

To: Doron Davidson
From: Geva Bidner
Date: 4-DEC-2023

Subject: **Performance Improvement Plan (PIP) for Doron Davidson**

Following our Annual Performance Review on 11/17/2022, and our mid year review held on 8/30/2023 you received feedback from me that you are not meeting the expectations from your role, we agreed to define for you an improvement plan aimed to help you overcome challenges in your work and provide you the opportunity to succeed in your role.

During the meeting today, 4.12.2023 we reviewed your Improvement areas, challenges and tools for success. I also informed you that I am committed to this process and willing to assist and give the support and tools you need in order to succeed and to improve your performance.

The schedule set for the improvement plan starts today and will end on 31.1.2024. During this time, your performance will be evaluated with every code review as mentioned below every two weeks and during our 1:1s every week, to verify if the defined objectives were achieved and there is sufficient progress and improvement. Your performance will be evaluated throughout this period, and no later than 31.1.2024.

On your part, you agreed to demonstrate a commitment to the improvement plan and continue to meet on a satisfactory basis all other aspects of your job.

Best success,
Geva Bidner
Sr. Manager, Data Science

	Performance Objectives	Improvement requirement	Success Criteria	Support needed
Teamwork, cooperation, ownership	Improve interpersonal relations and collaboration with team members	<ul style="list-style-type: none"> You are requested to improve your teamwork and your interactions with your teammates and manager (share openly, avoid conflict and accept feedback). You are requested to come to the office every Tuesday, until 10:00 (where other associates are required 3 times a week) in order to improve interpersonal relations and teamwork. You are expected to get more involved in team meetings and discussions 	<ul style="list-style-type: none"> Physically arrive at the office at least once a week. During this day at the office, you are expected to have meetings in the calendar with team members and join team meeting. You will be open to receive feedback from your manager – this means not raising your voice or acting in an aggressive manner. You will accept feedback from your peers, on joint tasks, and implement changes as needed. 	No
Ability to connect to VPN	You are required to hook up to the VPN when working remotely.	Currently, because you have not been to the office, you are unable to hook on to the VPN like all associates. When you are at the office once a week, you are required to hook up to the VPN via wireless to make sure you have appropriate access.	<ul style="list-style-type: none"> Ability to hook up to the VPN and as a result be able to upload code to GitHub and sync with emails and corporate systems. This is required to enable seamless on-going work as part of the team. Working only with supported programs, tools and the corporate laptop. 	No
Move code to Python	Currently you insist on writing the code in Visual	Move code solution to Python, according to Walmart standards (Python	<ul style="list-style-type: none"> Code will be re-written in pure Python – without 	Yes

	<p>Basic, a language that is not commonly used by Walmart and is not aligned with expected standards.</p>	<p>3.10, using VSCode). This includes:</p> <ul style="list-style-type: none"> • Commits and PRs based on changes in code or logic. • Working with PEP 8 standard. • Working on branches with meaningful names. • README file with installation, and instructions how to run it and options. • Organized structure of project. Putting files in their relevant folder in the project • Each file – no more than 500 lines of code • Working with classes • Using meaningful names • Creating testing and validation • Working with pip in order to enable productive and efficient code review. 	<p>using addon, wrappers, no active X, no iron python.</p> <ul style="list-style-type: none"> • Code will be written in structures that separate parts of code based on their purpose. • Code will have “main” file which will have functions that describe the progress of work. • Meaningful README file • Code reviews will be held every two weeks via GitHub, in order to monitor progress and quality of written code. • Total work of moving code to Python should take no longer than 1.5 months 	
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