

Performance Appraisal

PLEASE PRINT

CURRENT AS OF 9/97

Employee Name FRASER LARY Title M.C.T. II

Department STAN Region ZONE 10 Employee Payroll # 293

Reason for Review Annual Promotion Unsatisfactory Performance Merit End of Introductory Period Peer Other SEMI-ANNUAL

Period covered by review 1/1/00 to 6/30/00 Date of last appraisal 1/26/00 Scheduled appraisal date 1/1

Instructions: Carefully evaluate employee's work performance in relation to the essential functions of the job. Check the rating box under the appropriate performance description to indicate the employee's performance. Indicate N/A if not applicable. The points for each performance 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 (4)	Outstanding (5)
1. Quality - The extent to which an employee's work is accurate, thorough and neat.						
2. Productivity - The extent to which an employee produces a significant volume of work efficiently in a specified period of time.	X					
3. Job Knowledge - The extent to which an employee possesses the practical/technical knowledge required on the job.	X					
4. Reliability - The extent to which an employee can be relied upon regarding task completion and follow-up.						
5. Attendance - The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record.	X					
6. Independence - The extent to which an employee performs work with little or no supervision.						
7. Creativity - The extent to which an employee proposes ideas, finds new and better ways of doing things.						
8. Initiative - The extent to which an employee seeks out new assignments and assumes additional duties when necessary.	X					
9. Adherence to Policy - The extent to which an employee follows safety and conduct rules, other regulations and adheres to company policies.						
10. Interpersonal Relationships - The extent to which an employee demonstrates the ability to cooperate, work and communicate with coworkers, supervisors, subordinates and/or outside contacts.						
11. Judgment - The extent to which an employee demonstrates proper judgment and decision-making skills when necessary.						
12.						

Comments: While present ON The Job, The WORK Showed OF QUALITY

Comments: See Below

Comments: See Below

Comments: I NEVER HAVE ANY DOUBTS WITH REGARDS TO HIS WORK

Comments: SICK LEAVE USED = 16.5 hrs. FAMILY SICK LEAVE = 0

Comments: KNOWS HIS ROAD & TOWN SOURCES, ABLE TO WORK WITH LITTLE OR NO SUP

Comments: GAVE IDEAS DURING BRUSHING

Comments: See Below

Comments: FOLLOWS ALL RULES & REGS NO PROBLEMS EVER

Comments: DEMONSTRATES A COOPERATIVE ATTITUDE WITH ALL - TEAM LEADERS

Comments: ACTIONS HAVE SHOWN PROPER JUDGEMENTS MADE

Total Points 11 ÷ Number of Areas Rated 11 = Overall Rating 1.0-1.4

Suppl. Manager's Comments: EVALUATION PERIOD VERY SHORT (JAN & FEB ONLY) DUE TO INJURY ON THE JOB. VERY DIFFICULT FOR ME TO GIVE PROPER EVALUATION

Employee's Comments: _____
Evaluator's Signature Quane B. [Signature] Date 8/18/00 Employee's Signature Larry [Signature] Date 8/23/00