

SCHEDULE 19

Program Performance Milestone Metrics

Pursuant to and for the purposes outlined in Sections 7.5(v), 17.1, 17.1.1, and 17.1.2 of the Master Program Agreement the County will conduct performance evaluations of the Manager on a semi-annual basis. The Manager's overall performance will be evaluated pursuant to the metrics outlined herein by a 4-member panel selected by the County's Purchasing Agent. The County and Manager will review the results of the Manager's program performance evaluation during the monthly project reviews. The metrics may be revised if agreed upon by both parties through the annual planning process or other agreements made between the Manager and the County; a Project re-scoping with County approval; or a delay brought about by events generally considered "Force Majeure". The performance milestone metrics are evaluated during the completion of the 1st 2,000 acres, and if the Manager achieves 75% of the performance metrics, the County shall retain the partnership with the Manager for the 2nd 2,000 acres.

The Following factors will be evaluated and scored on a scale of 1-5, (5 being the highest). Each factor is assigned a specified weight to the Manager's overall performance score (weight of each factor is appears in parenthesis). A zero (0) is awarded only in the case of the Manager not achieving 75% of the goal set, where applicable, and a six (6) and seven (7) can be awarded in cases where the Manager exceeds the targets identified, as outlined below.

Economic Development:

- 1- Meeting the specified protected classes, and local business participation goals (35%):** This segment measures the Manager's success in achieving the participation levels of the protected class (minority, women, veterans, etc., as well as the local-based businesses participation goals in the Program as outlined in Schedule 6.

Corvias will achieve aggressive participation goals for protected class supplier/subcontractor participation starting in year 1 of the program (starting at 30% in year 1 and increasing up to 50% by LSMWVBE s in year 3). This component will be on a scale as follows:

Variance from % Target	Point Score (1-5)
+10% (Exceeds Target by 10%)	7
+5% (Exceeds Target by 5%)	6
0% (100% Target Reached)	5 (100% Goal Achieved)
5% (participation 0.1% to 5% under target total, i.e., 33% instead of 35% in year 2)	4
10% (5.1% to 10% under target total)	3
15% (10.1% to 15% under target total)	2
25% (15.1% to 25% under target total)	1 (75% Goal Achieved)

- 2- **County resident job participation (employment man-hours) (15%):** This segment measures the Manager's success in achieving the specified county resident's man-hours/job participation goals. Man-hours are defined as the total man-hours of employment the program will produce and the required percentage refers to the minimum requirement man/hours that must be filled by County residents.

Corvias will achieve aggressive participation goals for man-hours/job participation requirements starting in year 1 of the program (starting at 15% in year 1 and up to 51% by County residents). This component will be on a scale as follows:

Variance from % Target	Point Score (1-5)
+10% (Exceeds Target by 10%)	7
+5% (Exceeds Target by 5%)	6
0% (100% Target Reached)	5 (100% Goal Achieved)
5% (participation 0.1% to 5% under target total)	4
10% (5.1% to 10% under target total)	3
15% (10.1% to 15% under target total)	2
25% (15.1% to 25% under target total)	1 (75% Goal Achieved)

- 3- **Incubator and Mentor-Protégé Program (15%):** This segment measures the Manager's success in mentoring local businesses already in the county and supporting and promoting the establishment of new companies in the county.

Corvias is required to develop at least one new mentor-protégé relationship with one new company in the County each year. Corvias will earn a score of 5 if two or more new companies participate in the mentor-protégé program; earn a score of 3 if one new company participates in the mentor-protégé program and 0 if no new company participates in the mentor-protégé program. If the manager successfully recruits a company participating in the Program to establish their headquarters in the County, the Manager will automatically earn a score of 6 for this factor during the given year.

Scope, Schedule and Budget:

- 4- **Meeting the construction schedules as outlined in the budget book (10%):** This segment will be assessed at the completion of each budget book.

Point and percentage completion is outlined as follows, with a percentage of time based on the week targeted for completion, i.e., if a project is scheduled to be completed on a date in time, the target completion for this metric is based on the completion during the work week containing that date, and percentage variance is assessed by the number of weeks of variance from the week of the completion date. If there is an Excusable Delay as defined in the MPA or MMA, for purposes of calculating this metric, Corvias will be allowed to extend the schedule by the number of days lost as a result of such Excusable Delay.

Variance from % Target	Point Score (1-5)
0% (%Target Reached or Exceeded)	5 (100% Goal Achieved)

5% (0.1% to 5% under target total)	4
10% (5.1% to 10% under target total)	3
15% (10.1% to 15% under target total)	2
25% (15.1% to 25% under target total)	1 (75% Goal Achieved)

- 5- **Impervious acres identified in each budget book are retro-fitted to obtain the necessary credits from MDE and/or EPA as outlined in the annual plan (10%):** This segment will be assessed at the completion of each budget book.

To meet the metrics related to retro-fit credits from MDE and/or EPA, Corvias will achieve the percentages of acres identified in the budget book are retro-fitted to obtain the necessary credits.

Variance from % Target	Point Score (1-5)
Exceeds Target by 10%	7
Exceeds Target by 5%	6
0% (%Target Reached or Exceeded)	5 (100% Goal Achieved)
5% (0.1% to 5% under target total)	4
10% (5.1% to 10% under target total)	3
15% (10.1% to 15% under target total)	2
25% (15.1% to 25% under target total)	1 (75% Goal Achieved)

- 6- **Completion Within Budget (10%):** This segment will be assessed at the completion of each budget book.

This component will be earned based on completion of each budget book within budget. If there is a partnership-agreed upon change to the project or budget book, as defined in the MPA or MMA, for purposes of calculating this metric, the original budget book amount is amended in accordance with the approved change.

Variance from % Target	Point Score (1-5)
Exceeds Target by 10%	7
Exceeds Target by 5%	6
0% (%Target Reached or Exceeded)	5 (100% Goal Achieved)
5% (0.1% to 5% under target total)	4
10% (5.1% to 10% under target total)	3
15% (10.1% to 15% under target total)	2
25% (15.1% to 25% under target total)	1 (75% Goal Achieved)

Customer Service:

- 7- **Customer Service/Responsiveness (5%):** This segment measures the effectiveness of Manager's customer service and responsiveness.

County representatives and residents within work areas will receive random surveys annually or following a project. This component of the incentive fee will reduce on a scale as follows:

Survey Score	Point Score (1-5)	% of Performance Fee Earned
3.5 Points or More	5	100%
3.0 – 3.4	4	75%
2.5 – 3.0	3	50%
2.0-2.4	2	25%
1.9 or below	1	0%