

Employee Annual Performance Evaluation Form - VP-Welder



Name \_\_\_\_\_ Job Title \_\_\_\_\_  
 Manager \_\_\_\_\_ GAP \_\_\_\_\_  
 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

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

**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

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

**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

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

**Cycle Time**

Evidenced by standardized work

**Score Definitions:**

- Un: Do not respect cycle time
- Su: Respect cycle time
- Hs: Improves cycle time

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

**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**

The evaluation may be subject to the grievance process but shall not be subject to the arbitration process. The result may not be overturned.

UAP Mgr Signature: \_\_\_\_\_ EE Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 HR Mgr Signature: \_\_\_\_\_ SV Signature: \_\_\_\_\_ Date: \_\_\_\_\_