

Name _____ Job Title _____
 Manager _____
 Review Year 2021

Performance Category

Attendance

Evidenced by points Jan-Dec

Score Definitions:

- Un: More than 4 points
- Su: More than 2 and up to 4 points
- Hs: 2 or Less points

Scoring
 (Un) Unsuccessful = 1
 (Su) Successful = 2
 (Hs) Highly Successful = 3

Result	Un	Su	Hs	Final Score	30%
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	

Safety:

Evidences by visual observation, discipline record, & Hazard Hunting

Score Definitions:

- Un: Discipline for safety and less than 12 Hazard Hunting annually
- Su: Wears PPE, no safety discipline, & 12 Hazard Hunting annually
- Hs: Wears PPE and coaches others, no safety discipline, and more than 12 Hazard Hunting annually

SV Score	Un	Su	Hs	Final Score	20%
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	

Standard Work Application

Evidenced by Standard Work Checklist

Score Definitions:

- Un: Does not respect the Standard Work
 - A) Polyvalent in 3 wokstations with 1 loss in level due to internal quality issue throughout the defined performance period;
 - or
 - B) Submitted and approved 3 Standard Work II's annually
- Hs:
 - A) Polyvalent in 3 wokstations with no loss in level due to quality issue through the defined performance period;
 - or
 - B) Submitted and approved 6 Standard Work II's annually

Self Score	Un	Su	Hs	Weighting	25%
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
GL Score					50%
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
SV Score					25%
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
				Final Score	<input type="text"/> 30%

Training:

Evidences by training records

Score Definitions:

- Un: Less than 40 hours of training
- Su: 40-50 hours of training
- Hs: More than 50 hours of training

SV Score	Un	Su	Hs	Final Score	20%
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	

Final Overall Performance Rating for Merit

This Section is for Behavioral Feedback Only

Energy

Definition: Using drive and passion to achieve goals and develop value-creating innovations. Reacting to changing situations with agility and speed.

	Un	Su	Hs
Self Score	<input type="text"/>	<input type="text"/>	<input type="text"/>
GL Score	<input type="text"/>	<input type="text"/>	<input type="text"/>
SV Score	<input type="text"/>	<input type="text"/>	<input type="text"/>

Result Comments: _____

Respect

Definition: Building long term partnerships with all stakeholders treating them fairly and with respect. Developing people from all origins to their full potential and recognizing good performance.

	Un	Su	Hs
Self Score	<input type="text"/>	<input type="text"/>	<input type="text"/>
GL Score	<input type="text"/>	<input type="text"/>	<input type="text"/>
SV Score	<input type="text"/>	<input type="text"/>	<input type="text"/>

Result Comments: _____

Exemplarity

Definition: Acting as role models using the management code as a guide for behavior. Applying the Group's systems and methodologies pragmatically to achieve engineering and manufacturing excellence through continuous improvement.

	Un	Su	Hs
Self Score	<input type="text"/>	<input type="text"/>	<input type="text"/>
GL Score	<input type="text"/>	<input type="text"/>	<input type="text"/>
SV Score	<input type="text"/>	<input type="text"/>	<input type="text"/>

Result Comments: _____

Approvals