

PHARMACORP ANNUAL PERFORMANCE REVIEW 2024

EMPLOYEE INFORMATION

Name: Michael Rodriguez
Employee ID: #002
Position: Research Scientist
Department: Research & Development
Review Period: January 1, 2024 - December 31, 2024
Manager: Dr. Jennifer Walsh, R&D Director
Review Date: January 15, 2025

PERFORMANCE SUMMARY

Overall Rating: 4/5 (Exceeds Expectations)

Michael continues to be a valuable contributor to our immunology research team. His extensive experience and collaborative approach have driven significant progress in our Phase II clinical trials.

KEY ACCOMPLISHMENTS 2024

Research Excellence

Lead Researcher - Autoimmune disorder drug candidate (Project Atlas)
Publications - Co-authored 2 peer-reviewed papers in major journals
Patent Filing - Submitted 1 provisional patent application
Regulatory Compliance - 100% adherence to GLP standards

Collaboration & Leadership

Mentorship - Successfully guided 3 junior scientists
Cross-functional Projects - Collaborated with Clinical Affairs on trial design
Knowledge Sharing - Conducted 4 internal training sessions

PERFORMANCE METRICS

Metric	Target	Achieved	Rating
Research Milestones	8	10	5
Publication Goals	1	2	5
Budget Management	100%	98%	4
Team Collaboration	Good	Excellent	5

AREAS FOR DEVELOPMENT

Growth Opportunities

- **Leadership Skills:** Consider management training for future team lead role
- **Technical Skills:** Advanced data analysis and AI/ML applications in research
- **Industry Engagement:** Increase presence at international conferences

Action Plan

1. **Q1 2025:** Enroll in Leadership Development Program
 2. **Q2 2025:** Complete advanced statistics course
 3. **Q3 2025:** Present research at European Drug Discovery Conference
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CAREER DEVELOPMENT DISCUSSION

Employee Goals: Michael expressed interest in transitioning to a senior scientist role with team management responsibilities.

Manager Recommendation: Strongly recommend for promotion consideration in 2025. Michael's technical expertise and collaborative approach make him an ideal candidate for leadership development.

Training Investments: Approved for \$5,000 professional development budget.

COMPENSATION REVIEW

Current Salary: \$5,130/month

Recommended Increase: 8% merit increase effective April 1, 2025

Bonus Eligibility: Eligible for research milestone bonus (est. \$3,000)

Stock Options: Recommend advancement to Level 2 stock option plan

SIGNATURES

Employee: _____ **Date:** _____
Michael Rodriguez

Manager: _____ **Date:** _____
Dr. Jennifer Walsh, R&D Director

HR Review: _____ **Date:** _____
Patricia Kim, HR Business Partner