



American States
Water Company
and its subsidiaries

Please check all applicable
boxes of this form.

GSWC	<input type="checkbox"/>	ASUS	<input type="checkbox"/>
FBWS	<input type="checkbox"/>	BVES	<input checked="" type="checkbox"/>
ONUS	<input type="checkbox"/>	ODUS	<input type="checkbox"/>
TUS	<input type="checkbox"/>	PSUS	<input type="checkbox"/>

EMPLOYEE PERFORMANCE APPRAISAL FORM

Employee Name & Job Title: Boris Korohey, Energy Analyst

Supervisor Name & Job Title: Sean Matlock, Energy Resource Manager

Evaluation Period: 2022

PURPOSE OF CURRENT APPRAISAL

☒ Annual Appraisal

☐ Provisional Periodic

☐ Special

EMPLOYEE PERFORMANCE APPRAISAL FORM INSTRUCTIONS

The performance appraisal process should include the following steps:

- ☐ Obtain and review self-appraisal from employee (optional)
- ☒ Complete Employee Performance Appraisal form for employee*
- ☒ Schedule meeting to discuss the appraisal
- ☒ Conduct performance appraisal meeting
- ☒ Provide a copy of the signed Employee Performance Appraisal to employee
- ☒ Send the original signed Employee Performance Appraisal to the Human Capital Management Department (HCM) for the employee's personnel file
- ☒ Schedule follow-up meeting(s) to discuss performance with employee throughout the year

* Complete each applicable section of the form below.

APPRAISAL RATINGS AND CRITERIA

☒ **Achieved Performance Standards:** Work met job description and general performance expectations.

☐ **Did Not Meet Performance Standards:** Performance standards were not fully achieved and employee needs to improve performance. Supervisors must provide goals and objectives for improvement and development.

APPRAISAL OF EMPLOYEE'S CORE JOB FUNCTIONS (per JOB DESCRIPTION):	
Identify Examples of Employee's Exemplary Strengths and/or Accomplishments (i.e., any beyond expected standards):	
Identify Examples Employee's Primary Areas for Improvement and/or Development (i.e., any below expected standards):	
Supervisor Comments (optional):	
<p>Boris continues to make key contributions to the department and engages his responsibilities professionally. He continues to learn about the BVES distribution system, stays current with California energy market topics and offers to help in many ways.</p> <p><u>Goals for 2023:</u></p> <ol style="list-style-type: none"> 1. Support and make key contributions to the 2023 GRC, including data requests. 2. Utilize both the short and long-term Itron Metrix ND and SAE models for Power Purchase, solar energy, REC analysis and IRP scenarios. 3. Process related invoices and file timely regulatory reports throughout the calendar year. 4. Cross-train and develop the Supply Specialist on various analyst duties. 5. Attend at least two additional classes or on-line courses on the subjects related to rate making and General Rate Cases, energy markets, Congestion Revenue Rights or settlement training. 	
Employee Comments (optional):	
	
Employee Signature: <i>Boris Koropecy</i>	Date: 02 / 07 / 2023
I have read and discussed this evaluation with my supervisor and I understand its contents. My signature means that I have been advised of my performance status and does not necessarily imply that I agree with either the appraisal or the contents.	
Direct Supervisor:	Date:
Supervisor's Manager/Director: Sean Matlock	Date: 02 / 07 / 2023
Vice President (If necessary):	Date:
Senior Vice President (If necessary):	Date:
President and CEO (If necessary): Paul Marconi	Date: 02 / 07 / 2023