

Kazi Farms
Production Performance Bonus for Hatchery
With effect from: 01 January

Sl	Hatchery Type	Achieved DOC/HH up to 68 weeks (140 & above)			Achieved DOC/HH up to 68 weeks (142 & above)			Achieved DOC/HH up to 68 weeks (144 & above)			Achieved DOC/HH up to 68 weeks (146 & above)			Remarks
		Hatchery Management (Asst. Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor, Technician, Sexer, Electrician, Mechanic etc.)	Non Production (Cash & Inventory,security, Cook, Washing, Driver, Generator Operator, Peon, Mess boy, Gardener, Laundry Man etc.)	Hatchery Management (Asst. Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor, Technician, Sexer, Electrician, Mechanic etc.)	Non Production (Cash & Inventory, Security, Cook, Washing, Driver, Generator Operator, Peon, Mess boy, Gardener, Laundry Man etc.)	Hatchery Management (Asst Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor; Technician, Sexer, Electrician, Mechanic etc.)	Non Production (Cash & Inventory,security, Cook, Washing, Driver, Generator Operator, Peon, Mess boy, Gardener, Laundry Man etc.)	Hatchery Management (Asst. Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor, Technician, 'Sexert Electrician, Mechanic	Non Production (Cash & Inventory, Security, Cook, Washing, Driver, Generator Operator, Z5,Peon, Mess boy; Gardeneraundry Man etc.)	
1	Broiler Hatchery	70% of Basic	70% of Basic	35% of Basic	105% of Basic	105% of Basic	52.5% of Basic	140% of Basic	140% of Basic	70% of Basic	175% of Basic	175% of Basic	87.5% of Basic	
	Hatchery Type	Achieved (105 & above HH female layer chicks up to 75 weeks)			Achieved (107 & above HH female layer chicks up to 75 weeks)			Achieved (109 & above HH female layer chicks up to 75 weeks)			Achieved (111 & above HH female layer chicks up to 75 weeks)			Remarks
		Hatchery Management (Asst Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor, Technician, Sexer, Electrician, Mechanic etc.)	Non Production (Cash & Inventory,Security, Cook, Washing, Driver, Generator Operator, Peon, Mess boy, Gardener, Laundry Man etc.)	Hatchery Management (Asst. Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Superviscr, Technician, Sexer, Electrician, Mechanic etc.)	Non Production (Cash & Inventory, Security, Cook, Washing, Driver, Generator Operator, Peon, Mess boy, Gardener, Laundry Man etc.)	Hatchery Management (Asst Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor, Technician, Sexer, Electrician, Mechanic etc.)	Non Production (Cash & Inventory,security, Cook, Washing, Driver, Generator Operator, Peon, Mess boy, Gardener, Laundry Man etc.)	Hatchery Management (Asst. Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor, Technician, Sexeriß Electrician, Mechanic etc.)	Non Production (Cash & Inventory,SeCuiity, Cooky Washing, Driver; Generator Operator, Peon, Mess boy, Gardener. Laundry Man etc)	
2	Layer Hatchery	70% of Basic	70% of Basic	35% of Basic	105% of Basic	105% of Basic	52.5% of Basic	140% of Basic	140% of Basic	70% of Basic	175% of Basic	175% of Basic	87.5% of Basic	
Sl.		Achieved (45 & above female PS up to 65 weeks)			Achieved (47 & above female PS up to 65 weeks)			Achieved (49 & above female PS up to 65 weeks)			Achieved (51 & above female PS up to 65 weeks)			Remarks

	Hatchery Type	Hatchery Management (Asst. Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor, Technician, Sexer, Electrician, Mechanic etc.)	Non Production (Cash & Inventory,Security, Cook, Washing, Driver, Generator Operator, Peon, Mess boy, Gardener, Laundry Man etc.)	Hatchery Management (Asst. Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor, Technician, Sexer, Electrician, Mechanic etc.)	Non Production (Cash & Inventory, Security, Cook, Washing, Driver, Generator Operator, Peon, Mess boy, Gardener, Laundry Man etc.)	Hatchery Management (Asst. Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor, Technician, Sexer, Electrician, Mechanic etc.)	Non Production (Cash & Inventory,security, Cook, Washing, Driver, Generator Operator, Peon, Mess boy, Gardener, Laundry Man etc.)	Hatchery Management (Asst. Officer to Hatchery Manager & Engineer in respective Hatchery)	Non-Management, Production (Worker, Supervisor, Technician, Sexer, Electrician, Mechanic etc.)	Non Production (Cash & Inventory, Security, Cook, Washing, Driver, Generator Operator Peon, Mess boy; — Gardener, Laundry Man etc.)	
3	GP Hatchery	70% of Basic	70% of Basic	35% of Basic	105% of Basic	105% of Basic	52.5% of Basic	140% of Basic	140% of Basic	70% of Basic	175% of Basic	175% of Basic	87.5% of Basic	

- Note: 1) Broiler Hatchery, Layer Hatchery & GP Hatchery performance bonus will be based on the average target achievement respectively of Broiler Farms, Layer Farms & GP Farms.
- 2) Farm achievement will be calculated for one year (January to December).
- 3) Production department willconfirm the production report of January to December within following 31st January to Hatchery hea
- 4) Hatchery head will ensure the achieved figure and all Hatchery Incharges are responsible for providing a list of entitlement for production bonus to HR through Hatchery head.
- 5) HR will be responsible for checking and disbursement of the bonus through ERP after getting approval from the Management.
- 6) Employees will not be eligible for the production bonus in case of job separation before bonus eligible date (31st December). head.
- 7) Transferred employees will be paid on a pro-rated basis.
- 8) Hatchery head, Mr. Md. Shahedul Islam (Rana) - Manager, Engineering & Mr. Md. Shamsul Islam - Asst. Manager, Hatchery will get 65% of declared % for Broiler Hatchery achievement, 10% of declared % for Layer Hatchery achievement & 25% of declared % for GP Hatchery achievement.
- 9) Mr. Md. Sumon Reza - Regional Manager willget 65% of declared % for Broiler Hatchery achievement & 35% of declared % for GP Hatchery achievement.

Director