



INTERNSHIP PERFORMANCE REVIEW

Date 9/10/15	Manager Name Dana Maas	
Intern Name Josh Sonola	Major Chemical Engineering	
BU / Department Process Performance	Internship Start Date 6/15/15	Internship End Date 9/11/15

Performance Ratings (select one from the dropdown menu for each competency):

Exceeds Expectations; Meets Expectations; Partially Meets Expectations; Unsatisfactory Performance

Professionalism (attitude toward work, punctuality, and maturity)

Attitude toward experience: Enthusiasm and interest are apparent and consistent.

Rating: - Meets Expectations

Comments:

Josh is very motivated to do well and to learn, he is cooperative and has a strong work ethic.

Accountability: Intern is punctual in attending work, meetings and appointments. Is reliable and follows through in an appropriate and dependable manner.

Rating: - Meets Expectations

Comments:

Josh is on time for work and meetings. Josh is dependable and follows through on projects keeping us up to date and asks questions appropriately when needing some guidance.

Willingness To Take Initiative

Initiative: Intern consistently demonstrates a proactive nature. Takes appropriate action without constant direction; motivates self and knows when to seek prior approval.

Rating: - Exceeds Expectations

Comments:

Josh works well independently with minimal direction. He asks questions well and when appropriate and is always considerate of others time and schedules.

Initiative: Seeks new responsibilities, tasks or skills; does not hesitate to ask questions.

Rating: - Exceeds Expectations

Comments:

Josh keeps us informed on the status of each of the projects he is working on and is definitely not hesitant to ask questions.

Communication Style

Communication: Intern expresses verbal and written ideas effectively. Interacts well with others and resolves conflicts.

Rating: - Meets Expectations

Comments:

Josh communicates well both in writing and verbally. He still has room for improvement in his written skills, basically becoming even more formal in style. This will come with time and more experience.

Willingness To Learn

Professional interest: Seeks information from professionals; participates in career development activities.

Rating: - Exceeds Expectations

Comments:

As much as were offered, Josh participated in intern activities. Josh also pulled good information and articles off of the internet to supplement and learn about the particular project he was working on. For example, as he worked on the ESP graphs in EtaPro he pulled up articles on ESP and the relationships between chemical addition, rapping and power.

Ability To Learn

Academic knowledge: Intern has sufficient academic knowledge to contribute to the organization. Understands concepts and applies knowledge on the job.

Rating: - Exceeds Expectations

Comments:

Josh's computer skills, programming knowledge and skills and chemical engineering background have all been invaluable to help solve problems for our processes at Columbia Energy Center.

Attention To Detail

Quality of work: Intern completes tasks accurately and thoroughly. Work reflects neatness, attention to detail and compliance with company standards.

Rating: - Exceeds Expectations

Comments:

Josh has been very good at pulling data out of EtaPro, using what we extract from EDS and developing useful relationships to better understand our processes to make improvements. He also learned statistica and used it to develop useful relationships between the CaBr₂, carbon, load, SO₂ setpoint and operating temperature.

Ability To Skillfully Perform Tasks and Respond to Directions

Creativity: Imaginative and resourceful in problem-solving.

Rating: - Exceeds Expectations

Comments:

Josh has been very successful in utilizing his computer skills to help with some complicated issues such as flyash production, atomizer trips and ESP performance. He worked well with Doug Shuit to set up EtaPro sheets to track, and hopefully, in the future as we make some more hardware changes, adjust ESP performance.

OVERALL RATING

Rating: - Exceeds Expectations

Comments:

Josh helped us achieve tasks that we were not able to complete in the past. These tasks include, setting up excel spreadsheets with macros to analyze and parse data based on outliers and offset from the dependent variable. Josh took direction very well from Doug Shuit to accomplish this task. Josh also set up spreadsheets to determine ESP flyash production and subsequent changes in production, atomizer trips, timing, which atomizer and removal of outages from trips.

Recommendation for future offer within Department:

☐ Full-time ☒ Intern

Recommendation for future offer in another Department:

☐ Full-time ☒ Intern

Recommended Department Name
process performance or IT/programming