



2016 Performance Appraisal Form

Employee Name: Oscar Ganteaume

Employee HRID: 10031127

Employee Title:

Department: Axios

Ratings Definitions	
Rating Name	Definition
Outstanding	Employee consistently exceeded expectations based upon defined performance objective measures. Employee is recognized by others inside and outside the work group as among the best in the company.
Exceeds Expectations	Employee frequently exceeded expectations based upon the defined performance objective measures and competencies.
Meets Expectations	Employee consistently met and may have occasionally exceeded expectations based upon the defined performance objective measures. Performance is well balanced, dependable and competent.
Inconsistently Meets Expectations	Employee sometimes met, sometimes missed expectations based upon defined performance objective measures. Employee has room to improve to be consistently functioning in their role.
Unsatisfactory	Employee did not meet expectations based upon defined performance measures or competencies.

Business Tenet/Objective

Performance Objective 1:

Ethics: Successfully complete all ethics training and consistently adhere to laws (statutes, regulations, executive orders, etc.)

Measure of Success:

Complete all ethics training and commit no ethical violations

	Employee	Manager
Rating	Exceeds Expectations	Meets Expectations
Comments	Always on top of trainings and meeting regulations as soon as possible. Security clearance requires a high ethical standard and therefore I tried the best to not violate any ethical and/or moral regulation	Oscar always acts ethically, as expected.

Business Tenet/Objective

Performance Objective 2:

Develop innovative software solutions for our customers. Be efficient, cost-effective and meet commitments. Use your subject matter expertise to drive the design and development of new applications and evolution of existing applications with additional functions and capabilities. Think "outside the box" and create solutions for difficult, unsolved customer or mission needs. Provide ongoing support of operational software.

Measure of Success:

Technical success of software deliveries.

	Employee	Manager
Rating	Exceeds Expectations	Exceeds Expectations
Comments	Have always aimed on providing a solution that can be implemented in a timely manner without compromising the quality of the final product. Have suggested implementation and changes that could be potentially beneficial for the company on future endeavors.	Oscar has done well as a developer. He provides efficient solutions and DR fixes.

Business Tenet/Objective

Performance Objective 3:

Provide support to the customer, project and prime with various tasks associated with software development. Follow Program processes. As a Subject Matter Expert provide technical support and expertise to briefings and presentations. Provide inputs for program planning. Support releases and operational deployments.

Measure of Success:

Axios program performance.		
	Employee	Manager
Rating	Exceeds Expectations	Exceeds Expectations
Comments	Have been involved on multiple installations overseas supporting customers at multiple levels. Have always been willing to go the extra mile in order to succeed with different stages of the process.	Oscar provided strong support to NEW MOON deliveries, including extended TDY support. He was an important contributor in making the EMC 10 delivery a success.\ He continues to follow the complicated program processes for development.

Business Tenet/Objective

Performance Objective 4:

Work with less experience engineers and new hires to help bring them into our organization and mentor them. Help the organization build its engineering talent. Support college and experienced candidate recruiting efforts to add staff with the necessarily skills and experience required to staff new work.

Measure of Success:

Axios's employees growth and retention.

	Employee	Manager
Rating	Meets Expectations	Meets Expectations
Comments	Have mentored junior engineers and advised them on their professional development. Worked as the lead on an IRAD intended to serve as a platform to augment company's knowledge and experience on multiple technologies beneficial to the company. Most of the persons involved in such IRAD are junior developers waiting for clearance.	Oscar provides technical leadership on NEW MOON and SEVEN HILLS. He has helped developers ramp up, and continues to oversee and support their work.

Business Tenet/Objective

Performance Objective 5:

Provide new business development leadership and support for Axios initiatives to grow our business. Support the capture of new and growth of existing development contracts in CY16 to help meet Axios revenue and income goals. Help Axios identify, capture, and manage IRAD Projects and other initiative investment funding that supports the expansion of our business base.

Measure of Success:

Axios 's growth of new and existing business.

	Employee	Manager
Rating	Meets Expectations	Meets Expectations
	Have not been presented with opportunities to be	Oscar was a lead author on the winning Seven Hills BAA

2016 Performance Appraisal - Objectives

	Employee	Manager
Comments	directly involved with Axios growth impeding somewhat the achievement of this goal. Have served as the lead developer for an IRAD whose main purpose is to increase the knowledge on different development platforms used by different costumers. This knowledge could potentially facilitate the acquisition of future contracts.	proposal. Oscar also was also lead developer for IRAD work in areas important for future growth.

Leading and Influencing

Consider the employee's skills at launching initiatives that lead to LGS being a more competitive company. How effectively do they reprioritize objectives and mobilize employees during adverse conditions, speak out when appropriate; resolve conflicts; work well with people and remain sensitive to the concerns of varying personalities, culture and background. If people manager, how well does employee develop and coach teams.

	Employee	Manager
Rating	Exceeds Expectations	Meets Expectations
Comments	Being part of a minority group makes it easier for me to be considerate to other's personalities. Have always tried to create a friendly and professional environment at the workplace.	Oscar works well with the teams, maintains good relationships with the team members and is able to provide direction when needed.

Reliability

Consider the employee's general reliability. Do they assume responsibility for their efforts, work well under pressure, productively utilize available time, and maintain productivity over a sustained period of time? Is their work completed in a timely and consistent manner? Do they proactively identify and remove roadblocks and barriers?

	Employee	Manager
Rating	Exceeds Expectations	Exceeds Expectations
Comments	I am normally the first one here in the office and is not abnormal for me to be the last one when required in order to support OCONUS costumers. Have always tried to be on time with the development either executed by me or the members of my team	I can count on Oscar to get work done. He extended his hours as needed to support the mission.

Quality of Work

Work is generally accurate and completed within established time frames.

	Employee	Manager
Rating	Exceeds Expectations	Meets Expectations
Comments	As I mentioned before always tried to implement a solution that can be executed within the established time frames without compromising the quality of the work	Oscar is efficient and meets his timelines while producing good code.

Job Knowledge/Technical Ability

Evaluate how well this individual demonstrates knowledge of techniques, skills, equipment, procedures, and materials to perform their job; as well as how they apply their knowledge to identify issues and resolve problems.

	Employee	Manager
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	Employee	Manager
Rating	Meets Expectations	Meets Expectations
Comments	I am always willing and hopeful to learn new skills in order to improve my professional portfolio. The more I learn the more I realize how little I know.	Oscar is an expert in the code he is responsible for, and for the system in general. He continues to improve his knowledge. The company also looks to Oscar's technical skill to support IRAD efforts.

Decision Making/Judgment/Solving Problems

Consider employee's skills relative to recognizing when problems are likely to occur then evaluating and recommending sound solutions. Also evaluate their business acumen as it relates to their ability to see the relationship between problems faced and business needs.

	Employee	Manager
Rating	Meets Expectations	Meets Expectations
Comments	Can identify potential issues regarding technical related issues, but I am not involved on business development. I have identified and quickly provide a solution to technical problems satisfying all the customers requirements.	Oscar does well finding solutions to technical issues. He has continued to improve on his handling of possibly contentious programatic issues.

Interpersonal Effectiveness/Communication Skills

How effectively does employee manage differences of opinion while remaining respectful of those opinions? Do they influence rather than direct; draw others into conversation; see what needs to be done and react without being told; adapt their personal style appropriately to work with different people?

	Employee	Manager
Rating	Exceeds Expectations	Exceeds Expectations
Comments	Have continuously tried to maintain a positive encouraging attitude towards other's opinion. I am always willing to listen to other's opinions and move forward to solutions based on the team member's recommendation combined with my own.	Oscar communicates well with the team.

Innovation

Consider this individual's skills relative to how well they develop new ideas and display ingenuity and initiative to introduce new concepts and processes. Also evaluate their abilities as a creative thinker who understands the value of practical application of their ideas.

	Employee	Manager
Rating	Meets Expectations	Meets Expectations
	Have tried to increase knowledge of new processes, technologies, and frameworks that would facilitate the	Oscar has done well applying his expertise on IRAD and BD / proposal efforts.

2016 Performance Appraisal - Competencies

	Employee	Manager
Comments	development process. Not actively involved on searching for such technologies which limits my capacity of innovation.	

Manager's Overall Summary

Oscar provided strong support for the year. He helped ensure a successful NEW MOON delivery, including on a TDY, and provided ongoing support to the mission. He helped write a successful proposal for SEVEN HILLS. And he provided ongoing support to Axios IRAD.

Employee's Overall Summary

Overall Rating:

☐ Outstanding
 ☒ Exceeds Expectations
 ☐ Meets Expectations
 ☐ Inconsistently Meets
 ☐ Unsatisfactory

Signatures:

Note: Signatures should be applied in the order shown below. Signing out of order will prevent successful completion of the performance review form.

Manager - Goals and Objectives Approved

Manager - Performance Review Complete

Employee - Performance Review Acknowledged