

**2024 Performance Review**

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| Employee: Paul Hellman | Position: Associate Director |
| People Leader: Paul Ledin | Date: 6-Jan-2025 |
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**Position Responsibilities/Expectations\***

*\* If formal performance goals were* *established, capture those in the Performance Goals section below.*

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| **Responsibilities/Expectations** | **Comments** |
| Answer/Complete CU Stat Questions | Excellent job as always. |
| Move NCUA data load process to Snowflake. | In process, but on track and going well. |
| Update maintain bank and CU branching data. | Completed and ongoing. Very important for the upcoming tax fight. |
| Help prepare Tax fight materials. |  |

**Performance Goals\***

*\* If formal performance goals were not* *established, move to the next section.*

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| **Goals** | **Comments** |
| Move data load / analysis procedures to Snowflake | Ongoing and making good process. |
| Complete Snowflake self-study courses / learn Snowflake better. | Completed several courses and improved skills through use. |
| Update / solidify branch / desert methodology. | Done. |
| Update whitepapers. | Update Women in Leadership and public deposit whitepapers. |

**Additional Performance Comments**

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| Paul was one again a strong performer all year, particular with the change brought on by the merger. |