

# Performance Review 2014

January - December, 2014

## 2014 Annual Feedback Solicitation

|  |                     |                         |          |
|--|---------------------|-------------------------|----------|
| <b>Feedback Recipient:</b>                         | Ethan Engineer      | <b>Project Role(s):</b> | Engineer |
| <b>Feedback Provider:<br/>(Name, Project Role)</b> | Deron Discriminator |                         |          |
| <b>Date:</b>                                       | 10/31/2014          |                         |          |

The feedback provided to recipients will be one of the elements considered in the overall annual performance assessment. The other element will be the consensus assessment of the company senior leadership, and in the case where we have direct customer feedback, it will be considered as well.

### Detailed Feedback

\* The feedback categories below provide general guidelines; your specific comments and Feedback Score should factor in the Feedback recipient's role in the project you worked with him/her on.

| Feedback Category   | Feedback Score(1-5) <sup>£</sup> | Areas of Strength (+ 's)   | Areas for Improvement (Δ's) |
|---|----------------------------------|--|-----------------------------|
| <b>Discipline skills</b> <ul style="list-style-type: none"> <li>- Technology</li> <li>- Project Management</li> <li>- Information Architecture</li> <li>- Processes and specific skills for discipline (e.g. code reviews)</li> </ul> | 5                                | Can always be counted on. Strongest leader in the department.                            | None at this time           |
| <b>People Skills</b> <ul style="list-style-type: none"> <li>- Client interaction</li> <li>- Team interaction</li> <li>- Company interaction</li> </ul>  | 4.5                              | Ethan gets along well with other team members and with other team members in the company | None at this time           |
| <b>Internal Activities</b> <ul style="list-style-type: none"> <li>- Company Contribution</li> <li>- Training, Hiring etc.</li> </ul>  | 5                                | Trained many junior personnel. Took initiative for new training program.                 |                             |
| <b>Other</b> <ul style="list-style-type: none"> <li>- Any other comments about this individual that are not captured in the above categories</li> </ul>   |                                  |  |                             |

## Summary

|                               |   |
|-------------------------------|---|
| <b>Areas of Strength:</b>     | Ethan has been and continues to be one of our most senior engineers and one that can always be thought of as an expert. |
| <b>Areas for Improvement:</b> | None at this time   |