

IOWA STATE UNIVERSITY  
 AMES LABORATORY  
 PERFORMANCE ASSESSMENT AREAS  
 CALENDAR YEAR (CY) 1999

<b>SECTION I. SCIENCE AND TECHNOLOGY</b>		
<b>EXPECTATIONS*</b>	<b>FUNCTIONAL AREA</b>	<b>WEIGHT</b>
S/L	Science and Technology	60%
<b>SECTION II. CRITICAL OPERATIONS</b>		
<b>EXPECTATIONS</b>	<b>FUNCTIONAL AREA MEASURES</b>	<b>WEIGHT</b>
L	Year 2000 Compliance	5%
ES&H	Integrated Safety Management	10%
ES&H	Activity Review of Grandfathered Work	10%
ES&H	Total Recordable Case/Lost Workday Case Rates	5%
I	Characterization of Wilhelm Hall	5%
BO	Waste Minimization/Pollution Prevention	5%
	TOTAL:	40%
<b>**SECTION III. GENERAL OPERATIONS</b>		
<b>EXPECTATIONS</b>	<b>FUNCTIONAL AREA</b>	
L	Productivity Metrics	
L	Diversity	
I	Infrastructure	
SR	Communications and Trust	
BO	Financial	
BO	Property	
BO	Procurement	
ES&H	ES&H	

\*ER Expectations:

S - Science and Technology  
 ES&H - Environmental Safety and Health  
 SR - Stakeholder Relations

I - Infrastructure  
 BO - Business Operations  
 L - Leadership

\*\* Section III is not directly linked to the incentives available under the contract.