□Training / ☑ Probation Period Review Form (<u>For Engineering(Utility) Operator</u>)訓練期/試用期評核表(作業人員)

	A. E	mployee	Employee Information (by HR)	by HR				■ Durin	During Review
Employee Name	Makwana	Makwana Devabhai	Emplo	Employee Code	FT2008130	8130	Designation		Assistant Operator
Dept./ Sec.	Production	Production/Engineering		DOL	24-08-2020	2020	Review Month		Oct-20
B. Attendance Detail (by HR)	Detail (by H	R)		C. Performan	ce Reviev	v (To be	C. Performance Review (To be filled by the Appraiser)	iser)	
Actual working Days	Days	25 1. A	ttitude Of Work	1. Attitude Of Work (Initiati⊮e)工作態度(√)	度(√)	10%		- L: :	# #
Actual Present Days		24.5 * E	* Excellent= 10 point	int			z Maintellance a	z Maintenance achieving rate維修達成率	進成伞
Absent days	S	0.5 *0	* Good= 8 point		.2	1	,		
CL 0	SL	0.5 *S	* Satisfactoryt= 5 point	point			S.L.		
PL 0	LWP	0 * r	* Improvement Required= 3 point	quired= 3 point		ut in 10000	5	e u	
Score(30%)	27	* 1	* Fail= 0 point				Total Scores		/
4.Recommendation 總評建議:	,	J.	To be	(anta)	unsu	un schedule	legive		
	Remarks	0				A	App ovals		
1.Review employees' performance in this period and give feedback or guidance. 評核該區間之表現並給予回饋。 2. Fail definition: 不適任說明: Training: (1) scores are 55 or below 55 in the three months	erformance in tl 引之表現並給予I 說明: s 55 or below 5	nis period and 回饋。 5 in the three	give feedback months	Department Head			Section Head	Employee Signature	σὄ
正面 tunuously,(2) Average Score is 55 or below 55. 連續三次低於55分或平均低於55分 Probation: (1) scores are 60 or below 60 in the three months continuously (2) Average Score is 60 or below 60 連續三次低於60分或平均低於60分 In these two cases Employee services would be terminated.	e Score is 55 o 均低於55分 ire 60 or below e Score is 60 o 均低於60分 均低於60分	f below 55. 60 in the three for below 60 would be term	months innated.	Zio II. 13 Liu C.Y.		SCA SCA	Market No.	દેવાભાઇ	

Retention Period:Keep until the employee's reliving period is Completed 0366_20181220_3

MAXXIS FUBBER INDIA PVT.LTD.

A5 No. 0366

□ Training / □Probation Period Review Form (*<u>For Engincering (Maintenance) Operator</u>)*訓練期/試用期評核表(作業人員)

	A	Employe	a Inform	Employee Information (by UD)			TOTAL STREET,			
		11.70		ומנוסוו (טאַ הוא)				A STATE OF THE PROPERTY OF THE		During Review
Employee Name	Maulikkur	Maulikkumar Prajapati	oati.	Employee Code	FT2003031	3	De	Designation		Assistant Technician
Dept./ Sec.	Production/Engineering	n/Enginee	ring	DOJ	02-C3-2020	0	Rev	Review Month	<i>J</i>	Oct-20
B. Attendance Detail (by HR)	Detail (by I	품)		C Parforman	an Daviday (
Actual working				C. renormance Review (To be filled by the Apprais	ce Keview (l o be fil	led by t	he Apprai	iser)	
Actual working Days	Jays	24 1.	Attitude (1. Attitude Of Work (Initiative)二作態度(√)		10% 2.1	Maintena	ance reach	2.Maintenance reaching rate維修達成率	1修達成率
Actual Present Days	Days	23 *	Excellent	* Excellent= 10 point	7	1	40%	2		-
Absent days	-	*·	Good- 8	5	. (1	3	00		
			* Good= 8 point	point		ω.	Vechani	cal mainte	nance機材	3.Mechanical maintenance機械保養完成率
C	SE	*	Satisfacto	* Satisfactoryt= 5 point			20%	اع		
PL 0	LWP	*	Improver	* Improvement Required= 3 point						
Score(30%)	27	*	* Fail= 0 point	bint			Tctal Scores	ores	18	\
4.Recommendation		4	-IMPROVE	YOUR	TECKNICAL CKILL	0	771			
総計建議:		1	TAIL	-> TAILE INTTIATIVE TOWARDS	E TOWA	(LORK	下		
	Remarks	S				An	provols			
1.Review employees' performance in this period and give feedback or guidance. 評核該區間之表現並給予回饋。 2. Fail definition: 不適任說明:	formance in tl と表現並給予I st明:	his period ar 回饋。	nd give feed	De		Se	Section		<u>п</u>	Employee
Training: (1) scores are 55 or below 55 in the three months continuously, (2) Average Score is 55 or below 55.	55 or below 5 Score is 55 o	5 in the three or below 55.	e months	Head		_	Head		Si	Signature
連續三次低於55分或平均低於55分 Probation: (1) scores are 60 or below 60 in the three months	低於55分 60 or below	60 in the thr	ee months	2020 11. 13		Suntonanc.		e,	RIAJA	RAYARALIM, A
Laniminuousiy (z) Average Score is 60 or below 60 連續三次低於60分或平均低於60分 In these two cases Employee services would be terminated	Score is 60 o 低於60分 yee services	r below 60 would be ter	minated	Liu C.Y.			2	Va		
					_	18 gm	1	(

Retention Period:Keep until the employee's reliving period is Completed 0366_20181220_3



□ Training / □ Probation Period Review Form (*For Production Operator*)訓練期/試用期評核表(作業人員)

	Þ	. Emplo	yee Informa	A. Employee Information (by HR)						During Review
Employee Name	Shaile	Shailesh Chauran		Employe∈ Code	FT2004088	88	D	Designation		Assistant Operator
Dept./ Sec.	Produ	Production/Curing	ing	DOJ	15-04-2020)20	Re	Review Month		Oct-20
B. Attendance Detail (by HR)	Detail (by	y HR)		© Performar	Performance Review (To be filled by the Apprais	(To be	filled by t	he Appra	iser)	
Actual working Days	Days	25	1. Attitude Of	1. Attitude Of Work (In tiative)工作態度(√)		10%	2. Accuracy of work產	cy of work	產能達成率	TXT
Actual Present Days	Days	25	* Excellent= 10 point	10 point		0	30%	25		
Absent days	Ś	0	* Good= 8 point	bint			3. Quality	& Product	ivity of wo	Quality & Productivity of work品質良率
CL 0	SL	0	Satisfactoryt= 5 point	/t= 5 poin:			30%	25	- 1	
PL 0	LWP	0	× Improveme	Improvement Required= 3 point			7-1-10		-)	/0/
Score(30%)	30	0	× Fεil= 0 point	nt			lotal Scores	cores		0/10
4.Recommendation 總評建議:			6000	of work	•					
1 Review employees's	Remarks	rks				,	Approvals			
or guidance. 評核談區間之表現並給予回饋。 2. Fail definition: 不適任說明: Training: (1) scores are 55 or below 55 in the three months continuously,(2) Average Score is 55 or below 55.	a Score is 5	in this period 予回饋。 w 55 in the t	and give feedba hree months 好.	Department Head			Section Head		ош	Employee Signature
連續三次低於55分或平均低於55分 Probation: (1) scores are 60 or below 60 in the three months continuously (2) Average Score is 60 or below 60 連續三次低於60分或平均低於60分 In these two cases Employee services would be terminated.	均低於55分 are 60 or belone Score is 6 le Score is 6 均低於60分 bloyee service	ow 60 in the 0 or below 6 es would be	three months	200 Jl. 12 Liu C.Y.			Curing Sea Chang T.H.			

Retention Period:Keep until the employee's reliving period is Completed 0366_20181220_3

□Training / □ Probation Period Review Form (*For QA Operator*)訓練期/試用期評核表(作業人員)

1 II 1000 II 1

	A	Emplo	yee Info	A. Employee Information (by HR)	y HR)					■ Du	During Review
Employee Name	Jay	Jay Prajapati		Employ	Employee Ccde	FT1911096	1096	D	Designation		Assistant Operator
Dept./ Sec.	QA/Qı	QA/Quality Control	itrol	D.	POJ	18-11-2019	2019	Re	Review Month		Oct-20
B. Attendance Detail (by HR)	Detail (by	HR)			C. Perform	ance Revie	w (To be	filled by t	C. Performance Review (To be filled by the Appraiser)	er)	
Actual working Days	Days	25	1. Attituc	le Of Work (I	1. Attitude Of Work (Initiat ve)工作態度(√)	態度(√)	20%	2. Accurad	2. Accuracy of work產	能達成率	
Actual Present Days	Days	20.5	* Excell	* Excellent= 20 point				30%	24		
Absent days	S	4.5	* Good=	* Good= 15 point			7	3. Quality	3. Quality & Productivity of work品質良率	ty of work	品質良率
CL 2	SL	2.5	* Satisfa	* Satisfactor t= 10 point	oint			30%	13	2	
PL 0	LWP	0	* Improv	/ement Requ	* Improvement Required= 5 point		3.7 2.0	1			\
Score(20 %)	_Ω		* Fail= 0 point) point			£	I ctal Scores	cores	69	
4.Recommendation			Do De	Do wask o	and her solo	da				2	
總計/建議:			* Mantavin		5115 at work area.	waste a	icon.				
	Remarks	rks						Approvals			
1.Review employees' performance in this period and give feedback or guidance. 評核談區間之表現並給予回饋。 2. Fail definition: 不適任說明: Training: (1) scores are 55 or below 55 in the three months	erformance ii]之表現並給 說明: : 55 or below	n this period 予回饋。 755 in the the the state of the state	and give for any fire month	s	Ľepartment Head	nt		Section Head		Emp Sign	Employee Signature
連續三次低於55分或平均低於55分 Probation: (1) scores are 60 or below 60 in the three months continuously (2) Average Score is 60 or below 60 連續三次低於60分或平均低於60分 In these two cases Employee services would be terminated.	与低於55分 匀低於55分 re 60 or belo e Score is 60 匀低於60分 loyee service	or below to or below to or below 60 in the or below 60 in the or below 60 in the or below 100 in the or be	three mon		Man			Omy III		PR	\

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