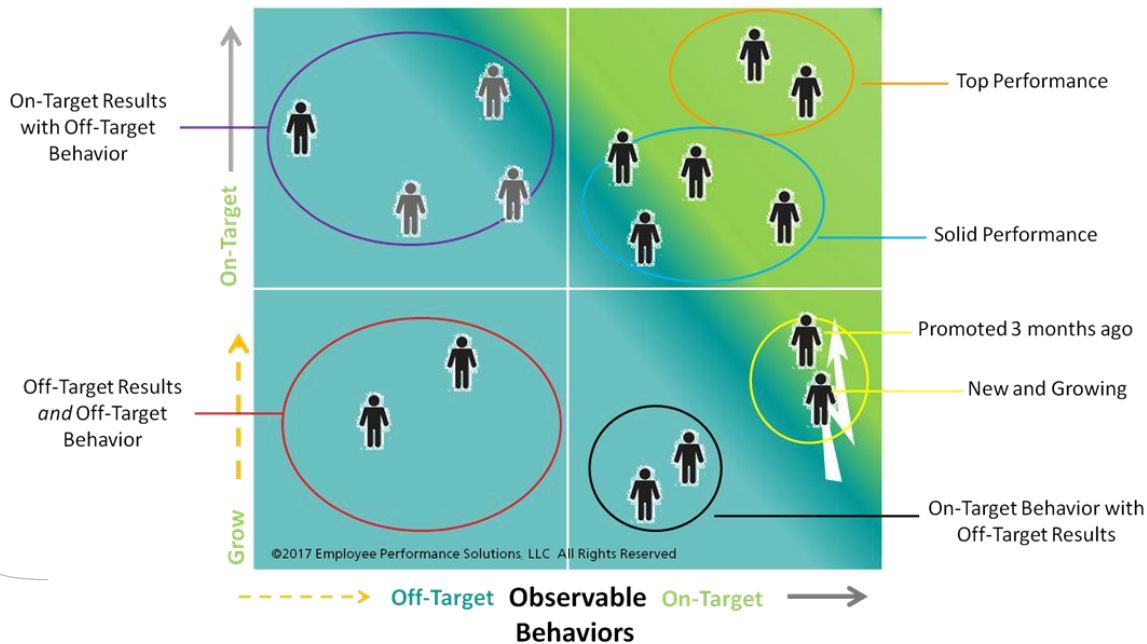


because your employees are your business

The 4-Box Employee Performance Continuum Snapshot offers a transparent way to differentiate and "see" employee performance.

The most important step in using the process is ensuring that employee's are accurately plotted on the Employee Performance Continuum

### Employee Performance Continuum Snapshot



### Pay for Performance Sample Merit % Guidelines

Experiment with the merit numbers to fit your budget. Consider other factors when making pay decisions such as budget and market placement.

2.5%	3 - 3.25%	3.75-4%	4.25-4.5%	4.5-5%
2%	3%	3.5 - 3.75%	4 - 4.25%	4.25-4.4%
1.5%	2.75%	3.25 - 3.5%	3.5 - 3.75%	3.75 - 4%
.....0% .....		1.5%	2.5 - 3%	
.....0% .....		.....0% .....		