>Threshold for Award to be Paid</b>	Payment contingent on line of sight Operating Profit exceeding 95% of target	Payment contingent on achieving line of sight Operating Profit at 80% of target or better	
<b>Units with Accounts Receivable</b>  <b>Calculation for Plan Norm Payouts</b>	Operating Profit (weighted 60%): prorated payout for exceeding 95% up to 100% of target  Revenue (weighted 20%): prorated payout for exceeding 95% up to 100% of target  Accounts Receivable (weighted 20%): calculated based on meeting or missing target each quarter	MPOs can be weighted differently  MPO prorated payment permitted, if one MPO is met  Full payment for achieving both MPOs	100% payment if Diversity Index Score is met  0% payment if Diversity Index Score is not met
<b>Units without Accounts Receivable</b>  <b>Calculation for Plan Norm Payouts</b>	Operating Profit (weighted 60%): 100% budget attainment  Revenue (weighted 40%): prorated payout for exceeding 95% up to 100% of target		
<b>Calculation for Payout above Norm up to Maximum</b>	Operating Profit (weighted 75%): straight line calculation for reaching 100% to 103% of target  Revenue (weighted 25%): straight line calculation for reaching 100% to 103% of target	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.