

2022 – National Wire Services – 4QTR Updates

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National Wire Services – Operators Incentive



PMO

Eligibility Requirements

- Safety – 0 Observed Life-Threatening Deviations
- Attendance – 0 unprotected Absences
- Code of Business Conduct 0 COBC Violations
- Demand Completions – 30+
- Minimum Performance – Meet Performance Targets
 - DCR
 - Efficiency
 - Cut over Percentage-93%

Monthly Awards*

Individual Performance**	Award
Tier I – Efficiency (Efficiency AM level Target)	\$175
Tier II– Efficiency (Efficiency AM level Target)	\$125
Tier III– Efficiency (Efficiency AM level Target)	\$100
Overall Double Up	Achieve all 3 months in a quarter double the amount earned

FMO

Eligibility Requirements

- Safety – 0 Observed Life-Threatening Deviations
- Attendance – 0 unprotected Absences
- Code of Business Conduct 0 COBC Violations
- Demand Completions – 85+
- Minimum Performance – Meet Performance Targets
 - DCR
 - Efficiency
 - Cut over Percentage – 94%

Monthly Awards*

Individual Performance**	Award
Tier I – Efficiency (Efficiency AM level Target)	\$175
Tier II– Efficiency (Efficiency AM level Target)	\$125
Tier III– Efficiency (Efficiency AM level Target)	\$100
Overall Double Up	Achieve all 3 months in a quarter double the amount earned

Southeast Region: NWS Machine Operators – AFO Incentive Targets

Incentive Metric Targets					
	Efficiency			Eligibility	
Director	Tier 3 Payout	Tier 2 Payout	Tier 1 Payout	Cutover Percentage	Dispatch Completion Rate
Alabama	99.00 115.00	105.00 120.00	113.00 125.00	93.00 94.00	96.00
Florida	113.00 125.00	118.00 130.00	127.00 135.00	93.00 94.00	96.00
Georgia	100.00 110.00	106.00 115.00	113.00 120.00	93.00 94.00	96.00
Kentucky	96.50 110.00	102.00 115.00	109.00 120.00	93.00 94.00	96.00
Louisiana	96.50 110.00	99.00 115.00	103.00 120.00	93.00 94.00	96.00
Mississippi	96.50 110.00	100.00 115.00	103.00 120.00	93.00 94.00	96.00
North Carolina	101.00 115.00	104.00 120.00	109.00 125.00	93.00 94.00	96.00
South Carolina	108.00 120.00	113.00 125.00	118.00 130.00	93.00 94.00	96.00
Tennessee	102.00 120.00	110.00 125.00	117.00 130.00	93.00 94.00	96.00

¹Dispatch Completion Rate (DCR) – formerly known as Dispatch Efficiency (DE)