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| HORIZ1 | | Performance Goals and Measures*(Confidential)* | | | | | | | | |
| **Employee** | | **Role** | | | **Business/Location** | **Period *(year)*** | | | ***Manager’s Name*** | |
| Melissa Bloch | | Research Forester | | | Hot Springs, AR | 2025 | | | Julio Rojas | |
| GOAL: SAFETY **(required for all employees)-Becoming a truly safe place to work through accountability and consistency and by focusing on our highest risks** | | | | | | | | | | **Rating:** Choose an item. |
| **Focus Area** | **Objective** | | | **Actions** | | | **Time** | **Metrici** | | |
| **Employee** | Maintain an injury free workplace. | | | * Apply critical actions as needed from incidents across business. | | | Q1-4 | * Complete critical actions from reviewed SIF injuries and injuries with SIF potential. | | |
| * Identify the highest risk and create action plans to mitigate or eliminate them. | | | Q1-4 | * Highest risk identified: Driving; Slips, Trips, and Falls; Ergonomics. Personalized safety pledge includes mitigations: -Avoid distractions, plan routes, conduct vehicle inspections, take breaks. -Use walking aids, maintain 3 points of contact, move cautiously. – Take regular breaks, maintain good posture, incorporate stretching. | | |
| Comments: | | | | | | | | | | |
| Contractor | Maintain an injury free workplace | | | * Conduct PSO with contractors | | | Q1-4 | * Lead PSO with Keith Brandon (Driftwood Forestry), with documented areas of improvement. | | |
| * Contractor Safety plans reviewed | | | Q2 | * Keith Brandon (Driftwood Forestry) safety plan reviewed. Areas of improvement identified 9-Box assessment. | | |
| Comments: | | | | | | | | | | |
| GOAL: OPERATIONAL EXCELLENCE **(required for all employees)Delivering quality products that our customers want and are willing to pay for, and doing it at the lowest possible cost.** | | | | | | | | | | **Rating: Choose an item.** |
| **Focus Area** | **Objective** | | | **Actions** | | | **Time** | **Metric** | | |
| **Financial Performance** | Meet or exceed budget targets. | | | * Track all research and technical support expenses, ensuring alignment with approved budgets.  |  |  |  | | --- | --- | --- | | **Project** | **Contractors** | **Supplies** | | **SALT** | $44,748 | $5,000 | | **Tech Support** | $5,506 |  | | **GGE** | $9,900 |  | | | | Q1-Q4 | * 100% of projects tracked, within budget, and aligned with business expectations. | | |
| **Operation Excellence** | South-wide implementation of the Precision Silviculture tool | | | * Lead the execution of the Precision Silviculture Tool across all STL regions, managing tool processing, input collection, workflow tracking, and final output delivery. * Integrate operational feedback to refine recommendations, ensuring region-specific treatment shapefiles are accurate, timely, and optimized for business needs. | | | Q1-3 | * 100% of treatment shapefiles delivered ≥1 month before spray deadlines, with refinements improving treatment efficiency based on operational feedback. | | |
|  | Develop a Precision Fertilization Tool | | | * Submit Work Plan Lite to secure an IO and enter project into PMT. | | | Q1-Q2 | * Work Plan Lite submitted and IO secured. Project tasks entered PMT. | | |
|  |  | | | * Adapt the Precision Silviculture Competition Control Tool for fertilization needs. | | | Q3 | * Initial tool and threshold adjustments completed and documented. | | |
|  |  | | | * Begin tool development and testing to assess accuracy in predicting fertilization needs. | | | Q3-Q4 | * Prototype tool developed; initial testing underway with preliminary accuracy assessment. | | |
|  |  | | | * Prepare for 2026 pilot by coordinating with operational teams for implantation planning and validation. | | | Q4 | * Implementation strategy finalized, with clear steps for 2026 pilot execution. | | |
|  | Improve communication of scientific knowledge. | | | * Develop and deliver quarterly dashboards for the Precision Silviculture project. | | | Q1-Q4 | * Dashboards delivered quarterly to STL leadership. | | |
|  |  | | | * Write and submit a technical report summarizing key project outcomes | | | Q4 | * Report completed and submitted | | |
| Comments: | | | | | | | | | | |
| System Excellence | Improve capabilities through systems solutions | | | * Develop and implement a standardized, scalable data workflow for Precision Silviculture execution, ensuring process efficiency, repeatability, and streamlined regional adoption. * Reduce manual workload, increase processing speeds, and improve accuracy of delivered outputs. | | | Q1-Q4 | * Fully implemented and utilized workflow tracking system that improves efficiency and reduces process time by 20%. * At least one automation enhancement completed, reducing manual adjustments in tool execution. | | |
|  | Develop models and tools to advance decision making capabilities   * Silviculture prescription tool. | | | * Finalized all enhancements identified for the future development of the Silviculture prescription tool. | | | Q2 | * Identify ≥1 enhancement for the future development of the Silviculture prescription tool. | | |
|  | * Pre-Site Prep Natural Pine Prediction Tool | | | * Develop, validate, and implement a predictive ML model to estimate natural pine regeneration potential and optimize pre-site prep decisions, reducing unnecessary PCT treatments and improving stand establishment efficiency. | | | Q1-Q4 | * Model validated in ≥1 region, with predictive accuracy assessed against operational data. | | |
|  |  | | | * Work with the business to define mitigation strategies for high-risk stands identified in the tool. | | | Q1-Q4 | * Mitigation strategy reviewed and documented. | | |
| Comments: | | | | | | | | | | |
| Sustainability | Maintain or enhance health of our forest asset   * BSNB Detection Tool | | | * Enhance the BSNB Detection Tool by expanding field validation efforts, collecting additional training data, and refining model accuracy. | | | Q1-Q4 | * Coordinate at least one field validation campaign, with new training data incorporated into the model. | | |
|  |  | | | * Use BSNB tool to analyze correlation between severity and growth impacts, integrating LIDAR-based growth data. | | | Q3 | * Growth impact analysis completed, determining statistical correlation (R2 value) between BSNB severity and recent growth trends. | | |
| Comment |  | | | | | | | | | |
|  | | | | | | | | | | |
| Tech Support | Top of the line technical support to TL | | | * Silviculture workshop for STL | | |  | * Present at a STL silviculture workshop. | | |
| GOAL: PEOPLE DEVELOPMENT **(required for all People Leaders, optional for others)Using a disciplined approach to intentionally develop great leaders and create a highly engaged, diverse workforce** | | | | | | | | | | **Rating: Choose an item.** |
| **Focus Area** | **Objective** | | | **Actions** | | | **Time** | **Metric** | | |
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| GOAL: PERSONAL DEVELOPMENT **(all employees are required to complete an Individual Development Plan)**  **Complete your** [**Individual Development Plan**](https://weyerhaeuser.sharepoint.com/:w:/r/sites/PeopleDevelopment/Shared%20Documents/Weyerhaeuser%20Individual%20Development%20Plan.docx?d=wd6086c6a45a247389bc9cd4a6f1fe9f6&csf=1&e=lnGF8z) **and set up a meeting with your manager to discuss.** | | | | | | | | | | **Rating: Choose an item.** |
| **Mid Year** | | | **Year End** | **Action Items** | | | | | | |
| Mid-Year IDP Discussion Complete? | | | Year-End IDP Discussion Complete? | Year-End IDP Action Items Complete?  All  Partial  None | | | | | | |
| **MID-YEAR PERFORMANCE REVIEW RESULTS** | | | | | | | | | | |
| This is where you describe your year-to-date performance. Highlight the results you’ve achieved against the goals above and explain any gaps. Identify any actions you intend to take to close gaps by year-end. | | | | | | | | | | |
| **YEAR-END PERFORMANCE REVIEW RESULTS** | | | | | | | | | | |
| This is where you describe your year-end performance. Highlight the results you’ve achieved against the goals above and explain any gaps. | | | | | | | | | | |