KPI - SOFTWARE ENGINEER

Period:	2025	**Date:**	4/21/2025
Employee Name:	Tai Pham	**Employee Code:**	BE037
Department/ Team:	Software Development	**Max. Bonus (A):**	15 mil. VND/ Quarter

Measurement	Definition		Details	Rate	Weight (100%)	Achievement	Rating
Net Revenue of Company in quarter (NRC)	Net Revenue invoiced compared to quarter Budget	NRC>=	105.00%	70.00%	70%	105.00%	70.00%
		NRC=	100.00%	52.50%			
		NRC=	95.00%	35.00%			
		NRC=	90.00%	17.50%			
		NRC<=	85.00%	0.00%			
360 Evaluation	Evaluation by line managers, colleagues and HR Department	EV>=	4.50	30.0%	30%	4.91	30.00%
		EV=	4.00	22.5%			
		EV=	3.50	15.0%			
		EV=	3.00	7.5%			
		<=EV	2.50	0.0%			
FINAL SCORE					**100%**		**100.00%**

Notes:

- All targets are set quarterly and communicated within the management and leader team

Discipline:

- Verbal warning: 25% deduction of total bonus
- Written warning: 50% deduction of total bonus
- Violation of Policies: Exclusion from bonus

Exclusions/ Reductions:

 - Not assigned tasks/ working time will be deducted from the bonus of manager
 - Claims and deductions from customers due to quality issues will be deducted from bonus of managers/ teams

Date:	*Date*	*Date*	Date	*Date:*
Evaluated by	Confirmed by	Acknowledged by	Data confirmed by	Approved by
Line Manager	The Employee	Next-line Manager	Controlling Dep.	General Director