**Select List of Recommended Performance Measures**

|  | **Evaluation Criteria** |
| --- | --- |
| **Performance Measure** | **Weighting** | **Meets** | **Exceeds** | **Outstanding** |
| **Corporate** |  |  |  |  |
| * Revenue growth as compared to peer index
 |  |  |  |  |
| * Revenue growth over prior year
 |  |  |  |  |
| * Same store revenue growth
 |  |  |  |  |
| * Debt to capitalized value
 |  |  |  |  |
| * Increase in overall portfolio value
 |  |  |  |  |
| * Shareholder return
 |  |  |  |  |
| * Net income
 |  |  |  |  |
| * Profitability
 |  |  |  |  |
| * Revenue/payroll ratio
 |  |  |  |  |
| * Overhead cost as compared to peer index
 |  |  |  |  |
| **Function/Geographic** |  |  |  |  |
| * Employee turnover ratio
 |  |  |  |  |
| * Portfolio/regional tenant satisfaction scores
 |  |  |  |  |
| * Employee opinion survey scores
 |  |  |  |  |
| * Achievement of leasing targets (rate, square feet, timing)
 |  |  |  |  |
| * Tenant retention ratio
 |  |  |  |  |
| * Occupancy level for portfolio/region
 |  |  |  |  |
| * Number or value of assets acquired
 |  |  |  |  |
| * Return on assets acquired and/or developed
 |  |  |  |  |
| * Division or regional performance as compared to plan
 |  |  |  |  |
| * Revenue growth over prior year
 |  |  |  |  |
| * Net income growth over prior year
 |  |  |  |  |
| * Collections (delinquency level)
 |  |  |  |  |
| * Recovery goal achievement for portfolio/region
 |  |  |  |  |
| * Division net income level/ratio
 |  |  |  |  |
| * Aggregate value of financing closed
 |  |  |  |  |
| * Timelines of reporting and compliance
 |  |  |  |  |
| * Increase in third-party management feels/income
 |  |  |  |  |
| * Budget to actual operating results
 |  |  |  |  |
| **Individual** |  |  |  |  |
| * Cost savings/reductions from approved budgets
 |  |  |  |  |
| * Percent fee generation to cover overhead
 |  |  |  |  |
| * Tenant satisfaction scores
 |  |  |  |  |
| * Occupancy level for a property or portfolio
 |  |  |  |  |
| * Tenant retention ratio for a property or portfolio
 |  |  |  |  |
| * Achievement of leasing (rate, square feet, timing)
 |  |  |  |  |
| * Number or value of asset(s) acquired
 |  |  |  |  |
| * Development of new anchor tenant relationship(s)
 |  |  |  |  |
| * Physical inspection results
 |  |  |  |  |
| * Professional certification
 |  |  |  |  |
| * Collections (delinquency level)
 |  |  |  |  |
| * Recovery goal achievement for a property or portfolio
 |  |  |  |  |
| * Tenant compliance level (insurance, sales reports)
 |  |  |  |  |
| * Hiring/filling vacant and/or new positions
 |  |  |  |  |
| * Participation in select committees
 |  |  |  |  |
| * Timeliness of reporting and compliance
 |  |  |  |  |
| * Mentorship
 |  |  |  |  |
| * Leadership in professional orgs. (e.g., SIOR, IREM, BOMA)
 |  |  |  |  |
| * Account management results
 |  |  |  |  |

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