



2018 PIE GOALS HOLMAN CORPORATE

2018 Goal Type	2018 Holman Corporate PIE Goals
Holman University	Average of 15 training hours per person annually.
Community	Average of 8 community service hours per person (max of 24 hours per person).
Healthier at Holman	Average 125 health advocate points per employee.
Centralized Accounting	All accounting employees will exceed 383 Retail and Fleet deals.
Compliance	Complete a minimum of 80 ECOA reviews per store per year.
Retail Marketing	Average 7 social media posts per week for each Northern, Southern, and Western dealership's Facebook or Instagram account.
Retail Marketing	All Marketing team members not based in a dealership will average 1.5 in-store visits per month across Northern, Southern, and Western retail platforms combined.
Business Development Center	Complete 4 hours of cross training hours between BDC Staff and Service managers/advisors. Does not apply to the West Platform
IT	Develop formal IT change control process including an emergency change approval process. Scope of work will include East and West Dealerships.
IT	72% of IT Stewgle Help Desk tickets resolved within 24 hours - would be East coast focused
Audit	Audit staff must average a productivity rate of 94% annually.
Audit	95% of audit project closing meetings are held within 5 business days from the last day of fieldwork.

Total Days Available from Department Goals 10

Based on a percentage Scale - See reverse Side

2018 Goal Type	2018 Holman Corporate PIE Goals	PIE Payout Day Value
Financial	Attain 98% of budgeted annual profit for Holman Enterprises.	1
Financial	Attain 100% of budgeted annual profit for Holman Enterprises.	2
Financial	Attain 102% of budgeted annual profit for Holman Enterprises.	2

Total Days Available from Financial Goals 5

Grand Total Available Days 15