

SAMPLE QUARTERLY KPI TARGET SHEET

Asplundh - Kentucky Power Co					
	Measure	Definition	1.0 Target	Weighting	
1	SAFETY (35%)	Severity Rate (KPI Gatekeeper 24.67)	# of OSHA Recordable Lost Work Days + Restricted Duty Days X 200,000/Total Man Hours	10% Improvement Over 3 year ATE - KYCO Average	0%
2		OSHA Incident Rate	# of Actual OSHA Recordable Cases X 200,000/Total Man Hours Worked Per Quarter	10% improvement over 3 year ATE - KPCO Average	0%
3		DART Rate	# of OSHA Recordable Lost Time & Restricted Cases X 200,000/Total Man Hours Worked Per Quarter	10% Improvement Over 3 Year ATE - KPCO Average	20%
4		Outages	# of "At Fault/Negligent" Crew Caused Outages, Flashes, & Operations	10% Improvement Over 3 Year ATE - KPCO Average	5%
5		Vehicle Accident Rate	# of "At Fault" Vehicle Cases X 200,000/Total Man Hours Worked Per Quarter	10% Improvement Over 3 Year ATE - KPCO Average	5%
6		Field Safety Observations	Individual Pass/Fail Using Crew Safety Inspections	99.5% Pass/Fail by OpCO	5%
7	EFFICIENCY (35%)	Per Unit Measure (Reporting Accuracy Var < 5%)	Hours Per Tree Trimmed (Manual Crews Only)	3% Improvement Over 3 Year Average (Target Varies by Qtr)	4%
8		Per Unit Measure (Reporting Accuracy Var < 5%)	Hours Per Tree Removed (Manual Crews Only)	3% Improvement Over 3 Year Average (Target Varies by Qtr)	4%
9		Per Unit Measure (Reporting Accuracy Var < 10%)	Hours Per Unit Brush Cut (Manual Crews Only)	3% Improvement Over 3 Year Average (Target Varies by Qtr)	4%
10		Full Circuit Reclearing Productivity	O&M Hours Per Overhead Primary Mile for Full Circuit Reclearing	7% Improvement over 3 Year Average	23%
11	EFFECTIVENESS (30%)	Work Quality	Field Audit of Span Line Clearance Per OpCo Standards	>=98% Compliant for random spans audited (Clearance Standard by OpCo)	15%
12			Field audit of spans trimmed per industry standards	>=98% Compliant for random spans audited (Work Quality by OpCo)	15%
	Was KPI Performance Goals Achieved at or above 51%?		YES		100%
			NO		