



2018 Goal Type	2018 Holman Dealership PIE Goals	PIE Payout Day Value
Operational	Training - Average of 8 training hours in Holman University per employee annually (allow 6 hours of technician OEM required training to count towards goal)	1
Operational	Healthier at Holman - Average of 125 Health Advocate points per employee annually	1
Operational	Safety - An aggregate, year-end rating of "Above Satisfactory" or higher on Holman Safety Audits	1
Departmental	Customer Focus - Annual Sales CSI or NPS at or above region CSI or NPS	1
Departmental	Customer Focus - Annual Service CSI or NPS at or above region CSI or NPS	1
Departmental	Sales Total for New and Used units - Selling 1 more unit than previous year	1
Departmental	Sales Total for New and used units - Selling 10% more units than previous year	1
Departmental Financial	Sales TVG - 100% achievement of Sales annual plan budget	1
Departmental Financial	Service/Parts Remaining - 100% achievement of Fixed Operations annual plan budget	1
Store Financial	NOP - 100% achievement of location's annual plan budget	1
Store Financial	Exceeding location's annual plan budget	5

Total Potential Days 15