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| 1. **Employee Information** | | | | |
| **Employee’s Name:** | Michael (Misho) Penev | | **Employee ID #:** | 11731 |
| **Review Period:** | FY 2024 | | **Organization #:** | 5400 |
| 1. **Annual Evaluation Results:** Document performance including both results and behaviors. | | | | |
| *Current fiscal year major objectives agreed upon with line manager* | | *Current fiscal year accomplishments* | | |
| * Perform all requested tasks by the HFTO and OCED teams to which he is continuing support for hydrogen hubs and IRA. | | * Provided support for inflation reduction act 45V and 30C provisions | | |
|  | | * Provided ongoing support for OCED for hydrogen hub program | | |
|  | | * Performed updates for H2FAST and H2ALite | | |
|  | | * Generated reversible fuel cell process models for HFTO | | |
|  | | * Provided techno-economic analysis of bagasse gasification for the government of Brazil | | |
| *Other major accomplishments:*   * Provided support for the National Petroleum Council (NPC) hydrogen report. | | | | |
| 1. **Line Manager’s Feedback** | | | | |
| Manager feedback:   * Misho is an outstanding analyst and fantastic to work with. * He is not only extremely responsive, but also very thorough and detailed in this analysis. * Misho also brings a positive attitude in his interactions with colleagues and is an excellent teammate as he will not only happily help other analysts as needed, but also question analysis to ensure the team puts out high quality work.   Peer review feedback:   * Misho has strong financial modeling skills, a deep understanding of project financial analysis, as well as technical understanding of hydrogen projects and technologies. Misho also works well with multiple stakeholders and is well-versed in the internal processes to get projects completed and published externally. Misho is responsive and communicative and incorporates OCED requirements and needs into his work. * Misho is a stellar analyst who can take a research request with a fairly low level of specificity and turn it around into something insightful and useful. He singlehandedly carried the PEM portion of the RFC AOP project and is wholly responsible for the novel insights that this project is producing thus far. Misho has also been an invaluable resource and wealth of knowledge and expertise for the other projects that I have been working on, and he is always cordial and enthusiastic to help, even on short notice. | | | | |
| 1. **Major Performance Objectives for Next Fiscal Year:** State major objectives for next year. | | | | |
| * Publish H2A-Lite update and H2FAST updates | | | | |
| * Work on OCED lab call items (soon to be announced) | | | | |
| * Work on reversible fuel cell analysis | | | | |
| * Support HFTO analysis as needed (e.g. IRA provisions) | | | | |
| 1. **Areas for Growth, Development and Challenge:** List skills, knowledge, or attributes that need to be developed or strengthened. | | | | |
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| 1. **Overall Performance Rating:** | | | | |
| |  |  | | --- | --- | | |  | | --- | | **Successfully meets or exceed expectations** |   **Enter the overall performance rating:** |  |  |  | | --- | --- | |  | Type “Yes” in the box to the left if a corrective action plan is required. | | | | | |
| **Performance Rating Definitions:** | | | | |
| **Needs improvement** – Employee does not meet the performance and/or behavior expectations, and/or demonstrates only a minimum level of proficiency in the competencies required in their job on a consistent basis. This rating also applied to an employee who may exhibit workplace behaviors which negatively impact the ability to be effective in their role, although goals may be achieved. Additional skill development, commitment, and/or change in behaviors are necessary. This rating describes the employee who may meet only the very minimum position requirements and/or behaviors and change is necessary. The evaluation should detail the changes necessary for improvement to ensure clear expectations are defined.  **Successfully meets or exceeds expectations** – Employee is currently successful in their role and consistently meets and may frequently exceed the high NREL performance expectations commensurate with their position within the laboratory. The expected behaviors include proficiency regarding judgment, interpersonal and communication skills, and other competencies required in their job. This rating describes the employee whose overall performance is successful and above. Any minor areas where performance gaps exist were counterbalanced by overall successful performance and behavior that consistently met or exceeded expectations. The rating can also apply to employees new in their jobs who may be learning or lack experience but, overall, are successful in their role with no significant gaps in performance or behavior.  **Exceptional** – Employee consistently exceeds the majority of performance expectations and goals, and demonstrates judgment and behaviors commensurate with their position within the laboratory. The expected behaviors include a high level of proficiency regarding judgment, interpersonal and communication skills, and other competencies required in their job. | | | | |

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| **Employee and line manager review the following items together and initial upon review.** | | |
| **Initial each item** |  |
| **MP** | **I have reviewed the** [**Commitment to Safety and Environmental Stewardship**](http://thesource.nrel.gov/esh/commitment.html) **and reviewed my ESH training requirements with my line manager.** |
| **MP** | **I have reviewed my required training plan with my line manager and have submitted necessary changes to** [**institutionaltraining@nrel.gov**](mailto:institutionaltraining@nrel.gov)**.** |
| **MP** | **I have discussed** [**NREL’s Ethics Handbook**](https://highpoint.nrel.gov/sites/iop/Documents/gen/fy21/77850.pdf) **with my line manager and understand my responsibilities in these areas.** |
| **MP** | **I have discussed cybersecurity requirements, including personally identifiable information, and physical security requirements, such as visitor access and control issues, with my line manager and understand my responsibilities in these areas.** |

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| 1. **Employee Comments (Optional)** |
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| 1. **Signatures** |

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| **Employee:** | **Michael Penev** |  | **Date:** | **12/11/24** |
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| **Employee’s Line Manager:** | **Mark Chung** |  | **Date:** | **12/3/24** |

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| **Reviewing Manager:** |  |  | **Date:** | **12/16/2024** |