



Ireland

— 2016 —

Nothing marks the colorful history and personality of Ireland quite like the vibrantly-painted 'Doors of Dublin.' This now famous landmark originated as a way for 18th century residents to “set themselves apart” in the elegant, but uniformly-built, row houses of Merrion Square. By painting their front doors whatever color struck their fancy and adding ornate features, the competition was on to see who could out-do the other.

BTG's Circle of Excellence also marks those who “set themselves apart” and “out-do” others by setting their personal bar a little higher each year.

The competition's on... **Will YOU be there?**



Eligibility Criteria for COE 2016

- Must be employed by 5/1/2015 to be eligible to participate in current FY COE
- Must live the BTG Values
- Must be considered in good standing during the entire year and up until the actual trip (Being placed on a performance improvement plan at any point during the year prior to the trip will make the individual ineligible for COE)
- Participant must not have any formal written compliance violations in the measured year to the time of the COE trip.
- Must finish the year at or above 100% quota/plan attainment YTD
- Must be in territory minimum of 9 months upon return from Family/ Medical leave.
- COE criteria subject to change at management discretion

VARITHENA®

The top 2 Varithena® Territory Sales Managers, regardless of region, will qualify for COE, provided eligibility criteria are met.

<i>Objective</i>	<i>Measure</i>	<i>Weight</i>
Performance	Units Sold to Plan	100%

- A tie breaker would be the total of reordering accounts in the year
- Additional tie breaker would be the number of new accounts closed in the year

INTERVENTIONAL ONCOLOGY

The top 3 Interventional Oncology Territory Sales Managers, regardless of region, will qualify for COE, provided eligibility criteria are met.

<i>Objective</i>	<i>Measure</i>	<i>Weight</i>
Quota attainment	% to FY16 Quota	50%
Overall % of Revenue Growth	FY16 vs FY15	25%
Existing TS Account Growth (utilization)	FY16 vs FY15	25%

EKOS

The top 3 EKOS Territory Sales Managers, regardless of region, will qualify for COE, provided eligibility criteria are met.

<i>Objective</i>	<i>Measure</i>	<i>Weight</i>
Percent to Plan	YTD sales % to Quota	33.34%
Percent Growth over Prior Year	YTD sales % Growth over FY15	33.33%
\$ Growth over Prior Year	YTD sales \$ Growth over FY15	33.33%

SPECIALTY PHARMA (EFFECTIVE 10/1/15)

The top 2 Specialty Pharma Territory Sales Managers, regardless of region or sales team, will qualify for COE, provided eligibility criteria are met.

- The fiscal year will be divided into H1 & H2
- Rankings within each half year period will remain based upon goal attainment
- For the Acute Care team: Goal attainment will be based upon the goal portion of their ICP (not the MBO component)
- Final rankings will be the average of the H1 & H2 goal attainments

Example

Rep	H1 Attainment	H2 Attainment	Final Attainment	Final COE Rank
Rep A	100%	101%	100.50%	3
Rep B	106%	101%	103.50%	1
Rep C	98%	107%	102.50%	2

COE Winners: Rep B & Rep C

- All other eligibility criteria remains the same
- If any ties occur they will be broken based upon H2 goal attainment

REGIONAL SALES MANAGERS/NATIONAL SALES MANAGERS

- The top RSM/NSM, across all business units, will qualify for COE, provided eligibility criteria are met.
- RSMs/NSMs will be ranked each month according to their percent of target.
- The winning COE RSM/NSM will be determined according to their “end of year” percent of target.

Q1 Earnings		IC Target Payout		% Plan to Target	Rank
\$27,960	÷	\$25,000	=	111.84%	1
\$21,950	÷	\$20,000	=	109.75%	2
\$26,320	÷	\$25,000	=	105.28%	3

* Leaderboard rankings during month 1 & 2 of each quarter will be projected to the end of the quarter – month 3 of the quarter will be actual.

VICE PRESIDENTS OF SALES

- The VPs of Sales will co-host COE with SVP of US Commercial, provided eligibility criteria are met.