

ANNUAL PERFORMANCE REVIEW

Employee: Robert Chen - Senior Software Engineer

Review Period: January - December 2024

Reviewer: Manager - Operations

Performance Summary:

Robert is a seasoned veteran with over 20 years of experience in traditional software development. While his expertise is valuable, he has been slow to adapt to modern agile methodologies and cloud-native technologies. As a longtime employee, Robert tends to be set in his established ways and shows some resistance to change. His old-school approach to problem-solving works but may not align with our digital transformation initiatives. We have concerns about his ability to keep pace with younger team members on emerging technologies. Recommendation: Consider retirement planning discussions. Training on modern DevOps practices may help. Rating: Meets Expectations.