|  |  |  |
| --- | --- | --- |
| **Name**  Aram Guillen | **Position**  Coordinador IT | **Location/Country**  Delicias (DEL) |
| **Name of Manager**  Click or tap here to enter text. | **Date of Previous Annual Review**  Click or tap to enter a date. | **Date of mid-year Review**  Click or tap to enter a date. |

The mid year review aims at reviewing the progress against objectives and development plan, checking consistency of goals and making the adjustments if necessary, as well as evaluating the overall performance after the first 6 months.

**Evaluation of objectives and adjustments**

|  |  |
| --- | --- |
| **Objectives that are already achieved** | **Objectives that are not achieved so far** |
| Cumplir con el Budget de presupuesto IT  Desarrollo de programa Master GM  Generar una idea de mejora el mes  Desarrollar un programa de manejo de material para extrusión | Click or tap here to enter text. |
| **Objectives that are no longer consistent** | **Additional objectives** |
| Click or tap here to enter text. | Click or tap here to enter text. |

**Review of the development action plan**

|  |  |  |
| --- | --- | --- |
| **Actions that have already been implemented**  Specify if the expected results were achieved in the “Results Y/N (Yes/No)”-Column | | **Actions that have not been yet implemented**  For what reasons? |
| Click or tap here to enter text. | **Results Y/N** | Click or tap here to enter text. |
| Click or tap here to enter text. |
| **Adjustments needed / Comments**  Click or tap here to enter text. | | |

**Overall Performance Rating – Mid-year evaluation**

|  |  |  |  |
| --- | --- | --- | --- |
| Performance is consistently beyond expectations | Above expectations | **BLUE** |  |
| Performance consistently fulfils expectations. Can at times exceed them | Solid performance | **GREEN** |  |
| Performance does not consistently meet expectations | Improvement needed | **YELLOW** |  |
| Performance is consistently below expectations | Unsatisfactory | **RED** |  |
| Too early to assess | New appointment | **WHITE** |  |

**Please comment your rating**

|  |
| --- |
| Click or tap here to enter text. |

**Add any further comment or adjustment related to the Mid-year review**

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| Aparte de los programas mencionados , se creó programa de conteos cíclicos para material prima y producto terminado. Está por terminarse programa para transferencias FIFO de bodega de materiales y Kanban |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aram Guillen |  |  |  | Click or tap to enter a date. |  | Click or tap here to enter text. |  | |  | |  | | Click or tap to enter a date. | |
| Employee name |  | Signature |  | Date |  | Manager’s name |  | | Signature | |  | | Date | |
|  |  |  |  |  |  |  |  | |  | |  | |  | |
| Click or tap here to enter text. |  |  |  | Click or tap to enter a date. |  | Click or tap here to enter text. |  | |  | |  | | Click or tap to enter a date. | |
| Next level’s name |  | Signature |  | Date |  | Functional Manager’s name (if applicable) | | Signature | |  | | Date | |

*After being signed, a copy of this document must be handed out to the employee and to the HR department.*