

Employee Information Summary

Employee:	Bri Gipson	Hire Date:	02-24-2020	Position:	Ent Employee
Department:	0303-Analytics	Division:	08-Technology	Location:	Headquarters
Review Period:	02-21-2021 - 02-20-2022	Appraiser:	Schild, Ryan		

Appraisal Overview

Final Performance

Overall Annual Performance 100%

Final Performance

1 = Low Performer

2 = Developing Performer

3 = Solid Performer

4 = Leading Performer

Overall Annual Performance 100%

Please provide an indication of overall performance levels met for the year being evaluated.

Summary	Weight	Rating	Score
Appraiser	100%	2.50	2.5
Employee	--	2.50	2.5
Total			2.50

[Performance Comment Section](#)Comments

Appraiser Comments:

02-22-2022 : Bri is an excellent technical contributor but has had a few conflicts with team members and management. There was a Pip from before I joined the team regarding interacting with the team and management. In my time working with Bri he has shown interest in improving his relationships and intrapersonal skills with the team and management. Bri seems to have the right motivation and intentions, but his actions have often been interpreted as controlling or disingenuous. we are working together to build trust with the team and will document progress over the upcoming year. Focusing on humbly asking more questions and simplifying his explications should help build trust with those he interacts with. Bri is a passionate teammate who loves to help and is often misunderstood, with some coaching and handling some interactions with a bit more intentionality, I believe by next year he will have increased his performance rating.

Employee Comments:

02-14-2022 : I need to develop better skills of persuasion and communication. I still allow certain people's

actions to set me off and hurt me rather than dictating my own behavior and actions aside from how they treat me.

Final Performance Total Score

2.5

(N/A) Summary Comments

Final Score Calculation

	Totals	Weight	Score
Final	2.5	-	2.5
Performance			

Rating

2.5

Solid Performer

Completed: 03-10-2022 at 5:08 pm

By signing below, the Employee and Appraiser(s) acknowledge that this Performance Appraisal has been discussed. They each understand that this appraisal is not a contract, but an evaluation of performance and therefore does not affect the employee relationship. If the Employee disagrees with the contents of this appraisal, they may check the following box and attach an explanation of that disagreement.

Employee Comment

Agreed

Electronic Signature: Gipson, Bri(Employee)

Signature	Signed Date	Action
Gipson, Bri Employee	5:12 pm 03-10-2022	Signed
Schild, Ryan Appraiser	5:09 pm 03-10-2022	Signed
Brandon, Drew McNown Upline	5:09 pm 03-10-2022	Signed
Thorn, Scott Escott Administrative User		Not Yet Signed