



FY2015 Annual Incentive Plan (AIP) —General Managers Opening New Units

The Right Start Resources for Success initiative was designed and implemented to improve Sodexo’s new unit opening process. Opening new business successfully is a critical factor in determining the long-term success of a new account.

As part of the Right Start initiative, General Managers (GMs) who accept new unit opening positions have a separate Annual Incentive Plan (AIP) designed to reward you for your contributions to a successful opening. Our goal is to attract experienced Sodexo GMs to open and manage new business. Your knowledge of the business, our systems and our people plays a key role in our success.

The plan is designed to reward what you influence most directly—your line of sight results. Your incentive Norm and Maximum opportunities are a percentage of fiscal year eligible earnings based on your job title.

How is the GM New Unit Plan different?

- For current Sodexo employees, the FY2014 AIP includes an assignment bonus to reward you for the extra effort of opening a new unit, payable 90 days after the unit opens.
- Up to four MPOs (compared to two in the standard GM Plan).
- Heavier weighting on MPOs (60% compared to 40% in the standard GM Plan); and less weighting on Financial results (30% compared to 50% in the standard GM Plan).
- Plan governs stub year (assignment start date to fiscal year end) and the next full fiscal year; after that, the standard GM Plan will apply.
- New Unit Opening is defined as a new address.

Performance Measures

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

- Financial
- Measured Performance Objectives (MPOs)
- Diversity

Eligibility and Opportunity

Eligibility and opportunity for this plan is shown in the chart.

Norm and Maximum Opportunity (as a % Fiscal Year Eligible Earnings)				
Job Title	Grade	Assignment Bonus ¹	AIP ²	
		One-time	Norm	Maximum
General Managers (New Unit)	10	\$20,000	5%	20%
	9	\$15,000		
	8	\$10,000		
	7	\$5,000		
	6	\$2,500		
	5	\$2,000		

¹ Applies to internal employees only

² Applies to internal employees and external hires

AIP At a Glance

Plan Features	Financial	MPO	Diversity
Components	The financial measures are Field Contribution (FC), Revenue and Accounts Receivable. These measures support our focus on attracting and retaining profitable business, and creating operating efficiencies.	Each person has up to four 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.
% of AIP Norm Award	30%	60%	10%
Measurement Level	Line of Sight	Line of Sight	Division
Metrics	Field Contribution* Revenue Accounts Receivable (Days Sales Outstanding - DSO) <small>*FC will be renamed to Unit Operating Profit in FY15</small>	4 MPOs	Diversity Index Score
Threshold for Award to be Paid	Payment contingent on achieving line of sight Field Contribution at 100% of target or better	None	
Units with Accounts Receivable	Field Contribution (weighted 60%): 100% budget attainment 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 payments permitted if one MPO is met Full payment for achieving all MPOs	100% payment if Diversity Index Score is met 0% payment if Diversity Index Score is not met Payment is not dependent on division financial results
Units without Accounts Receivable	Field Contribution (weighted 60%): 100% budget attainment Revenue (weighted 40%): prorated payout for exceeding 95% up to 100% of target	Payment is not dependent on division financial results	
Calculation for Payout above Norm up to Maximum	Field Contribution \$0.15 per dollar of additional profit achieved over norm up to maximum payout	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.