Herzing, Henry [hherzing@herzing.edu] From: Sent: Thursday, April 29, 2010 5:53 PM Gugelmeyer, Roger; Herzing, Renee RE: YTD HAPPI Bonus Results To: Subject:

Attachments: image001.jpg



image001.jpg

Suggest-US only INCREASE retention 100 OR 150 pts, profit DECREASE TO 150 pts for 20% and subtract/add 10 per point up or down with max of 250, and add 5pts for each 0.1 % 90/10 is reduced for the year compared to first semester of this year-or ALTERNATIVELY GIVE THEM A GOAL AND THEY GET 150 POINTS FOR GOAL.

Henry Herzing, Chancellor Redacted by HELP Committee Milw:

Redacted by HELP Committee

CELL Redacted by HELP Committee

WEB:www.herzing.edu

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From: Gugelmeyer, Roger

Sent: Thursday, April 29, 2010 3:27 PM

To: Herzing, Renee Cc: Herzing, Henry

Subject: YTD HAPPI Bonus Results

Renee, attached are the 2010 HAPPI results through March under the current plan. The first placement results for 2010 will be included in next month's HAPPI. I have also attached the sheet that explains how the points are calculated for each KPI.

If we are going to include 90/10 in this year's criteria, I would recommend that we use the 90/10 percentage for each campus in January (1/29/10) as a baseline and then award points based on each 0.1% improvement at the end of the year. If we add this as an additional criterion and an additional way the campus employees can earn HAPPI money, we may want to consider capping the number of points a campus can earn in the profitability section (350 - 400?) as campuses like Akron can currently earn 500 points in this section based on their percentage of profit.

Food for thought.

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Roger J. Gugelmeyer

Vice President of Operations

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