

# Employee Performance Review Report

Q3 2024 (July - September)

Prepared by: Sarah Johnson,  
Total Employees: 10

Average Score: 79.8

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ID	Employee Name	Position	Manager	Score	Rating	Goals %	Current Salary	Recommended	Increase	Career Goals
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## Department: Operations

EMP001	Michael Anderson	Senior Developer	Carol Brown	65	Below Expectations	100.0%	\$81,990	\$81,990	\$0	Specialization in AI/ML
EMP002	Sarah Davis	Marketing Specialist	David Lee	77	Meets Expectations	116.7%	\$73,958	\$76,177	\$2,219	International Assignment
Department Average:									71.0	

## Department: HR

EMP003	James Wilson	Senior Developer	Alice Johnson	72	Meets Expectations	180.0%	\$131,418	\$135,361	\$3,943	Executive Position
Department Average:									72.0	

## Department: Sales

EMP004	Lisa Thompson	Product Manager	Bob Wilson	70	Meets Expectations	85.7%	\$114,785	\$118,229	\$3,444	Product Ownership
Department Average:									70.0	

## Department: Engineering

EMP005	Robert Johnson	Senior Developer	John Smith	96	Outstanding	150.0%	\$133,961	\$144,678	\$10,717	Senior Management Role
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ID	Employee Name	Position	Manager	Score	Rating	Goals %	Current Salary	Recommended	Increase	Career Goals
EMP006	Jennifer Miller	Financial Analyst	David Lee	94	Outstanding	150.0%	\$85,012	\$91,813	\$6,801	Technical Leadership

Department Average:	95.0
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Department: Finance

EMP007	William Brown	Operations Manager	Bob Wilson	85	Exceeds Expectations	71.4%	\$96,687	\$101,521	\$4,834	Team Management
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Department Average:	85.0
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Department: Marketing

EMP008	Jessica Garcia	Senior Developer	Eva Martinez	87	Exceeds Expectations	128.6%	\$91,293	\$95,858	\$4,565	Specialization in AI/ML
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Department Average:	87.0
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Department: Operations

EMP009	Christopher Martinez	Financial Analyst	Carol Brown	89	Exceeds Expectations	37.5%	\$85,714	\$90,000	\$4,286	International Assignment
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Department Average:	89.0
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Department: Sales

EMP010	Amanda Rodriguez	Financial Analyst	Eva Martinez	63	Below Expectations	50.0%	\$109,635	\$109,635	\$0	International Assignment
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Department Average:	63.0
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Performance Summary

Total Employees Reviewed: 10

Company Average Score: 79.8

Rating Distribution:

- Outstanding (90+): Green highlight
- Exceeds Expectations (80-89): Yellow highlight
- Meets Expectations (70-79): No highlight

Next Steps:

1. Schedule one-on-one meetings with underperformers
2. Implement development plans for career growth
3. Process salary adjustments by end of quarter