**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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