

HOTEL:
ANNO

ANNO 2012

OBBIETTIVO	PERCENTUALI	PARAMETRO DI VALUTAZIONE	PREMIO	LIVELLO RAGGIUNTO	IN PAGAMENTO
EBITDA MELIA HOTELS INTERNATIONAL 5%	5,0%	E MELIA HOTELS INTERNATIONAL BUDGET > 105%	33	G	25,25
		VG MELIA HOTELS INTERNATIONAL BUDGET > 100% < 105%	29		
		G MELIA HOTELS INTERNATIONAL BUDGET > 95% < 100%	25		
		CI MELIA HOTELS INTERNATIONAL BUDGET > 90% < 95%	19		
		NA MELIA HOTELS INTERNATIONAL BUDGET < 90%	0		
GOP MELIA HOTELS ITALY 5%	5,0%	E >= 108 % OF BUDGET	33	G	25,25
		VG >= 103% <= 107,99% OF BUDGET	29		
		G >= 95,00% <= 102,99% OF BUDGET	25		
		CI >= 90,0% <= 94,9% OF BUDGET	19		
		NA <= 89,99% OF BUDGET	13		
GOP HOTEL 20%	20,0%	E <= 92% OF BUDGET	131	G	101
		VG FROM 92,01% TO 97% OF BUDGET	116		
		G FROM 97,01% TO 105% OF BUDGET	101		
		CI FROM 105,01% TO 110% OF BUDGET	76		
		NA >=110,01% OF BUDGET	51		
Room Revenues 10%	10,0%	E >= 108 % OF BUDGET	66	G	25,25
		MB >= 103% <= 107,99% OF BUDGET	58		
		B >= 95,00% <= 102,99% OF BUDGET	51		
		M >= 90,0% <= 94,9% OF BUDGET	38		
		NA <= 89,99% OF BUDGET	25		
Revenues Food and Beverage 10%	10,0%	E <= 92% OF BUDGET	66	G	25,25
		MB FROM 92,01% TO 97% OF BUDGET	58		
		B FROM 97,01% TO 105% OF BUDGET	51		
		M FROM 105,01% TO 110% OF BUDGET	38		
		NA >=110,01% OF BUDGET	25		
TOTAL COSTS 10%	10,0%	E <= 92% OF BUDGET	66	G	25,25
		MB FROM 92,01% TO 97% OF BUDGET	58		
		B FROM 97,01% TO 105% OF BUDGET	51		
		M FROM 105,01% TO 110% OF BUDGET	38		
		NA >=110,01% OF BUDGET	25		
QUALITY: MARKET METRIX RESULTS 20%	20,0%	E	131	G	101
		VG	116		
		G Definito ogni anno dalla Compagnia entro il mese di Aprile	101		
		CI	76		
		NA	51		
WORK ENVIRONMENT 10,0%	10,0%	E	66	G	50,5
		VG	58		
		G Definito ogni anno dalla Compagnia entro il mese di Aprile	51		
		CI	38		
		NA	25		
MISTERY GUESTS RESULTS 10% Improvement vs previous year	10,0%	E	66	G	50,5
		VG	58		
		G Definito ogni anno dalla Compagnia entro il mese di Aprile	51		
		CI	38		
		NA	25		
TOTAL					429

100% 100,00%

BONUS: (Currency) 429,25 €

Employee Signature: Assessor Signature: