partment 2012 7		Employee Payroll #
son for Review	ormanoe	☐ Merit ☐ End of Introductory Period ☐ Peer ☐ Other
od covered by review to		Date of last appraisal
suctions: Carefully evaluate employee's work performance in relation to the est loyee's performance, indicate N/A if not applicable. The points for each perform	ential funct	tions of the job. Check the rating box under the appropriate performance description to indicate the iption checked will be totaled and averaged for an overall performance score.
Areas to be Evaluated	1.25	Unsatisfactory (1) (2) (3) (4) (5) (5)
Quality - The extent to which an employee's work is accurate, thorough and neat.		comments: He Does Guality Work
Productivity – The extent to which an employee produces a significant volume of work efficiently in a specified period of time.		Sheduth Completed or
Job Knowledge - The extent to which an employee possesses the practical/technical knowledge required on the job.	X	Comments:
Reliability - The extent to which an employee can be relied upon regarding task completion and follow-up.		comments to is exect the Techs I Relief to
Attendance - The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record.	X	Comments: SICK Le Tre FAMILY SICK
Independence - The extent to which an employee performs work with little or no supervision.		with Records To 2000 Work
Creativity - The extent to which an employee proposes ideas, finds new and better ways of doing things.		comments: Proposec Ideas For 20Ne
Initiative - The extent to which an employee seeks out new assignments and assumes additional duties when necessary.		Comments: VolunTeers For ExTAA WORL
Adherence to Policy - The extent to which an employee follows safety and conduct rules, other regulations and adheres to company policies.		Comments: Does NOT Complain About Rules Rus policies Just Follows The
Interpersonal Relationships - The extent to which an employee demonstrates the ability to cooperate, work and communicate with coworkers, supervisors, subordinates and/or outside contacts	1	Comments: COOPERATES & GETS Along
Judgment - The extent to which an employee demonstrates proper judgment and decision-making skills when necessary.		Comments: MAKIS PROPER Judgement Decision When A SITUATION CARS FOR ONE
		Comments:
al Points ÷ Number of Areas Rated = = = = = = = = = = = = = = = = = = =		erall Rating UNSATISFACTORY (1.0-1.4) UNSA



PLEASE PRINT

Employee Name Neinhuis, Keith		Title _	M	CT I		
Department		Emplo	oyee Payro	bll #		
Reason for Review . Annual Promotion Merit End of Prob			ı	Unsatisfactory Performance Other Semi - annual		
Date employee began present position/_/	_ Date of las	t appraisal _	7/8/	97 Scheduled appraisal date/_/_		
Instructions: Carefully evaluate employee's work p indicate the employee's performance. Indicate N/A i number in the corresponding points box. Points will	f not applicab	le. Assign po	oints for e	ach rating within the scale and write that		
Definitions of Performance Ratings						
 O – Outstanding – Performance is exceptional in al is recognizable as being far superior to others. 	ll areas and			Needed – Performance is deficient in certain		
V - Very Good - Results clearly exceed most position requirements. Performance is of high quality and is achieved on a consistent basis. G - Good - Competent and dependable level of performance. Meets performance standards of the job.			areas. Improvement is necessary. U – Unsatisfactory – Results are generally unacceptable and require immediate improvement. No merit increase should be granted to individuals with this rating.			
			N/A - Not Applicable or too soon to rate.			
General Factors	Rating	Scale .		Supportive Details or Comments		
 Quality – The extent to which an employee's work is accurate, thorough and neat. 	0 X V G I U	100-90 89-80 79-70 69-60 Below 60	Points	Keith Keeps exellent records and does quality work.		
 Productivity – The extent to which an employee produces a significant volume of work efficiently in a specified period of time. 	0 X V	100-90 89 ² 80 79-70 69-60 Below 60	Points	Keith completes his job assignments very efficiently.		
 Job Knowfedge – The extent to which an employee possesses the practical/technical knowledge required on the job. 	O	100-90 89-80 79-70 69-60 Below 60	Points	N/A		
 Reliability – The extent to which an employee can be relied upon regarding task completion and follow up. 	0	100-90 89-80 79-70 69-60 Below 60	Points 89	Keith is a very re- liable employee.		
 Attendance – The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record. 	O	100-90 89-80 79-70 69-60 Below 60	Points MA	Sick Time OFF 2.01 Family Sick _1.5		
Independence – The extent to which an employee performs work with little or no supervision.	0 X	100-90 89-80 79-70 69-60 Below 60	Points 91	Keith is very de- pendable while work ing alone.		

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CURRENT AS OF 9/97

loyee's performance. Indicate N/A if not applicable. The points for each performan	N/A	Unsatisfactory (1) Improvement Needed (2) (3) (4) Outstanding (5)
Quality - The extent to which an employee's work is accurate, thorough and neat.		comments: ACCURATE, Thorough & Ne.
Productivity – The extent to which an employee produces a significant volume of work efficiently in a specified period of time.		comments: EFFICENT WORKER
Job Knowledge - The extent to which an employee possesses the practical/technical knowledge required on the job.	X	Comments:
Reliability - The extent to which an employee can be relied upon regarding task completion and follow-up.		Comments: WORK COMPleTed ON TIME
Attendance - The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record.	X	comments: 2.5 SICK LEAVE 0.0 FAMILY SICK LEAVE
Independence - The extent to which an employee performs work with little or no supervision.		Comments: Needs LITTLE SuperVI
Creativity - The extent to which an employee proposes ideas, finds new and better ways of doing things.		comments: Proposes New Ideas
Initiative - The extent to which an employee seeks out new assignments and assumes additional duties when necessary.		comments: Volunteers For Exten WORK OUTIES
Adherence to Policy – The extent to which an employee follows safety and conduct rules, other regulations and adheres to company policies.		Orstrict Policles Regs &
Interpersonal Relationships – The extent to which an employee demonstrates the ability to cooperate, work and communicate with coworkers, supervisors, subordinates and/or outside contacts.		comments: NEVER A PROBLEM WITH ANY OF His Co-WORKERS
Judgment - The extent to which an employee demonstrates proper judgment and decision-making skills when necessary.		Comments: WHEN NECESSARY MAKES PROPER DECISIONS
SUPV. COMMENTS:		Comments: I AppReciATE HAVEING YOU AS A Subord INATE
tal Points ÷ Number of Areas Rated =	Ov	erall Rating UNSATISFACTORY (1.0-1.4) VERY GOOD (3.5- IMPROVEMENT NEEDED (1.5-2.4) COUTSTANDING (4.5-

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CURRENT AS OF 9/97

mployee Name Keith	Neinhuis	trib ()		Title	M.C.T.	7	22 x 3 - 15 4 2 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7
epartment Zone S	Participant of the state	1000	St. Short	Employee	Payroll #	363	
	notion Unsatisfactory Perfo				y Period . · Peer		MI - ANUA
riod covered by review 7 / 1 / 9					197 Schedule		
tructions: Carefully evaluate employee's work ployee's performance. Indicate N/A if not applie	performance in relation to the esse table. The points for each performa	ential func ince desc	tions of the job. Che ription checked will i	ock the rating box un be totaled and avera	der the appropriate per iged for an overall perfo	formance description rmance score.	to indicate the
	光线和光线的 多数			Improvemo		Very	Outstanding
Areas to be Eval	uated	N/A	Unsatisfacto (1)	ry Needed (2)	Good (3)	Good (4)	Outstanding (5)
Owelltry The extent to which on any	alaman's work is assuments		Comments:				X,
 Quality – The extent to which an em thorough and neat. 	pioyee's work is accurate,		Comments.	WOAK	COMY	pleted	WITT
		+	QU	Ality	- Sounc	REATMER	X 00/3/4
 Productivity – The extent to which a a significant volume of work efficient 			Comments:	IC NIF	CANT	VOLUM	0/
of time.	ly in a specimes perior		WO	KK.	ICANT	busy	in Zon
VAN Variable Management		1		,	7		
 Job Knowledge – The extent to which the practical/technical knowledge required. 		1 X	Comments:				
		1,1					
Reliability - The extent to which an	employee can be relied		Comments:		To Be	6	Z/L
upon regarding task completion and i				ouna	Be Re	1:00	royer
		+	1	1			
Attendance – The extent to which ar observes prescribed work break/meal		X	Comments:	510	K DAYS	Used.	- 10.0
acceptable overall attendance record.		1	FAN	ulv Si	CK DAYS	used	- 0
Ladamandana Tha antan ta mhial				11			
Independence – The extent to which with little or no supervision.	an employee performs work		Comments.	HAS 7	he A6;	lily To	WORK
		-	Inde	pende	UTTY A	vd Oo	es
7. Creativity - The extent to which an	employee proposes ideas,	1		CREAT		Comp	
finds new and better ways of doing the	nings.		7.6	- KCA	KS in	41	er neg
		+	700		-13 /20	1113	X
 Initiative – The extent to which an e assignments and assumes additional 			Comments:	VOLUNT	Teens	For	EXTRA
and the state of t			WOR	K			
9. Adherence to Policy - The extent to			Comments:				X
follows safety and conduct rules, oth to company policies.	er regulations and adheres		· · · · · · · · · · · · · · · · · · ·	ollows	Rule	s Reg	5 4
		+	Po	licies		1	
 Interpersonal Relationships – The demonstrates the ability to cooperate 			Comments:	ORKS	Well u	Vith So	in Co-
with coworkers, supervisors, subordi			Rep			he Put	
I Indomest The estantic which are						Ι,	X
 Judgment – The extent to which an proper judgment and decision-making 			Comments:	Killed	IN M.	+Keng	PRODE
		+	Judg	conen	Calls	,	
2 Supra Comm	ents		Comments:	T. I			11.1-
		1	7	MANKS	FOR	your	Help
		-		(T)	PATIONACTORY	4040 F.	W 0000
Total Points ÷ Number of A	reas Rated =	Ov	erall Rating	perco.	SATISFACTORY PROVEMENT NEEDED	f	TSTANDING (4.5-5.0)
				□GO	OD	(2.5-3.4)	
Manager's Comments:							-10-70
Employee's Comments:						32.5	
arpayors continues.	and the second		A		Faxing Time		
7	R	-		-			

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PLEASE PRINT CURREN	ENT AS OF 9/97
Employee Name Neinhuis Keith	Title M.C.T. I
Department STKN Region Zone 7	Employee Payroll # 363
Reason for Review Annual Promotion Unsatisfactory Perfor	
Period covered by review to	Date of last appraisal 1/24/00 Scheduled appraisal date 1
Instructions: Carefully evaluate employee's work performance in relation to the esse employee's performance. Indicate N/A if not applicable. The points for each performance.	sential functions of the job. Check the rating box under the appropriate performance description to indicate the ance description checked will be totaled and averaged for an overall performance score.
Areas to be Evaluated	N/A Unsatisfactory (1) Improvement Needed (2) Good (3) Very Good Outstanding (5)
 Quality - The extent to which an employee's work is accurate, thorough and neat. 	Comments: He Does QUALITY WORK IN His 20NC, Along with IT's Records
 Productivity – The extent to which an employee produces a significant volume of work efficiently in a specified period of time. 	comments: All WORK Completed on ScheduaL
 Job Knowledge – The extent to which an employee possesses the practical/technical knowledge required on the job. 	Comments:
 Reliability – The extent to which an employee can be relied upon regarding task completion and follow-up. 	Comments: He is ONC OF The Techs. I Rely ON FOR AdditioNAL Help
 Attendance – The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record. 	X Comments: SICKLEAVE USCO = 20 ha. FAMILY SICK LEAVE USCO = 16 ha.
Independence – The extent to which an employee performs work with little or no supervision.	WITH REGARDS TO ZON WORK
 Creativity – The extent to which an employee proposes ideas, finds new and better ways of doing things. 	Comments: Proposes Ideas For Zone
 Initiative – The extent to which an employee seeks out new assignments and assumes additional duties when necessary. 	Comments: Volunteens For ExTAR WORK ASIGNMENTS
 Adherence to Policy – The extent to which an employee follows safety and conduct rules, other regulations and adheres to company policies. 	Rules, Regs.
 Interpersonal Relationships - The extent to which an employee demonstrates the ability to cooperate, work and communicate with coworkers, supervisors, subordinates and/or outside contacts. 	Comments: COOPERATES & GETS Alove Will
 Judgment - The extent to which an employee demonstrates proper judgment and decision-making skills when necessary. 	When A SITUATION CALL FOR ONE
12.	Comments:
Total Points : Number of Areas Rated = Source Comments: I want To Recogn while Fellow workers were	Overall Rating UNSATISFACTORY (1.0-1.4) VERY GOOD (3.5-4.4) Overall Rating UNSATISFACTORY (1.0-1.4) VERY GOOD (3.5-4.4) OVERY GOOD (3.5-4.4) OVERY GOOD (3.5-4.4) OVERY GOOD (3.5-4.4) OVER FERTS (1.0-1.4) VERY GOOD (3.5-4.4) OVERY GOOD (3.5-4.4) OVER FERTS (1.0-1.4) VERY GOOD (3.5-4.4) OVERY GOOD (3.5-4.4) OVER FERTS (1.0-1.4) VERY GOOD (3.5-4.4) OVER FERTS (1.0-1.4) VERY GOOD (3.5-4.4)
Employee's Comments:	
Quare B & Date	22/00 Land A.M. 8,23,00 Employee's Signature Date

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EASE PRINT CURREN	OF 9.97			_	
Employee Name Nel Nhuis Keit		Title	1.c.T.	$\mathcal{I}_{}$	
Department STKN. Region 20Ne	7	Employee Payr		363	
Reason for Review Annual Promotion Unsatisfactory Perform		End of Introductory Period			41-ANCH
Individual Carefully evaluate employee's work performance in relation to the esser	unctions of the job. Che	eck the rating box under the a	appropriate performs	ance description to i	ndicate the
employee's performance. Indicate N/A if not applicable. The points for each performan	escription checked will	be totaled and averaged for a	n overall performan	very	CONTRACTOR OF THE PARTY OF THE
Areas to be Evaluated	A Unsatisfacto (1)	ny Needed (2)	Good (3)	Good (4)	Outstanding (5)
 Quality - The extent to which an employee's work is accurate, thorough and neat. 	Comments: U	VORK IS	Cor	TPLET	ed with
Productivity - The extent to which an employee produces a significant volume of work efficiently in a specified period of time.	Comments:	High Volu		F WO	
 Job Knowledge - The extent to which an employee possesses the practical/technical knowledge required on the job. 	Comments:	/			
 Reliability – The extent to which an employee can be relied upon regarding task completion and follow-up. 	Comments:	CAN C	ollow	ON 1	tis work
 Attendance - The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record. 	Comments:		Lunc V Sick	Leave	16.0 has
Independence – The extent to which an employee performs work with little or no supervision.	Comments:	Pe Forms	His envis	J. 6	with
 Creativity - The extent to which an employee proposes ideas, finds new and better ways of doing things. 	Comments:	HAS PI	10 posc	d MA	ny Ide
Initiative – The extent to which an employee seeks out new assignments and assumes additional duties when necessary.	Comments: A	lways A	gree:	S To	200
 Adherence to Policy - The extent to which an employee follows safety and conduct rules, other regulations and adheres to company policies. 	Comments:	dHenes			
 Interpersonal Relationships - The extent to which an employee demonstrates the ability to cooperate, work and communicate with coworkers, supervisors, subordinates and/or outside contacts. 	Comments:	Cooperal	ive wi	The Al	He
 Judgment - The extent to which an employee demonstrates proper judgment and decision-making skills when necessary. 	Comments: 1	Demon 5	TAATES	Paor	per Judg
12.	Comments:		3		
Total Points ÷ Number of Areas Rated =	Verall Rating	UNSATISFA		-1.4) VERY (GOOD (3.5-4.4) FANDING (4.5-5.0)
SUN COMMENTS: ASSET TO MY CREW		GOOD		-3.4)	(1.5 5.0)
			. ,		
Employee's Comments:			. /	2	
	_ ' //		1/	()	
Cleane But 1/3	101 /	11/4/	JUL/	5	18,01
Date	Employee'	s Signature		Date	

LEASE PRINT CURRENT AS OF 9/97					
Employee Name Nei Whuis Keith Title M.C.T. I					
Department STKN. Region 20Ne	7	Employee Payroll # 363			
Reason for Review		□ Merit □ End of Introductory Period □ Peer Other Semi-Mausal			
Period covered by review 7 / 1 / 010 to 12/31/03		Date of last appraisal 8 / 23 / 60 Scheduled appraisal date			
Instructions: Carefully evaluate employee's work performance in relation to the ease employee's performance, Indicate N/A if not applicable. The points for each performance and performance in the perfo	nce descripti	tion checked will be totaled and averaged for an overall performance score.			
Areas to be Evaluated	N/A U	Unsatisfactory (1) Improvement Needed Good Good Good (2) (3) (4) (5)			
 Quality – The extent to which an employee's work is accurate, thorough and neat. 	o	QUALITY IS COMPLETED WITH			
 Productivity - The extent to which an employee produces a significant volume of work efficiently in a specified period of time. 	c	produced ic: Tentments, Ensperious			
 Job Knowledge – The extent to which an employee possesses the practical/technical knowledge required on the job. 	X	Comments:			
Reliability - The extent to which an employee can be relied upon regarding task completion and follow-up.	C	without Follow up			
 Attendance – The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record. 	X	Comments: Sick Lenve 16.0 hrs Family Sick Leave 0.0 hrs			
 Independence – The extent to which an employee performs work with little or no supervision. 		Comments: Performs His Job with			
Creativity - The extent to which an employee proposes ideas, finds new and better ways of doing things.		comments: HAS proposed MANY Ide			
 Initiative – The extent to which an employee seeks out new assignments and assumes additional duties when necessary. 		Comments: Always Agrees To Do, extra work when needed			
 Adherence to Policy – The extent to which an employee follows safety and conduct rules, other regulations and adheres to company policies. 		comments: AdHenes To All policies,			
 Interpersonal Relationships - The extent to which an employee demonstrates the ability to cooperate, work and communicate with coworkers, supervisors, subordinates and/or outside contacts. 		Comments: Cooperative with All He WORKS with supervisors & Conogke			
 Judgment – The extent to which an employee demonstrates proper judgment and decision-making skills when necessary. 		Comments: Demon STAATES PROPER Judg			
12.	0	Comments:			
Total Points ÷ Number of Areas Rated = = = = = = = = = = = = = = = = = = =	_	rall Rating UNSATISFACTORY (1.0-1.4) VERY GOOD (3.5-4.4) IMPROVEMENT NEEDED (1.5-2.4) OUTSTANDING (4.5-5.0) GOOD (2.5-3.4)			
Employee's Comments:					
Chana B th	101=				
Evaluator's Signature Date	10/01	Employee's Signature Date			