

Performance Goals

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04/15/2025
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Goal Title (Short)

Align technical skills

Goals and metrics (detailed)

Align with project technical skills, complete required training /certifications to stay updated with technical advancements.

Due Date 12/31/2024

Category TCN Enhance operating model

Manager

Rating Often Exceeds Expectations
Rating Description Regularly exceeds both performance and behavior expectations. Requires little to no additional direction to achieve the core goals of the role.
Comment

Employee

Rating Often Exceeds Expectations
Rating Description Regularly exceeds both performance and behavior expectations. Requires little to no additional direction to achieve the core goals of the role.
Comment
Aligned with project technical skills, completed required training to stay updated with technical advancements.

History

History

Date	Updated By	Updated In	Field History		
			Field Updated	New Value	Prior Value
02/11/2025 09:24 PM	Teresa Phin (327377)	Manage Goals: Somnath Shinde (326328)	Archived	Y	
01/28/2025 09:00 AM	Somnath Shinde (326328)	2024 Year-End Performance Review: Somnath Shinde (326328)			
05/17/2024 01:12 PM	Somnath Shinde (326328)	Manage Goals: Somnath Shinde (326328)			
05/02/2024 01:51 PM	Somnath Shinde (326328)	Manage Goals: Somnath Shinde (326328)	Goal	Align technical skills	
			Goals and metrics (detailed)	Align with project technical skills, complete required training /certifications to stay updated with technical advancements.	
			Due Date	12/31/2024	
			Goal Category	TCN Enhance operating model	

Goal Title (Short)

Comply with all technology and team requirements

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Goals and metrics (detailed)

Comply with all company and technology team requirements related to training, in-office attendance policy, time tracking in Jira, and other applicable operational policies based on role (e.g., change management, procurement, etc.)

Due Date 12/31/2024
Category TCN Enhance operating model

Manager

Rating Consistently Meets Expectations
Rating Description Consistently meets both performance and behavior expectations and sometimes exceeds expectations. Achieves most core goals for the role.
Comment

Employee

Rating Often Exceeds Expectations
Rating Description Regularly exceeds both performance and behavior expectations. Requires little to no additional direction to achieve the core goals of the role.
Comment Completed all company and technology team requirements related to training, in-office attendance policy, time tracking in Jira, and other applicable operational policies based on role (e.g., change management, procurement, etc.)

History

History

Date	Updated By	Updated In	Field History		
			Field Updated	New Value	Prior Value
02/11/2025 09:24 PM	Teresa Phin (327377)	Manage Goals: Somnath Shinde (326328)	Archived	Y	
01/28/2025 09:00 AM	Raul Valdez Jurado (326734)	2024 Year-End Performance Review: Somnath Shinde (326328)	Goal Category	TCN Enhance operating model	ERCC Advance Risk and Compliance culture
05/17/2024 01:12 PM	Somnath Shinde (326328)	Manage Goals: Somnath Shinde (326328)			
05/02/2024 01:51 PM	Somnath Shinde (326328)	Manage Goals: Somnath Shinde (326328)	Goal	Comply with all technology and team requirements	
			Goals and metrics (detailed)	Comply with all company and technology team requirements related to training, in-office attendance policy, time tracking in Jira, and other applicable operational policies based on role (e.g., change management, procurement, etc.)	
			Due Date	12/31/2024	
			Goal Category	ERCC Advance Risk and Compliance culture	

Goal Title (Short)

Document and share knowledge from project learnings.

Goals and metrics (detailed)

Document and share knowledge from project learnings.
Communicate effectively and openly in forums and with other stakeholders.

Due Date 12/31/2024
Category TCN Enhance operating model

Manager

Rating Consistently Meets Expectations
Rating Description Consistently meets both performance and behavior expectations and sometimes exceeds expectations.
Achieves most core goals for the role.
Comment

Employee

Rating Often Exceeds Expectations
Rating Description Regularly exceeds both performance and behavior expectations. Requires little to no additional
direction to achieve the core goals of the role.
Comment Documented and shared the knowledge from project learnings.
Communicate effectively and openly in forums and with other stakeholders.

History

History

Date	Updated By	Updated In	Field History		
			Field Updated	New Value	Prior Value
02/11/2025 09:24 PM	Teresa Phin (327377)	Manage Goals: Somnath Shinde (326328)	Archived	Y	
01/28/2025 09:00 AM	Somnath Shinde (326328)	2024 Year-End Performance Review: Somnath Shinde (326328)			
05/17/2024 01:13 PM	Somnath Shinde (326328)	Manage Goals: Somnath Shinde (326328)			
05/02/2024 01:51 PM	Somnath Shinde (326328)	Manage Goals: Somnath Shinde (326328)	Goal	Document and share knowledge from project learnings.	
			Goals and metrics (detailed)	Document and share knowledge from project learnings. Communicate effectively and openly in forums and with other stakeholders.	
			Due Date	12/31/2024	
			Goal Category	TCN Enhance operating model	

Goal Title (Short)

On-time delivery of product with high quality.

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Goals and metrics (detailed)

On-time of product with high quality. Reduce the number of defects.

Due Date 12/31/2024
Category TCN High-quality products on time/budget

Manager

Rating Often Exceeds Expectations
Rating Description Regularly exceeds both performance and behavior expectations. Requires little to no additional direction to achieve the core goals of the role.
Comment

Employee

Rating Often Exceeds Expectations
Rating Description Regularly exceeds both performance and behavior expectations. Requires little to no additional direction to achieve the core goals of the role.
Comment
Delivered product with high quality. Reduce the number of defects.

History

History

Date	Updated By	Updated In	Field History		
			Field Updated	New Value	Prior Value
02/11/2025 09:24 PM	Teresa Phin (327377)	Manage Goals: Somnath Shinde (326328)	Archived	Y	
01/28/2025 09:00 AM	Somnath Shinde (326328)	2024 Year-End Performance Review: Somnath Shinde (326328)	Goals and metrics (detailed)	On-time of product with high quality. Reduce the number of defects.	On-time delivery of product with high quality. Reduce the number of defects.
05/17/2024 01:14 PM	Somnath Shinde (326328)	Manage Goals: Somnath Shinde (326328)			
05/02/2024 01:51 PM	Somnath Shinde (326328)	Manage Goals: Somnath Shinde (326328)	Goal	On-time delivery of product with high quality.	
			Goals and metrics (detailed)	On-time delivery of product with high quality. Reduce the number of defects.	
			Due Date	12/31/2024	
			Goal Category	TCN High-quality products on time/budget	