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| Goal | Align Warehouse Shelf Life and Total Life Values for Ecolab Portfolio North America |
| Description | Work with the major divisions to align the values of Warehouse Shelf Life (WHSL) and Total Shelf Life (TSL) across all SKUs using the same underlying formulation. Misaligned shelf life data can result in at best the premature scrapping of materials and at worst shipping expired products to our customers. Approximately 17% of the Ecolab portfolio in North America is currently misaligned |
| Comment |  |
| Goal | Continue Personal and Professional Development |
| Description | - improve technical skills in SQL and Python  - understand and utilize the Microsoft Business Environment (Power Stack) |
| Comment |  |
| Goal | Pre-Treatment Services Product Standardization |
| Description | - Assume the role of Project Manager for the standardization efforts.  - Push to close out one product line by EOY 2019  - Determine next steps in improving lead time and/or cost of production at Plant 90 |
| Comment |  |
| Goal | Train and provide ongoing guidance to my back fill |
| Description | As part of the LDP, we are required to train and provide support through the on boarding process to ensure a seamless transition. By the time I transition, my back fill should be able to perform all the required tasks and have a sufficient network to reach out to when more information or help is required. |
| Comment |  |

Question

**Business Results** *(Include corresponding metrics as appropriate):*

* How did the individual's business results compare to goals and expectations?
* How did these results impact the overall division or function performance?

**Talent and Team Development Results** *(Include corresponding metrics as appropriate):*

* How did the individual increase his/her own capability and performance?
* How did the individual leverage their strengths to contribute to improving collaboration, engagement and overall team performance?
* How did the individual demonstrate the leadership behaviors in the Ecolab Leadership Model? (use the [Leveled Behavior Examples](https://inside.ecolab.com/human-resources/resources/ecolab-leadership-model) as a reference)