

Only Here
will you define
the future of energy.

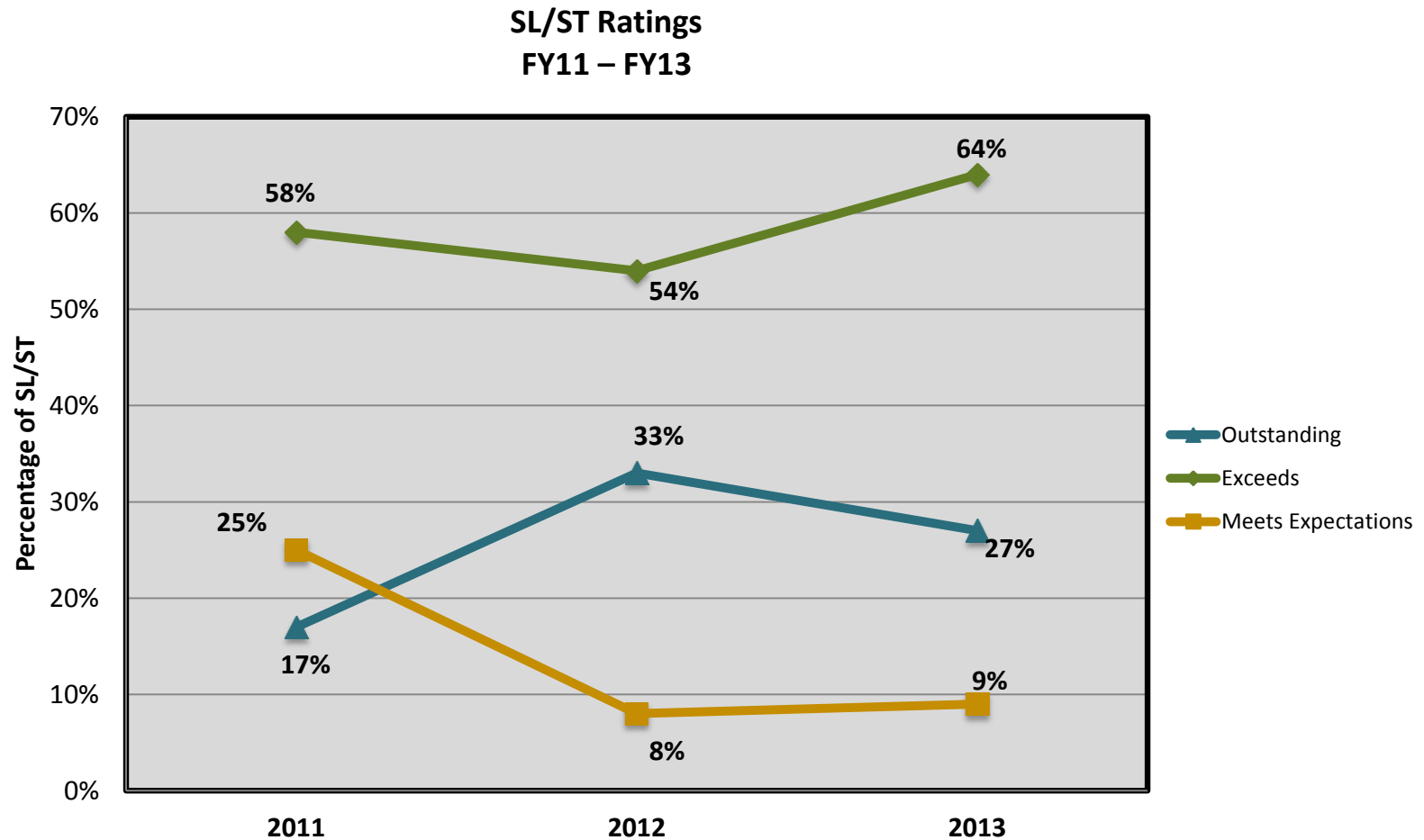


FY 2013 Senior Professional Performance Cycle Results

**HC-40
February 2014**

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Historical Performance Ratings Distribution



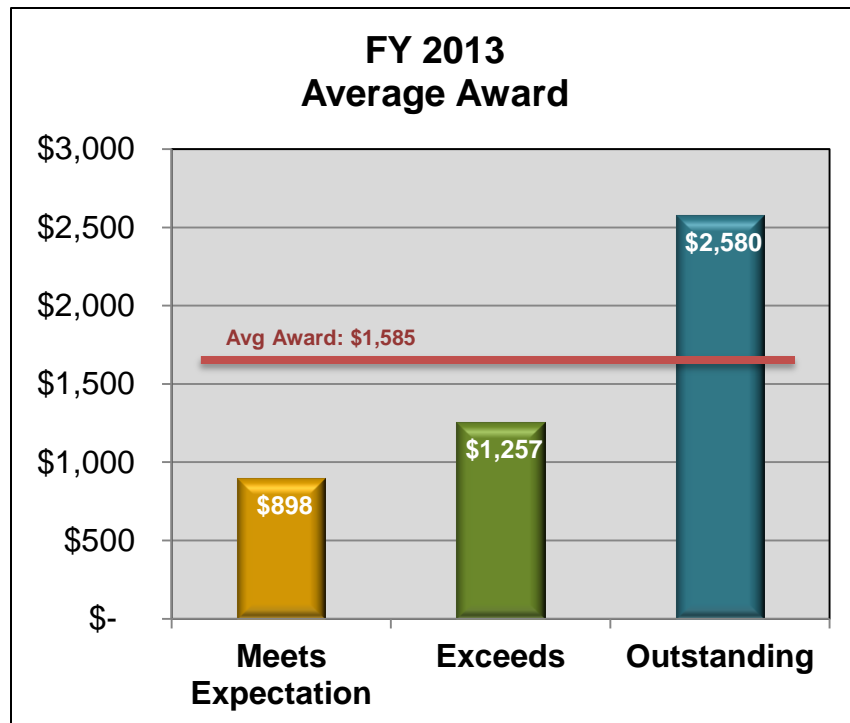
May not add to 100% due to not including Minimally Satisfactory or below ratings

- **Award pool funding set at 0.97% of SL/ST salary**
 - Award Distribution Factor assigned based on rating level
 - Optimized based on unique ratings distribution and funding level
 - 12 month DOE tenure required for eligibility
 - No minimum bonus amount required
- **Maximum salary increase percentage assigned based on rating level**

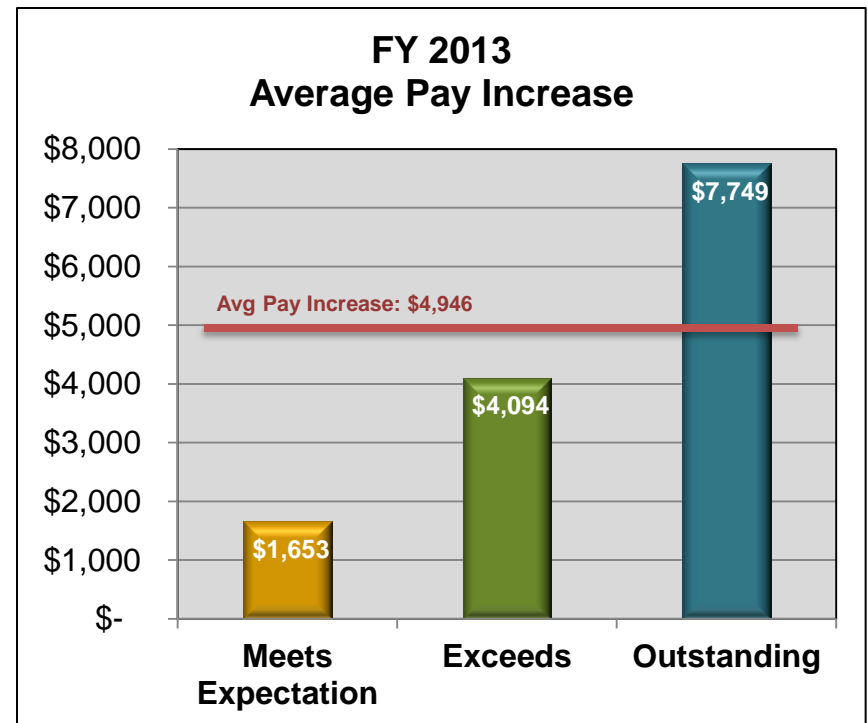
Rating	Maximum Salary Increase	Award Distribution Factor
Meets Expectation	0% - 1%	1.75
Exceeds	0% - 3%	2.5
Outstanding	0% - 5%	5

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FY 2013 Average Award and Pay Increase by Rating Level



*100% of eligible SL/ST members
received an award*

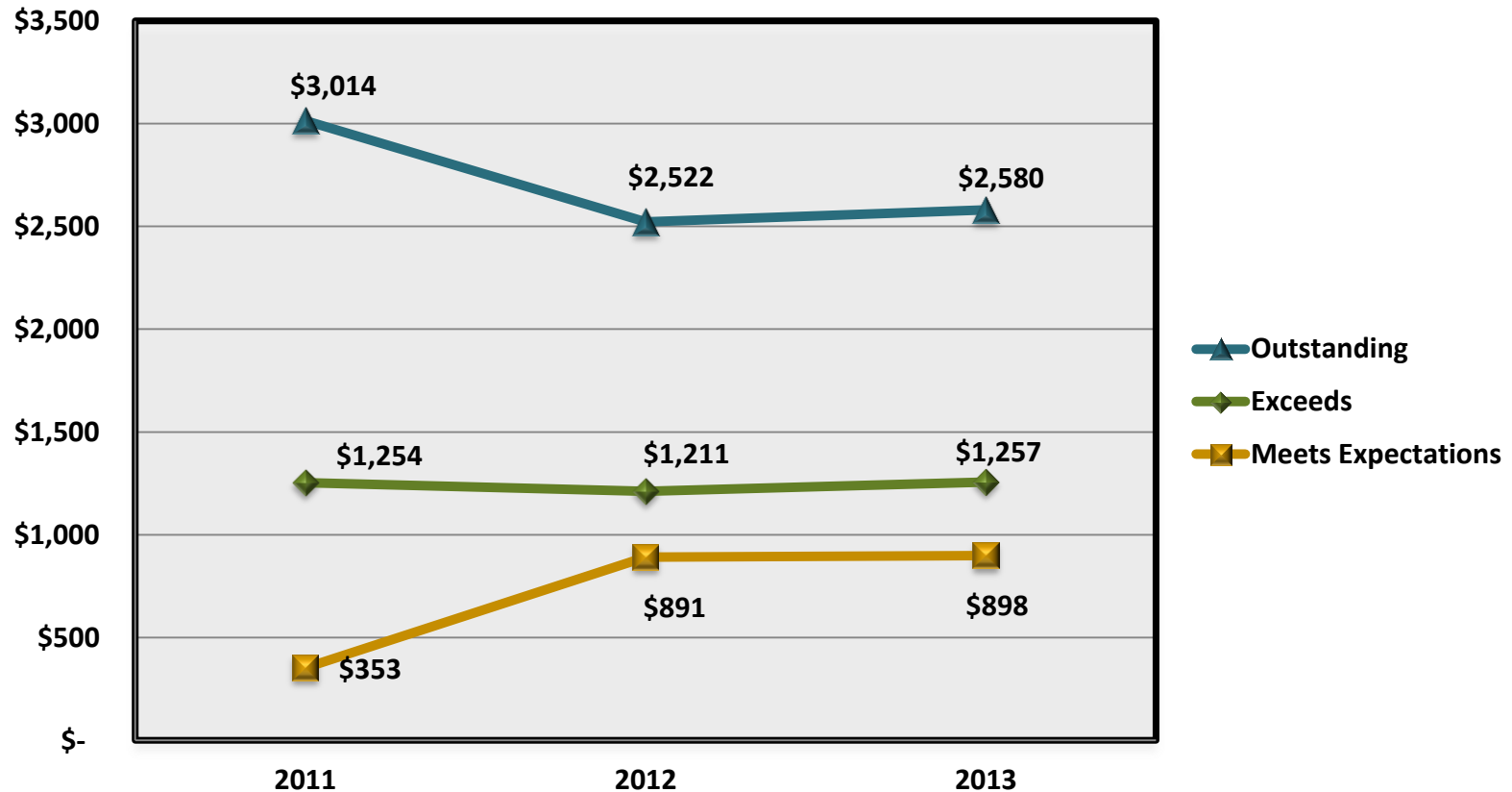


*90% of eligible SL/ST members
received an award*

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Historical Performance Awards by Rating Level

Historical Award Distribution
FY11 – FY13



No historical pay increase data available – operating under a pay freeze since 2010