

附表二

业绩考核成绩与业绩奖金发放对照表（备选方案一）

[返回《中期公司薪酬管理规定》](#)

业绩考评分	标准业绩奖金发放率	
	高管	经理
60以下	0%	0.0%
60	20%	47.5%
61	22%	49%
62	24%	50.5%
63	26%	52%
64	28%	53.5%
65	30%	55%
66	32%	56.5%
67	34%	58%
68	36%	59.5%
69	38%	61%
70	40%	62.5%
71	42%	64%
72	44%	65.5%
73	46%	67%
74	48%	68.5%
75	50%	70%
76	52%	71.5%
77	54%	73.0%
78	56%	74.5%
79	58%	76.0%
80	60%	77.5%
81	62%	79.0%
82	64%	80.5%
83	66%	82.0%
84	68%	83.5%
85	70%	85.0%
86	72%	86.5%
87	74%	88.0%
88	76%	89.5%
89	78%	91.0%

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业绩考核成绩与业绩奖金发放对照表（备选方案一）

业绩考评分	标准业绩奖金发放率	
	高管	经理
90	80%	92.5%
91	82%	94.0%
92	84%	95.5%
93	86%	97.0%
94	88%	98.5%
95	90%	100.0%
96	92%	101.5%
97	94%	103.0%
98	96%	104.5%
99	98%	106.0%
100	100%	107.5%
101	102%	109.0%
102	104%	110.5%
103	106%	112.0%
104	108%	113.5%
105	110%	115.0%
106	112%	116.5%
107	114%	118.0%
108	116%	119.5%
109	118%	121.0%
110	120%	122.5%
111	122%	124.0%
112	124%	125.5%
113	126%	127.0%
114	128%	128.5%
115	130%	130.0%
116	132%	131.5%
117	134%	133.0%
118	136%	134.5%
119	138%	136.0%
120分以上	140%	137.5%

附表二

员工
0%
70%
71%
72%
73%
74%
75%
76%
77%
78%
79%
80%
81%
82%
83%
84%
85%
86%
87%
88%
89%
90%
91%
92%
93%
94%
95%
96%
97%
98%
99%

附表二

员工
100%
101%
102%
103%
104%
105%
106%
107%
108%
109%
110%
111%
112%
113%
114%
115%
116%
117%
118%
119%
120%
121%
122%
123%
124%
125%
126%
127%
128%
129%
130%

业绩考核成绩与业绩奖金发放对照表

业绩考评分	标准业绩奖金发放率	
	高管	经理
60以下	0%	0.0%
60~64	20%	47.5%
65~69	30%	55%
70~74	40%	62.5%
75~79	50%	70%
80~84	60%	77.5%
85~89	70%	85.0%
90~94	80%	92.5%
95~99	90%	100.0%
100~104	100%	107.5%
105~109	110%	115.0%
110~114	120%	122.5%
115~119	130%	130.0%
120以上	140%	137.5%

附表二

员工
0%
70%
75%
80%
85%
90%
95%
100%
105%
110%
115%
120%
125%
130%

业绩考核成绩与业绩奖金发放对照表（备选方案三）

业绩考评分	标准业绩奖金发放率	
	高管	经理
60分以下	0%	0.0%
60	20%	47.5%
61	22%	
62	24%	
63	26%	
64	28%	
65	30%	55%
66	32%	
67	34%	
68	36%	
69	38%	
70	40%	62.5%
71	42%	
72	44%	
73	46%	
74	48%	
75	50%	70%
76	52%	
77	54%	
78	56%	
79	58%	
80	60%	77.5%
81	62%	
82	64%	
83	66%	
84	68%	
85	70%	85.0%
86	72%	
87	74%	
88	76%	
89	78%	

业绩考核成绩与业绩奖金发放对照表（备选方案三）

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业绩考评分	标准业绩奖金发放率	
	高管	经理
90	80%	92.5%
91	82%	
92	84%	
93	86%	
94	88%	
95	90%	100.0%
96	92%	
97	94%	
98	96%	
99	98%	
100	100%	107.5%
101	102%	
102	104%	
103	106%	
104	108%	
105	110%	115.0%
106	112%	
107	114%	
108	116%	
109	118%	
110	120%	122.5%
111	122%	
112	124%	
113	126%	
114	128%	
115	130%	130.0%
116	132%	
117	134%	
118	136%	
119	138%	
120以上	140%	137.5%

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员工
0%
70%
75%
80%
85%
90%
95%

)

附表二

员工
100%
105%
110%
115%
120%
125%
130%