

PIP Template 2023

Employee	A	AIP Tier	A
Business Entity	A	AIP Type	Standard Plus - Z
Job Title	A	Eligible Salary	\$ 9.00
Department Name	A	Minimum Bonus	1.00%
Budget Area	A	CenterPoint (CP)	1.00%
		Payout @ CP if all metrics achieved	\$ 9.00

Dear A,

I am pleased to confirm your participation in the Performance Incentive Plan (PIP) for this year.

The PIP for this year is designed with a primary focus on Revenue and Operating Profit. The plan utilizes the X and Y axis grid (attached) to determine the payout multiplier. While the Working Capital Efficiency remains a priority, we are now directing our focus towards those whose roles have a more direct influence on this metric. Rest assured, we will maintain our minimum payout design to ensure that your efforts in achieving goals are duly recognized, even in challenging financial years. Your PIP award will be determined based on your role and as indicated below:

If you have any questions or require further information, feel free to reach out.

Employee earning \$ 9.00			1.00%% Bonus at Centerpoint (@Target)				\$2,500 Bonus @ Target	
Metric	Salary		CenterPoint %		Weighting		Multiplier	Payout
Generic - F Matrix	\$ 9.00	x	1.00%	x	10.00%	x	1	\$ 0.90
Generic - C Matrix	\$ 9.00	x	1.00%	x	15.00%	x	1	\$ 1.35
Generic - C DAYS Matrix	\$ 9.00	x	1.00%	x	75.00%	x	1	\$ 6.75
							Bonus Payout:	\$ 9.00

Revenue vs Expenses

