

2019 KP Colorado-Alliance (UFCW Local 7, IUOE Local 1) PSP Agreement					
	Weighting		Threshold	Target	Stretch
Most Affordable					
Percent of UBTs with *qualified Affordability Projects	20%		38%	43.37%	48.62%
Best Service					
Patient Likelihood to Recommend (measured through 12/31/2019)	20%		50%	54.5%	57.5%
Best Quality					
% of UBTs with qualified* Quality projects, including click it to close it projects.	20%		40%	60%	64%
Best Place to Work					
Percentage of Alliance-Represented Employees who have Successfully Completed Active Shooter Training (KP Learn Active Threat Training) as of 12/31/2019. Tracked by KP Learn system.	20%		50%	66%	75%
Attendance					
1. The Union and the Company will establish a joint committee to promote and develop a framework for healthy attendance at work, while tracking and supporting backfill; meetings will occur no less than quarterly; and there will be no more than four people on each side.	10%; if management doesn't meet, then automatic payout to all L7 members on attendance goal at 20%				
Any employee with an active level 4 for attendance on 6/1/2019, and whose level 4 does not expire by 12/31/2019 will be disqualified from obtaining the payout under Attendance-Individual Performance.**	10%; if management doesn't meet in above group; then weighting at 0%				

Financial Gate: Established at (-\$35m to -\$86m) million dollar losses for 2019. If the financial gate of \$-35 million is not met then the eligible max payout is identified as the amount below per category at Target.
 Equal or less than -\$35M = full payout;
 Greater than \$-35M to equal or less than \$-45M = \$2,000 payout;
 Greater than \$-45M to equal or less than \$-60M= \$1,800 payout;
 Greater than \$-60M to equal or less than \$-75M= \$1,500 payout;
 Greater than \$-75M to equal or less than \$-86M= \$1,200 payout;
 Greater than \$-86M loss = \$1,000 payout.

<p>*Qualified UBT Project Definition: -Projects started and completed by 12/1/18 and 12/31/19 at Threshold or Above. -One documented PDSA/test of change in UBT Tracker. -Denominator for goal (#of UBTs) is 219 teams, which are the teams with Local 7 members in them. -Projects aligned to regional and departmental goals agreed to by UBT in partnership. -VPs will require managers of represented staff to include at least one goal aligned with a PSP-related UBT Goal on their own set of individual performance goals</p>	<p>**This agreement shall not be construed as the union's consent to the company's attendance policy. The Company understands that the union does not agree with the Company's attendance policy.</p>
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