

Foster, Ryan

Intelligence P4

Manager: Hector Martinez (MH6566)

Evaluated By: Hector Martinez (MH6566)

FY17 Annual Performance Appraisal

Organization: Hector Martinez (MH6566)

Location: ATP FORT BRAGG NC (FOUNDRY)

07/01/2016 - 06/30/2017

Overall Final Rating

Manager Overall Evaluation

Calculated Rating: 5

Rating: Frequently Exceeds Expectations

Comment: He has exceptional skills in mentoring and coaching and is sought out by others. He shows mastery of skills and expertise and has ability to instruct others as a ITC, FMV and Imagery Analyst Trainer. He produces high quality work that is recognized by the customer on a daily basis.

Acknowledgement

Manager

Entered by: Hector Martinez (MH6566) **Date:** 08/31/2017

Status: Acknowledge without comment.

Comment:

Employee

Entered by: Ryan Foster (FR3653) **Date:** 08/28/2017

Status: Acknowledge without comment.

Comment:

Goals

Proactively contribute to CACI's profitable organic growth through winning new and re-compete business, meeting and exceeding customer expectations and delivering operational excellence on all our programs.

• Conduct all business with the highest level of character, integrity, and pride • Demonstrate personal accountability for all commitments (financial, customer, quality, etc.) • Improve processes and drive efficiencies • Refer, recruit and retain CACI talent • Participate in business development

Due Date: 06/30/2017 **Status:** On Track **Completion Date:**

Category: Strategic

Manager Evaluation

Rating: Consistently Exceeds Expectations

Comment: Ryan Foster conducts all business with the highest level of character, integrity, and pride. He takes personal accountability for actions and always ensures high quality work. If something can be improved, whether for the mission he will strive to improve it. He follows through with commitments and be counted on

Employee Evaluation

Rating: Consistently Exceeds Expectations

Comment: In the course of the past year (07/01/2016 - 06/30/2017) I, Ryan L. Foster, have demonstrated exceptional dedication to the mission for both CACI as a professional employee and for the customer as an experienced, highly efficient, and dedicated analyst to any and all mission tasks. Ryan

to meet deadlines. He identifies the best course of action and takes it rather than the "easy way out". He reflects all values of the company.

Foster has demonstrated extreme dedication by serving as an FMV Instructor in the training shop for a period of four months to better assist the customer in training newly arrived personnel by provided exception experience and superior teaching methods to better prepare the newly arrived personnel for greater success in mission performance for the customer. Ryan Foster also received exceptional marks for excellence and dedication during his time in the training shop as referenced by his end of duty assessment and formal written commendation for his performance by the CACI team lead. Ryan Foster also volunteered to operate as the indefinite floor trainer for all newly arrived personnel from the previously mentioned training shop.

Section Summary

Manager Evaluation

Rating: Consistently Exceeds Expectations

Employee Evaluation

Rating: Consistently Exceeds Expectations

Core Behaviors

Emerging Leader: Achieve Operational Excellence

At what level does the leader commit to quality execution as demonstrated by their ability to consistently: • Give discretionary effort to ensure quality execution • Make changes in own approach to improve results • Remain resilient in the face of setbacks

Manager Evaluation

Level: Role Model for Others

Comment: Regardless of any situation, Ryan will do everything possible to make sure that his performance goes above and beyond the standards. He holds himself and others accountable for their work. He engages in regular self-reflection to assess personal and professional needs during highly critical missions.

Employee Evaluation

Level: Role Model for Others

Comment: I, Ryan L. Foster, have displayed Operational Excellence by routinely performing above the standards that have been put in place by both CACI and the customer in support of the mission. Ryan Foster has routinely submitted products that have been far above standards and display a great deal of operational intelligence. Ryan Foster has also been used as a positive example by leadership to others for excellent quality.

Emerging Leader: Act with Integrity

At what level does the Emerging Level Leader promote the organization's ethics and values as demonstrated by their ability to consistently: • Hold self and others accountable to living the values • Earn others' trust and respect through consistent honesty and professionalism in all interactions

Manager Evaluation

Level: Role Model for Others

Comment: Ryan keeps his promises and commitments he makes to the team by staying late or

Employee Evaluation

Level: Role Model for Others

Comment: I, Ryan L. Foster, have displayed integrity within the workplace by holding myself

volunteering as a trainer. He does the right thing, even when the task is extremely stressful and or difficult. Does not yield to pressure to show bias or manipulate others. He is honest and truthful. He responds to the customers constructive feedback positively. He can always be counted on for all task. Overall Ryan is Trustworthy, and Consistent.

accountable for my own personal performance and products and by routinely assisting, regardless of the time that it takes, others with any setbacks or issues that they have had over the past year during mission performance. There have been numerous occasions where Ryan Foster has stayed late to assist with product creation and mission completion. Ryan Foster also holds others accountable by proactively volunteering to be the mission floor trainer to better shape and hold personnel accountable through superior training methods.

Emerging Leader: Collaborate Proactively

At what level does the leader share information and resources as demonstrated by their ability to consistently: • Help others solve problems • Actively seek out opportunities to collaborate • Share resources and information with others

Manager Evaluation

Level: **Role Model for Others**

Comment: Ryan promotes values of openness in information sharing. He constantly gathers constructive feedback and builds on it. He is always well prepared when asked questions and knowledge for the mission. He inspires his peers to conduct in open communication and teamwork. He is always open-minded and is always willing to entertain others' ideas.

Employee Evaluation

Level: **Role Model for Others**

Comment: I, Ryan L. Foster, have consistently shown the ability to collaborate with others to enrich mission success and enable other personnel to better themselves for the sake of success. Ryan Foster has developed and shared many tools that are able to consistently cut down on time and effort involved with mission performance and routinely shares these tools with other personnel. Ryan Foster is also willing to participate in any and all surveys, meeting, and other collaborations in order to improve moral and increase productivity.

Section Summary

Manager Evaluation

Rating: **Role Model for Others**

Employee Evaluation

Rating: **Role Model for Others**