

SCHEDULE 7

CALCULATING MANAGER'S INCENTIVE FEES

The Manager will earn Incentive Fees in addition to Base Fees which shall be determined, calculated, invoiced and disbursed as outlined in Section 7.4.1 and Section 7.4.2.

The Incentive Fees total up to 5% of the eligible program costs as prescribed in the Master Program Agreement (MPA) and Master Maintenance Agreement (MMA). The Manager's performance evaluation pursuant to the MPA and the MMA shall be conducted separately and independent of the other.

The Manager shall be evaluated and measured against the following factors when determining Incentive Fees:

- 1- Meeting the specified County-Based Enterprise business participation goals [See Schedule 6] assessed semi-annually
- 2- Meeting the specified Minority Business Enterprise business participation goals [See Schedule 6] assessed semi-annually
- 3- Meeting the specified County resident man hours/job participation requirements [See Schedule 6] assessed semi-annually
- 4- Meeting the specified dates, schedules, and timelines outlined in each budget book or maintenance project assessed on a budget book completion basis.
- 5- Completing each budget book or maintenance project within the budgeted cost as specified in each budget book or maintenance project assessed on a budget book completion basis.

The Manager earns a fee of 1% of the eligible program costs for each of the five factors above that is successfully achieved by the Manager per Schedule 6.