Robert Braxton Jr

Instrument Specialist Gas
Manager Stephen Moletress

Goals

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
Operational Excellence **Objective** Maintain Gas operational readiness & reliability for winter operations. **Key Results** LNG Vaporization Plant, P/A plant, & all gate stations ready for winter readiness operations.	November 30, 2018	

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	
Customer & Key Stakeholder Satisfaction **Objective** Engage & inspire employees to support the communities we serve through volunteer events & Employee Giving Campaign. **Key Results** Encourage direct reports to participate in supporting the communities we serve through volunteer events & Employee Giving Campaign.	December 31, 2018	

Goal	Target Date	Flagged by Manager
Financial Discipline **Objective** Continue to support a LAUF rate of 3% or less. **Key Results** Review equipment, devices, & instrumentation maintained/operated by Plant operations to verify LAUF rate is at or below target of 3%.	December 31, 2018	
Operational Excellence **Objective** Utilize AGA, EAPA, & NGA memberships to leverage industry best practices. **Key Results** 1) Assist within the NGA organization with the development of Pressure Regulation & Odorization OQ testing. 2) Lead at the Executive level with the operations of the Appalachian Gas Measurement Short Course School.	December 31, 2018	
Organizational Effectiveness **Objective** Complete all required compliance training by required due dates. **Key Results** Completion of all required compliance training by required due dates.	December 31, 2018	

Completed Goals

Goal	Target Date	Flagged by Manager

Goal	Target Date	Flagged by Manager
Customer & Stakeholder Satisfaction: **Objective** Achieve CSI of 7.87 and Call Center Sat of 81.0 **Key Results** 1- Each employee completes, documents and communicates at least 2 customer interactions by 12/15/17. 2- Help Plant Operations complete all Gas Plant regulatory tasks on time per engineering master schedule. 3- Complete all plant related tasks per GSC&PO Environmental Management System (EMS) Matrix by prescribed due dates. 4- Complete assigned portion of GSC&PO schedule to annually/semi-annually review & update all 49 CFR-related GSC&PO procedures and 1/3 of other GSC&PO procedures in the EED MM by 12/15/17.	December 31, 2017	
Financial Discipline: **Objective** Achieve Net Income $395.9M, O&M $626.6M & Capital $618.2M **Key Results** 1- Maintain GSC&PO Capital and O&M expenditures within targets approved by the VP- Gas. 2- Update the GSC & PO capital investment plan. 3- Review, update the GSC&PO business continuity plan (BCP) by 3/31/17, conduct tabletop drill by 6/30/17, and close identified gaps by 12/15/17. 4- Complete all key projects by the approved due date & within authorized budget.	December 31, 2017	

Goal	Target Date	Flagged by Manager
Operational Excellence: **Objective** Achieve SAIFI of 0.76, CAIDI of 87 Minutes (2.5 BETA) and Service Level of 88.7 **Key Results** 1- No loss of firm gas customers due to gate station or peaking plant failure/malfunction or operations error. 2- Maintain involvement in the 'Adopt a Circuit' program in GSC&PO to improve reliability and increase employee involvement in reliability improvement by conducting at least 2 visual circuit patrols (1 in 1st half, 1 in 2nd half) and reporting defects through the Regional Reliability Hotlines or OCC. 3- Support Event Free performance by identifying and documenting at least 2 precursors/quarter 2017, and follow-up until correct actions are complete. 4- Help GSC&PO achieve no more than 2 Human Performance events in 2017 by having no person HP events. 5- Help Plant Operations achieve Work Management Adherence (83%) and Stability (70%) goals for 2017 by looking for any opportunities to help compete planned and unplanned work. 6- Complete any assigned ACE/RCI investigations in 21 days or less (10 days for VP clock incidents) and any assigned GSC&PO corrective actions by due date. 7- Damage prevention to achieve Gas Damage Rate targets of 2.75, 2.5 for 3rd party damages and Electric Damage Rate of 0.60. 8- Achieve equal to or less than 7 gas odors exceeding 1 hour response time.	December 31, 2017	

Goal	Target Date	Flagged by Manager
Organizational Effectiveness **Objective** Achieve OSHA Recordable Rate of 0.67 and Gas Odor Response of 99.97% / AIP Goal- Achieve OSHA recordable rate of .90 or less. **Key Results** Safety: 1-Achieve a personal OSHA recordable, LWDC, and RVA incident rate of zero. 2- Reinforce the Safety fundamentals by participating in daily job briefings & safety observations, monthly safety meetings and safety/house-keeping walk downs. 3-Participate in (or view) a minimum of two emergency safety drills (1 in 1st half, 1 in 2nd half). 4- Complete all required safety, regulatory, environmental and ethics training for GSC & PO employees by required due dates.	December 31, 2017	
Organizational Effectiveness : **Objective** Complete Other Initiatives/Goals listed for Organizational Effectiveness in Key Results by schedule dates. **Key Results** 1- Complete agreed upon IDP action items by 12/15/17. 2- Support the EED Diversity Initiative through participation in at least 2 diversity events inside or outside of PECO or by documenting and sharing diversity Items of Interest by 12/15/17.	December 31, 2017	

Goal	Target Date	Flagged by Manager
Other Initiatives/Goals: **Objective** Complete other Initiatives/Goals listed in Key Results by scheduled dates. **Key Results** 1- W.C. T.E. Station Hydro Testing (06/01/17). 2- East Greenville odorizer controls for pump #1 & #2 Auto Select (9/29/17). 3- Upgrading odorizer control panels at 2 gate stations (10/31/17) 4- T.S. Odorizer tanks relocations & new odorizer pumps/control installations (11/31/17). 5- Parkesburg & T.S. building roof repairs (11/31/17). 6- Upgrading 5 gate station regulator runs with new inlet filter assemblies (12/31/17). 7- Research & Develop tasks for Upgrading Boil-off Compressor Controls (12/31/17).	December 31, 2017	

© 2018 Pilat. All Rights Reserved.

Server: 147

Robert Braxton Jr

Instrument Specialist Gas
Manager Stephen Moletress

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Robert Braxton Jr*

Meaningful Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

Rob completed his tasks and lead on the following goals and following thru to completion

Plant lead on USX line upgrade

Portable Vaporizer

Portable Vaporize measurement

LNG Truck loading station

Planning out projects for 2018

Upgrades to Supervisor

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Leading the Appalachian short course and managing the entire school. This represents PECO at a high level.

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Continue looking out at long range plans for improving plant and stations performance

Continue building the Short Course

Summary

Provide any additional summary comments.

Rob had a very strong year with managing the Short course and completing projects above. In addition, handling emergent work for all locations.

Comments

- Agree with all comments made.

- Additional notes for Competencies:
  Part of FLS Team involved with corporate senior leadership meetings.
  Part of Gas/Electric Forman Committee Team.
  Is highly involved & part of the NGA SME team in developing the National OQ training for odorization.
  Represents PECO Gas Operations in various college/career fairs.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 147

Robert Clarke

ET Foreman

Manager Raymond Baldwin Jr

Goals 5 Goals Past Due

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager

Goal	Target Date	Flagged by Manager
CUSTOMER & KEY STAKEHOLDER SATISFACTION	December 31, 2017	

Objective

Achieve CSI of 84.00 and Call Center Sat of 82.2
Raise awareness and engage employees to drive improvement in Customer Satisfaction.
Drive Employee Engagement with a focus on leadership engagement, communications and employee development.
Achieve gas odor response rate of 99.97%.
Track and achieve Police/Fire 1 response times.
Achieving Non-Storm ETR reach of 85%, Non-Storm ETR accuracy of 75%.
Leverage market research and customer surveys to improve ETR performance.
Achieve Outage communication sub-driver score of 75.5.
Limit 2017 PUC complaints to no more than 20 and Presidential complaints to no more than 6.
Implement strategies that demonstrate environmental leadership.
Develop new operating models and drive policy development to support the ongoing evolution in the regulated utility business.
Engage and inspire employees to support the communities we serve through the 2017 Employee Giving Campaign and continue focus on ACHIEVEability.
Be accountable to our customers and our communities to provide the best possible experience, representing our company and its values during every interaction.

Key Results

PECO customer satisfaction numbers were met. Delco E T 's are piloting new door hangers as part of customer satisfaction. Participate and support the customer call ahead program. Delco has one PUC complaint for the year. Encourage Employees to participate in the community volunteer events

Goal	Target Date	Flagged by Manager
FINANCIAL DISCIPLINE	December 31, 2017	

Objective

FINANCIAL Achieve Net Income $411.9M, O&M $615.6M & Capital $703.7M
Execute Capital expenditures plan.
Maintain O&M spend within authorized targets.
Develop DSO initiatives for LRP (Long Range Plan) 5 year plan.
Develop long-term overtime reduction strategy to address PUC recommendations.
Achieve targeted savings associated with Telogis technologyDISCIPLINE

Key Results

Support the organization in support of financial goals by keeping an eye on materiels and supplies ordered and trying to keep overtime under control

Goal	Target Date	Flagged by Manager
OPERATIONAL EXCELLENCE	**December 31, 2017**	

Objective
Achieve SAIFI of 0.74, CAIDI of 86 Minutes (2.5 BETA) and Service Level of 89.0
Achieve an IEEE SAIFI of 0.74 and IEEE CAIDI of 86.
Evaluate opportunities to operationally integrate BIDA.
Execute System 2020 project plan to enhance storm hardening, grid resiliency, CEMI and the all-in customer experience.
Grow a culture of innovation to drive operational performance and improve customer experience.
Execute 2017 Seasonal/Critical Readiness Programs by required dates.
Completion of all PUC-required TPCs.
Complete all ACE/RCI investigations and corrective actions in accordance with guidelines.
Achieve less than 2.4% customers with greater than 4 interruptions.
Achieve a 95% on-time switching rate.
Achieve all PUC, PM and CM mandated programs and operational goals.
Support recloser performance goals and facilitate revised recloser installation process.
Foster a culture of teamwork, enabling employees to work more creatively and effectively with others across PECO, Exelon and through external partnerships to achieve our strategic business goals..

Key Results
Support the organization in support of operational goals by completing all summer and winter readiness programs

Goal	Target Date	Flagged by Manager
ORGANIZATIONAL EFFECTIVENESS	December 31, 2017	

Objective

Achieve OSHA Recordable Rate of 0.63 and Gas Odor Response of 99.97%
Backing workforce safety in DSO by achieving performance of no more than 0.99 OSHA Rate, 0.50 OSHA DART, 13.86 OSHA Severity and 2.13 RVA Rate.
Leverage D&I to attract, engage, develop and retain employees and reflect the communities we serve.
Continue to implement follow up plans to address issues identified in 2015 employee survey and deliver on employee compact.
Exceed 35% Call Out Response Rate.
Limit the number of Human Performance Events to 19 or less.
Complete all required safety, regulatory, technical, environmental, diversity & inclusion and ethics trainings by required due dates.
Leverage EU Peer Group Process and Merger Synergies in support of improving operational core performance

Key Results

Supported organization in trying to achieve odor response goal.
Completed all required training for the year

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2017	

Objective

Lead

- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching

- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage

- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

Work closely with the new upgrades to sharing knowledge and experiences with them.Work with other departments in resolving issues e.g. gas department with repeat odor calls to have them escalate the repair

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

© 2018 Pilat. All Rights Reserved.

Server: 147

Robert Clarke

ET Foreman

Manager Raymond Baldwin Jr

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Robert Clarke*

N/A

Review Status

In Progress

Goals*

What did the employee accomplish to drive impact for the business?

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Summary

Provide any additional summary comments.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 147

Gino Coleman

Foreman Aerial

Manager Joshua Howley

Goals

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

Goal	Target Date	Flagged by Manager
CUSTOMER & KEY STAKEHOLDER SATISFACTION **Objective** • Raise awareness and engage the workforce to drive improvement in customer satisfaction. • Encourage support in the employee giving campaign. • Support environmental efforts.	December 31, 2018	
FINANCIAL DISCIPLINE **Objective** Execute Capital expenditures plan. Maintain O&M spend within authorized targets. Develop long-term overtime reduction strategy to address PUC recommendations. Achieve targeted savings associated with Telogis technology.	December 31, 2018	
OPERATIONAL EXCELLENCE **Objective** Achieve SAIFI of 0.58 and CAIDI of 90.09 Minutes (2.5 BETA) Execute System 2020 project plan to enhance storm hardening, grid resiliency, CEMI and the all-in customer experience. Execute 2017 Seasonal/Critical Readiness Programs by required dates. Completion of all PUC-required TPCs. Support recloser performance goals and facilitate revised recloser installation process. Foster a culture of teamwork, enabling employees to work more creatively and effectively with others across PECO, Exelon and through external partnerships to achieve our strategic business goals.	December 31, 2018	
ORGANIZATIONAL EFFECTIVENESS **Objective** Backing workforce safety by achieving performance of no more than 0.86 OSHA Rate, 0.52 OSHA DART, 14.62 OSHA Severity and 2.38 RVA Rate. Leverage D&I to attract, engage, develop and retain employees and reflect the communities we serve. Exceed 35% Call Out Response Rate. Complete all required safety, regulatory, technical, environmental, diversity & inclusion and ethics training by required due dates.	December 31, 2018	

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2018	

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results
- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

© 2018 Pilat. All Rights Reserved.

Server: 147

Gino Coleman

Foreman Aerial

Manager Joshua Howley

Goals

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

Goal	Target Date	Flagged by Manager
CUSTOMER & KEY STAKEHOLDER SATISFACTION **Objective** • Raise awareness and engage the workforce to drive improvement in customer satisfaction. • Encourage support in the employee giving campaign. • Support environmental efforts.	December 31, 2018	
FINANCIAL DISCIPLINE **Objective** Execute Capital expenditures plan. Maintain O&M spend within authorized targets. Develop long-term overtime reduction strategy to address PUC recommendations. Achieve targeted savings associated with Telogis technology.	December 31, 2018	
OPERATIONAL EXCELLENCE **Objective** Achieve SAIFI of 0.58 and CAIDI of 90.09 Minutes (2.5 BETA) Execute System 2020 project plan to enhance storm hardening, grid resiliency, CEMI and the all-in customer experience. Execute 2017 Seasonal/Critical Readiness Programs by required dates. Completion of all PUC-required TPCs. Support recloser performance goals and facilitate revised recloser installation process. Foster a culture of teamwork, enabling employees to work more creatively and effectively with others across PECO, Exelon and through external partnerships to achieve our strategic business goals.	December 31, 2018	
ORGANIZATIONAL EFFECTIVENESS **Objective** Backing workforce safety by achieving performance of no more than 0.86 OSHA Rate, 0.52 OSHA DART, 14.62 OSHA Severity and 2.38 RVA Rate. Leverage D&I to attract, engage, develop and retain employees and reflect the communities we serve. Exceed 35% Call Out Response Rate. Complete all required safety, regulatory, technical, environmental, diversity & inclusion and ethics training by required due dates.	December 31, 2018	

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2018	

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results
- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week
(Supervisors Only)

© 2018 Pilat. All Rights Reserved.
Server: 147

Confiden002

Gino Coleman

Foreman Aerial

Manager Joshua Howley

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Gino Coleman*

Meaningful Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

Gino has done a good job maintaining a safety focus on backshift with no RVAs or OHSA recordable injuries, and ensured all emergent needs were met. Gino completed all required training and was actively involved in D&I and volunteer activities. He exhibited a high ownership of work weeks in his BM dayshift foreman role, and held himself as well as others accountable for actions and commitments.

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Exhibits Courage -- Gino fosters a culture of safety through actions and words. Quality tailboards are conducted and discussed with the crew for every job. In emergent situations, Gino has displayed exceptional management abilities and is effective in planning and executing the task at hand. Furthermore, Gino is focused on customer satisfaction and is mindful of customer impact.

Demonstrates Adaptability -- Gino is willing to help wherever he is needed, and has demonstrated adaptability by covering emergent jobs throughout the Bucksmont region. Gino has identified jobs in the CM backlog to field in the event building work is not provided or when sufficient time is remaining on the shift to help reach our backlog goals.

Drives Innovation -- Gino has delivered creative solutions that are safe, sustainable, and proactively impact our organization. He seizes opportunities to make process improvements to increase organizational effectiveness, training, and field execution.

Leads, Coaches, & Engages Talent -- Gino has contributed to a development-centric work environment by providing adequate coaching to field employees. He is not afraid to challenge craft employees to ensure actions align with the proper work procedures.

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

I would like to see Gino get more involved with regional safety meetings, FLS meetings, and build stronger relationships with the other BM foreman. The challenge moving forward will be staying in-tune with the regional activities and maintaining visibility while on permanent backshift.

Summary

Provide any additional summary comments.

Gino has actively supported after hours and weekend work to maintain system integrity. His actions have led to several customers acknowledging his professionalism and dedication through letters and emails. Furthermore, he has greatly assisted me and been a sounding board in my new role. I'm grateful to have him as an employee and look forward to continued teamwork and success.

On-going focus will be building new relationships and maintaining safety/productivity targets with new 1st Class Lineman and Apprentices working backshift in 2018.

Comments

I will continue to work hard at being the best foreman I can be each day. I will continue to have safety as my number one goal each day.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved

Server: 147

Louis Collazzo III

Foreman Customer Response
Manager Luis Maldonado Jr

Goals

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

Completed Goals

Goal	Target Date	Flagged by Manager
Customer / Key Satisfaction **Objective** 1. Achieve DSO Environmental Goals 2. Establish a collaborative relationship with Union leadership (Qtr interface meetings) 3. Develop Supervisor scorecard 4. Develop department specific employee engagement plans	December 31, 2017	
Financial Discipline **Objective** 1. Maintain Capital and O&M expenditures within authorized targets 2. Meet an annual overtime goal of 17%	December 31, 2017	
Operational Excellence **Objective** 1. Achieve a CAIDI goal of 86 2. Execute all seasonal readiness programs on time 3. Achieve 50% RAE target 4. Rebuild the DSOR program (employee training, contractor support, management tools) 5. Enhance electronic pre job brief process / software 6. Implement remote cable cutting	December 31, 2017	
Organizational Effectiveness **Objective** 1. Achieve 2 or less OSHA recordable incidents 2. Achieve 2 or less RVAs 3. Achieve 6 or less HP events 4. Patriciate in 4 D&I events and support the DSO D&I team 5. Sponsor 1 D&I event 6. Complete all Safety, Regulatory and Environmental training 7. Support EU initiatives 8. Complete Safety Best Practice initiative	December 31, 2017	

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2017	

Objective

Lead

- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching

- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage

- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal	December 31, 2018	

Objective
Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired.

Key Results
Lead:
- Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values.
- Create an environment of pride, loyalty, and commitment within your team.
- Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact.

Coach:
- Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team.
- Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent.

Engage:
- Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Respond to the needs of employees; be curious, listen, guide and mentor.
- Address areas for improvement with effective strategies that lead to improved engagement.

© 2018 Pilat. All Rights Reserved

Server. 147

Louis Collazzo III

Foreman Customer Response
Manager Luis Maldonado Jr

Goals

PECO Lead/Coach/Engage

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

Target Date

December 31, 2017

Edit Goal | **Progress Notes** | Feedback | Audit Trail

Note	Status	Date	Author
Lou is a strong leader in the DSO. He is well respected by his men and across the company. He is an active participant in the Foreman's Committee, Foreman/Supervisor meeting with Mike & Craig, PECO Pac, and spoke on behalf of Exelon to dissuade BGE from going Union.	Completed	February 1, 2018	Luis Maldonado Jr
I continue to lead by example working amongst my team acting as a role model supporting the company's values and competencies. Our EEI Goal was met. High quality performance reviews were established amongst my team with very positive feedback	Completed	January 31, 2018	Louis Collazzo III
I continue to lead by example working amongst my team acting as a role model supporting the company's values and competencies. Our EEI Goal was met. High quality performance reviews were established amongst my team with very positive feedback. I continue to meet with my employees regularly on a 1/1 basis ensuring safety as well as work ethic is followed and of #1 priority.	In Progress	January 31, 2018	Louis Collazzo III

© 2018 Pilat All Rights Reserved

Server 147

Louis Collazzo III

Foreman Customer Response
Manager Luis Maldonado Jr

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Louis Collazzo III*

N/A

Review Status

In Progress

Goals*

What did the employee accomplish to drive impact for the business?

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Summary

Provide any additional summary comments.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 147

Confiden003

John Doherty

Master Technician Testing Grp
Manager Kevin Szurkowski

Goals

Archived Goals

Goal	Target Date	Flagged by Manager
Compliance & Safety **Objective** Compliance 1. Complete all NERC and PUC PM requirements 2. Proper documentation of all CM's and PM's to prevent NERC Mismatches. 3. Zero NERC self-reportable violations (for T&S Department) Organizational Effectiveness 4. Follow safe work practices and rules, no one gets hurt. T&S Department achieve an OSHA rate of 0.94 or less (2 OSHA cases) 5. Focus on safe driving, no RVS's. T&S Department achieves an RVA rate of 2.44 or less (4 RVA incidents) , MVA rate 7.93 or less (13 MVA incidents) 6. Complete all safety and regulatory required training 7. Support EU initiatives **Key Results** No NERC compliance violations. All NERC and/or PUC requirement and goals are met. All CM's and PM's are properly documented to prevent NERC Mismatches. Follow safe work practices and rules so on one in T&S gets hurt. Drive safely to reduce the number of RVA's in T&S.	December 29, 2017	
Diversity **Objective** 1. Participate in T&S diversity events. 2. Support a culture of inclusion, where no one feels left behind. **Key Results** Participate in a diversity event. Participate in team meetings where a diversity presentation is given.	December 29, 2017	

Goal	Target Date	Flagged by Manager
Organizational Goals	December 29, 2017	

Objective

Workforce Effectiveness

1. Reduce PMODs to 18 or less.
2. Complete all assigned work.
3. Mentor T&S Testing apprentices, provided OJT training and facilitate training at Oregon when requested
4. Support the outfit the Oregon Shop training area.

Bus Outages

5. 8 or fewer bus outages and 13 or fewer bus interruptions

Environmental

6. Achieve T&S environmental goals

Financial

7. Achieve O&M and Capital expenditures to approved goals
8. Meet Testing annual OT goal of 15% and a callout response rate of 35%
9. Support productivity teams

Key Results

Reduce the number of PMOD's in Testing to achieve the T&S Division goal.
Mentor Testing's apprentices and facilitate training at Oregon when requested.
Continue to outfit the Oregon/Training Facility.
Complete all work orders for CM's and PM's on all scheduled Bus outages.
Assist in containing and/or reporting any environmental spill associated with T&S equipment.
Meet OT goal and callout rate.
Support the maintenance teams when requested.

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2017	

Objective

Lead

- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching

- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage

- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

© 2018 Pilat. All Rights Reserved.

John Doherty

Master Technician Testing Grp
Manager Kevin Szurkowski

Goals

PECO Lead/Coach/Engage

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

Target Date

December 31, 2017

Edit Goal | **Progress Notes** | Feedback | Audit Trail

Note	Status	Date	Author
Continue to add equipment to our training facility at Oregon to help foster a full learning environment. While the Techs are here they are exposed to a coaching environment that will help them advance their careers.	Completed	December 13, 2017	John Doherty
	In Progress	April 26, 2017	John Doherty

© 2018 Pilat All Rights Reserved

Server: 146

John Doherty

Master Technician Testing Grp
Manager Kevin Szurkowski

Goals

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

Goal	Target Date	Flagged by Manager
Compliance & Safety **Objective** Compliance 1. Complete all NERC and PUC PM requirements 2. Proper documentation of all CM's and PM's to prevent NERC Mismatches. 3. Zero NERC self-reportable violations (for T&S Department) Organizational Effectiveness 4. Follow safe work practices and rules, no one gets hurt. T&S Department achieve an OSHA rate of 0.93 or less (2 OSHA cases) 5. Focus on safe driving, no RVS's. T&S Department achieves an RVA rate of 2.49 or less (4 RVA incidents), MVA rate 4.36 or less (7 MVA incidents) 6. Complete all safety and regulatory required training 7. Support EU initiatives **Key Results** No NERC compliance violations. All NERC and/or PUC requirement and goals are met. All CM's and PM's are properly documented to prevent NERC Mismatches. Follow safe work practices and rules so on one in T&S gets hurt. Drive safely to reduce the number of RVA's in T&S.	December 31, 2018	
Diversity **Objective** 1. Participate in T&S diversity events. 2. Support a culture of inclusion, where no one feels left behind. **Key Results** Participate in a diversity event. Participate in team meetings where a diversity presentation is given.	December 31, 2018	

Goal	Target Date	Flagged by Manager
Organizational Goals **Objective** Workforce Effectiveness 1. Reduce PMODs to 12 or fewer. 2. Complete all assigned work. 3. Mentor T&S Testing apprentices, provided OJT training and facilitate training at Oregon when requested 4. Support the outfit the Oregon Shop training area. Bus Outages 5. 9 or fewer bus outages and 13 or fewer bus interruptions Environmental 6. Achieve T&S environmental goals Financial 7. Achieve O&M and Capital expenditures to approved goals 8. Meet Testing annual OT goal of 15% and a callout response rate of 35% 9. Support productivity teams **Key Results** Reduce the number of PMOD's in Testing to achieve the T&S Division goal. Mentor Testing's apprentices and facilitate training at Oregon when requested. Continue to outfit the Oregon/Training Facility. Complete all work orders for CM's and PM's on all scheduled Bus outages. Assist in containing and/or reporting any environmental spill associated with T&S equipment. Meet OT goal and callout rate. Support the maintenance teams when requested.	December 31, 2018	

4 Archived Goals

© 2018 Pilat. All Rights Reserved.

Server: 146

John Doherty

Master Technician Testing Grp
Manager Kevin Szurkowski

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for John Doherty*

Extraordinary Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

John successfully completed all goals, he completed all task assigned to him in a timely manner and has no safety, driving, or NERC compliance issues. John is the go to tech for SCADA.

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

John does a good job mentoring and supporting the ongoing apprentice training. As a SCADA Master Tech John also feels accountable for the SCADA groups, he mentors all the techs on safety and ensures all work is performed correctly.

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Almost half of our group is in progression, as a team, we need to focus on mentoring techs in progression to ensure they develop the skills required as they progress as testers.

Summary

Provide any additional summary comments.

John is respected and has a good working relationship with all members of the Testing team and supervision. John is a good role model for the apprentices and he is successfully mentors the apprentices working for him. John exhibits all the behaviors I expect of a Master Tech.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 146

Gerald Mchugh

Foreman T&S

Manager Joseph Lonabaugh Jr

Goals

Archived Goals

Goal	Target Date	Flagged by Manager
Environmental Strategy and Goals **Objective** Environmental Strategy and Goals 1.Conduct annual Environmental planning review meeting (SEA) 2.Support Environmental group's SF6 tracking plan 3.Perform 16 oil leak repairs (FIN) 4.Achieve zero preventable oil spills 5. Support PCB reduction goals	December 31, 2017	
Financial **Objective** Financial 1. Achieve annual OM and Capital expenditures to approved goals 2. Meet annual OT dollars as a % of regular time goal of 15.4%	December 31, 2017	
NERC and PUC compliance **Objective** 1. Complete all PUC PM and NERC requirements 2. Achieve 0 NERC self reportable violations 3. Execute all Summer Readiness items by 5/27/2017 4. Execute all Winter Readiness items by 11/18/2017	December 31, 2017	

Goal	Target Date	Flagged by Manager
Operational Execution **Objective** Operational Execution 1. Achieve ZERO OSHA RECORDABLES 2. Achieve 1 or fewer RVAs Safety 3. Complete all safety and regulatory training 4. Achieve 1 or fewer HP events 5. Achieve 1 or fewer bus outages and 1 or fewer bus interruptions 6. Complete all ACE/RCI investigations and corrective actions in accordance with guidelines 7. Achieve a work order closeout rate of 90% for scheduled work	December 31, 2017	

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2017	

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results
- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

Goal	Target Date	Flagged by Manager
Workforce Effectiveness	December 31, 2017	

Objective

Workforce Effectiveness

1. Complete 33 CMODs
a. FIN = 33
2. Complete 3047 PMs
a. PdM = 2959
b. FIN = 118 Work management goals
3. Complete 2172 CMs
a. PdM = 116
b. FIN = 2056
4. Complete 1320 substation inspections
5. Execute T&S Training classes for new hires
6. Develop and implement a training plan for all of T&S (Oregon Shop)
7. Support scheduled training classes/events
8. Achieve a 80% employee survey participation rate

© 2018 Pilat. All Rights Reserved.

Server: 147

Gerald Mchugh

Foreman T&S

Manager Joseph Lonabaugh Jr

Goals

PECO Lead/Coach/Engage

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

Target Date

December 31, 2017

Edit Goal | **Progress Notes** | Feedback | Audit Trail

Note	Status	Date	Author
Lead by example with team and express expectations with the team	Completed	December 19, 2017	Gerald Mchugh

© 2018 Pilat. All Rights Reserved.

Server: 147

Gerald Mchugh

Foreman T&S

Manager Joseph Lonabaugh Jr

Goals

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

6 Archived Goals

© 2018 Pilat. All Rights Reserved.

Server: 147

Gerald Mchugh

Foreman T&S

Manager Joseph Lonabaugh Jr

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Gerald Mchugh*

Extraordinary Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

Gerry continues to lead the T&S FIN with exceptional results. The FIN Team surpassed 10 years without an OSHA Recordable in 2017.
The FIN Team had no RVA's in 2017.
The FIN Team performs priority emergent work on the T&S system and has done this without an Human Performance event in 2017.

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Gerry continues to be one of the top Foreman in the T&S group.
He is recognized by senior management for his preparedness and leadership skills.
Gerry was the PECO winner of the Best Implementation at the 2017 PECO Innovation Awards Ceremony.
He is accountable, trustworthy and leads with courage.

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Development of the Auxiliary Foreman.
Planning skills
-Clearance Requests
-Material Requests
-AS8 planning

Summary

Provide any additional summary comments.

Gerry has had and continues to have a huge impact on the T&S Organization.
Management, peers and craft personnel recognize Gerry as a top performer and a go-to guy.
One of the criteria that I use to rate someone's impact is "do they make your job easier or harder?"
Gerry makes my job so much easier, which allows me to focus on other areas that need attention.
He is always prepared and has his team prepared. He holds the team accountable for their actions and is always ready to provide feedback to improve their performance.
He always knows and understands the system issues and configurations as it pertains to the FIN Team.
He is a pleasure to work with and truly an asset for PECO and the T&S organization.

Comments

I appreciate the comments, it is a pleasure for me as well to work with you.
Thank you for the review.

Review Eligibility*

Victor Mercado Jr

Foreman Aerial

Manager Thomas Sutter Jr

Goals

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

Goal	Target Date	Flagged by Manager
CUSTOMER & KEY STAKEHOLDER SATISFACTION **Objective** Achieve CSI of 84.00 and Call Center Sat of 82.2 Raise awareness and engage employees to drive improvement in Customer Satisfaction. Drive Employee Engagement with a focus on leadership engagement, communications and employee development. Achieve gas odor response rate of 99.97%. Track and achieve Police/Fire 1 response times. Achieving Non-Storm ETR reach of 85%, Non-Storm ETR accuracy of 75%. Leverage market research and customer surveys to improve ETR performance. Achieve Outage communication sub-driver score of 75.5. Limit 2017 PUC complaints to no more than 20 and Presidential complaints to no more than 6. Implement strategies that demonstrate environmental leadership. Develop new operating models and drive policy development to support the ongoing evolution in the regulated utility business. Engage and inspire employees to support the communities we serve through the 2017 Employee Giving Campaign and continue focus on ACHIEVEability. Be accountable to our customers and our communities to provide the best possible experience, representing our company and its values during every interaction.	December 31, 2018	
FINANCIAL DISCIPLINE **Objective** Achieve Net Income $411.9M, O&M $615.6M & Capital $703.7M Execute Capital expenditures plan. Maintain O&M spend within authorized targets. Develop DSO initiatives for LRP (Long Range Plan) 5 year plan. Develop long-term overtime reduction strategy to address PUC recommendations. Achieve targeted savings associated with Telogis technology.	December 31, 2018	

Goal	Target Date	Flagged by Manager
OPERATIONAL EXCELLENCE **Objective** Achieve SAIFI of 0.74, CAIDI of 86 Minutes (2.5 BETA) and Service Level of 89.0 Achieve an IEEE SAIFI of 0.74 and IEEE CAIDI of 86. Evaluate opportunities to operationally integrate BIDA. Execute System 2020 project plan to enhance storm hardening, grid resiliency, CEMI and the all-in customer experience. Grow a culture of innovation to drive operational performance and improve customer experience. Execute 2017 Seasonal/Critical Readiness Programs by required dates. Completion of all PUC-required TPCs. Complete all ACE/RCI investigations and corrective actions in accordance with guidelines. Achieve less than 2.4% customers with greater than 4 interruptions. Achieve a 95% on-time switching rate. Achieve all PUC, PM and CM mandated programs and operational goals. Support recloser performance goals and facilitate revised recloser installation process. Foster a culture of teamwork, enabling employees to work more creatively and effectively with others across PECO, Exelon and through external partnerships to achieve our strategic business goals..	December 31, 2018	
ORGANIZATIONAL EFFECTIVENESS **Objective** Achieve OSHA Recordable Rate of 0.63 and Gas Odor Response of 99.97% Backing workforce safety in DSO by achieving performance of no more than 0.99 OSHA Rate, 0.50 OSHA DART, 13.86 OSHA Severity and 2.13 RVA Rate. Leverage D&I to attract, engage, develop and retain employees and reflect the communities we serve. Continue to implement follow up plans to address issues identified in 2015 employee survey and deliver on employee compact. Exceed 35% Call Out Response Rate. Limit the number of Human Performance Events to 19 or less. Complete all required safety, regulatory, technical, environmental, diversity & inclusion and ethics trainings by required due dates. Leverage EU Peer Group Process and Merger Synergies in support of improving operational core performance.	December 31, 2018	

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2018	

Objective

Lead

- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching

- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage

- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

© 2018 Pilat. All Rights Reserved.

Victor Mercado Jr

Foreman Aerial

Manager Thomas Sutter Jr

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Victor Mercado Jr*

Extraordinary Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

Fin team Foreman works well with management and the customers.

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

No RVA's OSHA's or DI's keeping the crew safety first responding to emergent outages.

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Setting up work with the customer and the OCC to minimize outages. keeping the required material on hand to respond to outages.

Summary

Provide any additional summary comments.

Always keeps safety the most part of the work. for the customer and the crew. Teaching the crew and the apprentices.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 146

Victor Mercado Jr

Foreman Aerial

Manager Thomas Sutter Jr

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Victor Mercado Jr*

Extraordinary Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

Fin team Foreman works well with management and the customers.

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

No RVA's OSHA's or DI's keeping the crew safety first responding to emergent outages.

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Setting up work with the customer and the OCC to minimize outages. keeping the required material on hand to respond to outages.

Summary

Provide any additional summary comments.

Always keeps safety the most part of the work. for the customer and the crew. Teaching the crew and the apprentices.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 146

Keith Steger

Foreman Customer Response
Manager Stanley Hammond

Goals

Draft Goals

Goal	Target Date	Created By
Financial Discipline **Objective** Manage Rev Pro techs timesheets Manage use of P Card, including reconciliation process Manage ordering of tools, equipment and supplies for Rev Pro Team **Key Results** Field Operations YTD Sep is favorable ($1.30M) O&M and ($3.3M) Capital driven by lower Field Ops contracting Residual Deployment, Grid One and timing of MV90. Keith approves the Rev Pro timesheet, accounts for vacation, sick, floating holidays used by his team. Keith was issued a new PECO P-card this year and understand the responsibilities of having and using it. Keith order what is needed in the area of tool, materials and special equipment.	December 31, 2017	John Kratzinger

Goal	Target Date	Created By
Operational Excellence	December 31, 2017	John Kratzinger

Objective
Responsible for maintaining Rev Pro SLAs dependent expected inflow estimates for 2017 Workplan. If inflow volume is above expectations, appropriate remediation plans should be developed and executed.

a. Rev Pro Field Team metrics:
1. Rev Pro 90 Day jobs - 0 > 90 days
2. Monitor Rev Pro SLA compliance given existing staffing
3. Customer Appointment kept >=98%
4. Sweeps - Target=5 Stretch=6
5. Total Field jobs completed = 23,930
6. Productivity Rate = 1.31 jobs/hr

Support the execution of the Revenue Protection Strategy and process to align with EU
Support the review of the Rev Pro Qlikview dashboard
Support the ongoing Rev Pro UTC monitoring process
Support the Rev Pro Hotline transition to DSO
Support the evaluation of the Rev Pro staffing needs and requirements including back billing, screening and Hard to Access processes
Support the Implement Revenue Protection success metrics developed by EU peer group.
Partner with SGSM to strengthen the Rev Pro theft leads including commercial accounts

Key Results
Operational Excellence
YTD Sep Plan Variance Variance %
Grid One 117,676 100,459 17,217 17.1%
Rev Pro 20,699 18,265 2,434 13.3%
High Bill 10,967 9,970 997 10.0%
MS Electric 10,266 11,475 (1,209) -10.5%
MS Gas 5,278 5,290 (12) -0.2%
Total PECO 47,210 45,000 2,210 4.9%
Field Ops 164,886 145,459 19,427 13.4%

YTD Sep Plan Var Var %
Rev Pro 1.56 1.47 0.08 5.6%
High Bill 1.14 0.99 0.15 14.8%
MS Electric 0.91 0.84 0.07 8.3%
MS Gas 0.75 0.69 0.06 8.4%
Total PECO 1.15 1.03 0.12 11.2%

*Note: Rev Pro Completions Goal has been adjusted for RP – UTC being

Goal	Target Date	Created By
included in completions. Rev Pro Productivity Goal also includes updated Productivity Targets. Meter Maintenance Backlog 2,992 vs Target 4,715 36.5% favorable Field Operations All in Backlog 46,188 vs Target 53,379 13.5% favorable Residual Deployment Active and Inactive CMOs or Cuts 10,400 Active Electric 2,074 Active Gas 1,367 Inactive Electric 6,660 10,101 97.1% of 2017 FY Target		

In Progress Goals

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

Goal	Target Date	Flagged by Manager
Customer & Key Stakeholder Satisfaction **Objective** 1. Promptly address and correct all customer complaints related to Customer Field Operations 2. Communicate lessons learned and deliver meaningful corrective actions to improve performance 3. Customer Appointment kept >=98% 4. Achieve Field Ops Human Performance/VP Clock resets # of events = 3 5. Support a strong corrective action response to all Field Operations Violations and Justified complaints looking to improve overall Quality by reducing repeat Justified complaints. a. Field Operations Violation Goal is 3 b. Field Operations Justified Goal is 8 **Key Results** Meet all goals set in relation to the above customer service metrics.	December 31, 2018	
Financial Discipline **Objective** 1. Maintain and monitor employee timesheets 2. Manage the ordering of material 3. Responsible use and reporting of corporate credit card **Key Results** 1a. Confirm and approve all time worked before submitted employee timesheets 2a. Oversee/assist in the ordering material for techs and be aware of techs ordering unnecessary supplies. Assign techs to order material. 3a. Use corporate credit card only when necessary	December 31, 2018	

Goal	Target Date	Flagged by Manager
Operational Excellence	December 31, 2018	

Objective

Meet or exceed all of the goals set my management for Rev Pro operations.

Key Results

The following results would fulfill my objectives:

1. Job completions: 26,070
2. Productivity Rate: 1.49
3. Meet the goals of the Rev Pro Field Team metrics:

- Rev Pro 90 Day jobs - 0 over 90 days
- Maintain Rev Pro SLA compliance
- Customer Appointments kept >=98%
- Sweeps - Target=5 Stretch=6

4. Continue coaching on Rev Pro work management issues such as misuse of UTC process and multi unit process

Goal	Target Date	Flagged by Manager
Organizational Effectiveness	December 31, 2018	

Objective

1. Achieve Customer Field Operations safety performance targets
2. Encourage a diverse and inclusive environment, where everyone's voice is heard and valued.
3. Assist in the proper development of my employees

Key Results

Results for objective #1:

a. Achieve year-end goals of 0 OSHA Rate, 0 Dart Rate, 1 RVA
b. Reinforce the awareness of Defensive driving, Hazard recognition, and Slips Trips & Falls
c. Actively support company wide safety initiatives and adoption of best safety practices

Results for objective #2:

a. Ensure a diverse slate when evaluating for open tech positions
b. Encourage an inclusive and innovative culture by continuing to lead, coach and develop the diverse talent.

Results for objective #3:

a. Ensure that employees are offered and participate in the Diversity Workshops, Staff, Safety and All Hands Meetings
b. Support tech development in any way that I can including bringing a lot of the training in-house. I will work to develop a storm restoration training course that can be conducted in-house.

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2018	

Objective

Leader
- Lead by example and act as a role model for my team
- Create an environment of pride, loyalty, and commitment within your team.
- Help efforts to promote an inclusive and engaged environment

Coaching
- Contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals of my team to develop their skills and support the organization's goals/values.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with the techs
-Check and respond to my received feedback on a regular basis

Key Results
- Provide regular feedback with the techs
- Help assist employees in creating effective development plans and possible promotion opportunities

© 2018 Pilat. All Rights Reserved.

Server: 146

Keith Steger

Foreman Customer Response
Manager Stanley Hammond

Goals

PECO Lead/Coach/Engage

Objective

Leader
- Lead by example and act as a role model for my team
- Create an environment of pride, loyalty, and commitment within your team.
- Help efforts to promote an inclusive and engaged environment

Coaching
- Contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals of my team to develop their skills and support the organization's goals/values.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with the techs
-Check and respond to my received feedback on a regular basis

Key Results

- Provide regular feedback with the techs
- Help assist employees in creating effective development plans and possible promotion opportunities

Target Date

December 31, 2018

Edit Goal | **Progress Notes** | Feedback | Audit Trail

Note	Status	Date	Author
Keith, Is a hands on leader. His presence in the file is one of acceptance by the work force and a continual learning for Keith. An example of this is showed in his SRO work, GVTF work, residual deployment and his close working relationship with PECO security.	In Progress	December 6, 2017	John Kratzinger

Note	Status	Date	Author
Keith, has completed his first full year as the Rev Pro foreman. He has completed the following: 3 new Rev Pro techs were on boarded in April, these techs were outfitted with tools, materials, FR allowance of $1,000 to begin their PECO career. New techs were assigned to various senior Rev Pro techs for OJT. Formal training in driving, ladder work, secondary work and compliance training were completed in 2017. In the area of the residual deployment, Keith has been a major impact in accomplishing PECO goal of getting active customer's accounts with AMR meters to install the new AMI meters. This has been a special success for Keith in getting customers to accept the new AMI meter. This ability for Keith to succeed has been noted in our legal dept. and Customers Ops starting with our VP's of both departments. SRO - Super Repeat Offenders - Has worked with PECO security in getting these customers to stop tampering and either move of apply for service. GVTF - Gun Violence Task Force - This is a Philadelphia Police initiative that PECO is involved in and Keith does a great job in working with PECO security and the Philadelphia Police;	In Progress	December 6, 2017	John Kratzinger
Keith, Is in his first year as a foreman. He has lead by being available to the techs, other teams, special projects, like SRO and residual deployment. Another area that Keith is good at is the use of PECO systems, CIMS, MDT, etc.	In Progress	November 6, 2017	John Kratzinger
On track	In Progress	July 26, 2017	Keith Steger

© 2018 Pilat. All Rights Reserved.

Server: 146

Keith Steger

Foreman Customer Response
Manager Stanley Hammond

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Keith Steger*

Meaningful Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

Keith,
Attended weekly work management meetings which are the infrastructure for focusing on the priority work for the Rev Pro Team.
With this information Keith was able to work with planner on the oldest jobs with a understanding of hot line jobs coming in e.g. requests from police, L&I or PECO external affairs that impact our customers. These jobs could be a CCM, Hot line Tips, CIM, WST and support of AMI residual deployment.
Keith also partnership with local, state and federal law enforcement. Along with other government agencies. By this process Keith meant all his goals for the year.

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Keith shows his courage every time he goes to a customer's property who originally did not want a new AMI meter. Keith is tactful, shows compassion and understand but is also firm. One of the important things that Keith does is give the customer documentation on the AMI meter as it compares to a cellphone. This action alone usually makes the customer allow a new AMI meter be installed.
In keeping with this example Keith also treats customers and the work force with respect regardless of their backgrounds.
Adaptability is a key to Keith's success, he is open to changes and willing to listen to both colleagues and others to make the best change for everyone.
Keith is taken park in the innovation of the "Meter Defender", Keith has a key part in this innovation to get the meter defender lock installed.
Keith has taken part in the BYOB twice this year has supported his team in engaging them to understand the entire business. An example of this is the ride along with back office and the one day the Rev Pro techs goes into the office to observe the back office.and his part.

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Keith can do all the work, that is not a question. The full year experience as a foreman will give him the ability to look forward to what work is coming in, what training is necessary for the team and new employees.
Being flexible and expecting the ups and downs of the Rev Pro work will make Keith a stronger leader. A good example of this is when Rev Pro team has storm work and when the team comes back from storm work setting up the right priorities is essential in not getting behind on all the work.
Learn to say no, too many request can bury you and you end up not doing your work or the teams.

Summary

Provide any additional summary comments.

Keith has demonstrated the ability to communicate with various groups both internal and external. An example of this is the Norristown Marshals department and the new CSR's seeing the Rev Pro presentation that Keith does.
Keith's exceptional work with the residual deployment. Getting those last few active customers has been great for keith and getting the recognition as a "go to person".

Comments

John,

Thank you for the recognition of our accomplishments this year. I try to do my best in going above and beyond the "normal" job requirements. I have a real passion for Rev Pro and I believe a large part of that has developed from the passion that you demonstrate. Your experience and management style are imperative for my success. You have taught me a lot about this side of the business and I thank you for that.

Best Regards,

Keith

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 146

Robert Thomas

Foreman Customer Response
Manager Robert Marland

Goals 4 Goals Past Due

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
FINANCIAL DISCIPLINE **Objective** Achieve Net Income $411.9M, O&M $615.6M & Capital $703.7M **Key Results** Support ongoing Ledger process to address funding opportunities Achieve targeted savings associated with Telogis technology.	December 29, 2017	
OPERATIONAL EXCELLENCE **Objective** Achieve SAIFI of 0.74, CAIDI of 86 Minutes (2.5 BETA) and Service Level of 89.0 **Key Results** Grow a culture of innovation to drive operational performance and improve customer experience Engage employees to propose/implement improved work processes.	December 29, 2017	
ORGANIZATIONAL EFFECTIVENESS **Objective** Achieve OSHA Recordable Rate of 0.63 and Gas Odor Response of 99.97% **Key Results** Complete all required safety, regulatory, technical, environmental, diversity & inclusion and ethics trainings by required due dates. Exceed 35% Call Out Response Rate	December 29, 2017	

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2017	

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results
- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week
(Supervisors Only)

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

© 2018 Pilat. All Rights Reserved.

Server: 148

Robert Thomas

Foreman Customer Response
Manager Robert Marland

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Robert Thomas*

Extraordinary Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

Bob lead the team to successful implementation of the remote cutting program.

Bob drives the tough locate to success, this save CADI

Bob help other department when they need the F/L assistance

He is always driving safety

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Bob lead the team to successful implementation of the remote cutting program. He continue to address any issues with this program. Bob is on the URD forum team where his knowledge is respected among his peers. Bob takes the lead on any infrastructure issues.

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Bob should continue sharing his knowledge and think about his next move.

Summary

Provide any additional summary comments.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 148

Stephen Quigley

Foreman Aerial

Manager Jonathan Frissora

Goals 5 Goals Past Due

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
1. Safety **Objective** Objective: Work towards creating an accident free workplace where employees know that Safety is our #1 priority. **Key Results** Key Results # Safety audits completed List participation on Safety initiatives/teams # open Safety council tracking items	December 31, 2017	
2. Operational Excellence **Objective** Objective: System Health/Reliability **Key Results** Key Results Achieve CM Backlog Targets SAIFI CAIDI Achieve PM Completion Target Achieve CM Completion Target Summer/Winter Readiness Items completed on time ACE/RCI investigations completed on time	December 31, 2017	

Goal	Target Date	Flagged by Manager
3. Customer and Key Stakeholder Satisfaction	December 31, 2017	

Objective
Objective: Create a premier customer experience and drive positive change in the organization

Key Results
Key Results
PUC Cases
Presidential Cases
NB Satisfaction - 96.5%
Support United Way Campaign

---

4. Financial Discipline	December 31, 2017	

Objective
Objective: Ensure effective use of our financial resources

Key Results
Key Results
Achieve Aerial/UG Defect/Street Light CPUs
Limit OT Spend
Limit Open Bin Spending
Achieve Controllable Cost target
Support/Lead Productivity Initiatives
Target Date

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2017	

Objective

Lead

- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching

- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage

- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal	December 31, 2018	

Objective
Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired.

Key Results
Lead:
- Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values.
- Create an environment of pride, loyalty, and commitment within your team.
- Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact.

Coach:
- Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team.
- Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent.

Engage:
- Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Respond to the needs of employees; be curious, listen, guide and mentor.
- Address areas for improvement with effective strategies that lead to improved engagement.

© 2018 Pilat. All Rights Reserved.

Server: 148

Stephen Quigley

Foreman Aerial

Manager Jonathan Frissora

Goals

PECO Lead/Coach/Engage

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

Target Date

December 31, 2017

Edit Goal | **Progress Notes** | Feedback | Audit Trail

Note	Status	Date	Author
on track	In Progress	April 26, 2017	Stephen Quigley

© 2018 Pilat All Rights Reserved.

Server: 148

Stephen Quigley

Foreman Aerial

Manager Jonathan Frissora

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Stephen Quigley*

N/A

Review Status

In Progress

Goals*

What did the employee accomplish to drive impact for the business?

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Summary

Provide any additional summary comments.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 148

David Schmitt

Foreman Customer Response
Manager Marie Moore

Goals

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

Goal	Target Date	Flagged by Manager
Organizational Effectiveness **Objective** 1. Achieve 0 OSHA recordable incidents 2. Achieve 0 RVAs 3. Achieve 1 or less HP events 4. Participate in 2 D&I events and support the DSO D&I team 5. Complete all Safety, Regulatory and Environmental training	December 31, 2018	

Completed Goals

Goal	Target Date	Flagged by Manager
Organizational Effectiveness **Objective** 1. Achieve 0 OSHA recordable incidents 2. Achieve 0 RVAs 3. Achieve 2 or less HP events 4. Patriciate in 2 D&I events and support the DSO D&I team 5. Complete all Safety, Regulatory and Environmental training		

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2017	

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results
- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

1 Canceled Goals

© 2018 Pilat. All Rights Reserved

Server: 148

David Schmitt

Foreman Customer Response
Manager Marie Moore

Goals

PECO Lead/Coach/Engage

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

Target Date

December 31, 2017

Edit Goal | **Progress Notes** | Feedback | Audit Trail

Note	Status	Date	Author
Demonstrated good leadership. Particularly with regard to safety.	Completed	April 3, 2018	David Schmitt
on track	In Progress	July 25, 2017	David Schmitt
on track	In Progress	July 25, 2017	David Schmitt
on track	In Progress	July 25, 2017	David Schmitt
on track	In Progress	July 25, 2017	David Schmitt
on track	In Progress	July 25, 2017	David Schmitt

© 2018 Pilat. All Rights Reserved.

Server: 148

David Schmitt

Foreman Customer Response
Manager Marie Moore

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for David Schmitt*

Extraordinary Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

Dave's commitment to safety is top-notch. He is frequently in the field providing guidance and oversight to the ALMs.

Dave was a part of the Root Cause team investigating an injury in C&M. He assisted in developing good corrective actions, and communicating them to the organization.

Dave volunteered to assist training in the development of backfeed training for the ALMs.

Dave ensures that the schedules are filled, often takes care of timesheets, attends and participates in Safety Slices, Foremen Forums, Aerial Forums, and other meetings.

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Dave's passion around safety is contagious. He frequently engages other employees in discussions and actions to improve safety.

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Continue to bring your expertise to other organizations.
Don't let others have too much impact on who and how you help.

Summary

Provide any additional summary comments.

Dave is well respected for his technical knowledge and is sought out by other business units for this. He is always willing to help wherever needed. He enjoys working with the ALMs, and brings a confident, safety-focused voice to any crew/job he is on. He Is a pleasure to work with, and have on my team!

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 148

Timothy Houlihan

Foreman Underground
Manager Patrick Keaveney Jr

Goals

Archived Goals

Goal	Target Date	Flagged by Manager
2. Operational Excellence **Objective** System Health/Reliability **Key Results** Achieve CM Backlog Targets SAIFI CAIDI Achieve PM Completion Target Achieve CM Completion Target Summer/Winter Readiness Items completed on time ACE/RCI investigations completed on time	December 31, 2017	
3. Customer and Key Stakeholder Satisfaction **Objective** Create a premier customer experience and drive positive change in the organization **Key Results** PUC Cases Presidential Cases NB Satisfaction - 96.5% Support United Way Campaign	December 31, 2017	

Goal	Target Date	Flagged by Manager
4. Financial Discipline **Objective** Ensure effective use of our financial resources **Key Results** Achieve Aerial/UG Defect/Street Light CPUs Limit OT Spend Limit Open Bin Spending Achieve Controllable Cost target Support/Lead Productivity Initiatives	December 31, 2017	

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2017	

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results
- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week
(Supervisors Only)

Goal	Target Date	Flagged by Manager
Safety	December 31, 2017	

Objective
Work towards creating an accident free workplace where employees know that Safety is our #1 priority

Key Results
Safety audits completed
List participation on Safety initiatives/teams
open Safety council tracking items

© 2018 Pilat. All Rights Reserved.

Server: 145

Timothy Houlihan

Foreman Underground
Manager Patrick Keaveney Jr

Goals

PECO Lead/Coach/Engage

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week

(Supervisors Only)

Target Date

December 31, 2017

Edit Goal | **Progress Notes** | Feedback | Audit Trail

Note	Status	Date	Author
Tim is fair to all front line staff. He listens to the needs of others, yet understanding the needs to also focus on safety. The team trusts his judgment and they look to him for guidance.	Completed	November 9, 2017	Patrick Keaveney Jr
On Target	In Progress	November 8, 2017	Timothy Houlihan

© 2018 Pilat. All Rights Reserved.

Server: 145

Timothy Houlihan

Foreman Underground
Manager Patrick Keaveney Jr

Goals

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

5 Archived Goals

© 2018 Pilat. All Rights Reserved.

Server: 148

Timothy Houlihan

Foreman Underground
Manager Patrick Keaveney Jr

Goals

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal **Objective** Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired. **Key Results** Lead: - Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values. - Create an environment of pride, loyalty, and commitment within your team. - Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact. Coach: - Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team. - Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent. Engage: - Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results. - Respond to the needs of employees; be curious, listen, guide and mentor. - Address areas for improvement with effective strategies that lead to improved engagement.	December 31, 2018	

5 Archived Goals

© 2018 Pilat. All Rights Reserved.

Server: 148

Timothy Houlihan

Foreman Underground
Manager Patrick Keaveney Jr

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Timothy Houlihan*

Meaningful Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

Tim produced solid operational results in 2017. For safety, the team experienced 1 RVA, 0 OSHA no other HP events. Tim does an excellent job of being in the field everyday which shows in the teams' safety results. Financial Goal- Tim ensures to secure my approval before allowing the team to work overtime. For customer satisfaction, the team had 0 PUC/Presidential complaints.

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Sharp vision and strategy- focus on field time, always accountability for results of the team.
Exhibits courage- team management through turmoil.
Drives innovation- LOTO team for PECO and CADRE for splicing school

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Tim has 5 years remaining at the company. He will continue to be a valued member of the underground department.

Summary

Provide any additional summary comments.

Tim was an important part of a safe and successful 2017. His leadership was vital to the region's success this year and look forward to a productive 2018.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 145

John Ostan

Optns Foreman Distribution
Manager Patrick Bell

Goals 1 Goals Past Due

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2017	

Objective

Lead

- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching

- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage

- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results

- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week (Supervisors Only)

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal	December 31, 2018	

Objective
Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired.

Key Results
Lead:
- Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values.
- Create an environment of pride, loyalty, and commitment within your team.
- Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact.

Coach:
- Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team.
- Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent.

Engage:
- Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Respond to the needs of employees; be curious, listen, guide and mentor.
- Address areas for improvement with effective strategies that lead to improved engagement.

© 2018 Pilat. All Rights Reserved.

Server: 145

John Ostan

Optns Foreman Distribution
Manager Patrick Bell

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for John Ostan*

N/A

Review Status

In Progress

Goals*

What did the employee accomplish to drive impact for the business?

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

Summary

Provide any additional summary comments.

Review Eligibility*

Optional

Change Reason*

© 2018 Pilat. All Rights Reserved.

Server: 145

Terrence Smith

Foreman T&S

Manager Stephen Singiser Sr

Goals 7 Goals Past Due

Draft Goals

In Progress Goals

Goal	Target Date	Flagged by Manager
Diversity	December 15, 2017	

Objective

1. Participate in one T&S diversity event
2. Support a culture of inclusion, where no one feels left out

Environmental Strategy and Goals	December 15, 2017	

Objective

1. Complete 31 oil leak repairs
2. Complete 1 PCB retro fill
3. Complete 2 PCB unknown equipment samples
4. Achieve zero preventable oil spills

Financial	December 15, 2017	

Objective

1. Achieve annual OM and Capital expenditures to approved goals
2. Meet annual OT dollars as a % of regular time goal of 15.4%

NERC and PUC compliance	December 15, 2017	

Objective

1. Support all PUC PM and NERC requirements including 112 battery inspections
2. Achieve 0 NERC self-reportable violations
3. Execute all Summer Readiness items by 5/27/2017
4. Execute all 2017 Winter Readiness items by 11/11/2017

Goal	Target Date	Flagged by Manager
Operational Execution	**December 15, 2017**	

Objective

1. Achieve ZERO OSHA recordables, conduct 1 safety audit and document 1 precursor per month
2. ACHIEVE 1 OR FEWER RVAs, conduct 3 driving audits per month
3. Complete all safety and regulatory training
4. Achieve 1 or fewer HP events
5. Achieve 1 or fewer bus outages and bus interruptions
6. Complete all ACE/RCI investigations and corrective actions in accordance with guidelines
7. Achieve a work order closeout rate of 90% for scheduled work
8. Complete all Nuclear PM/CM outage work

Workforce Effectiveness	**December 15, 2017**	

Objective

1. Complete PMOD goal of ...
a. DC = 105
2. Complete CMOD goal of ...
a. DC = 199
3. Complete Unit DT goal of ...
a. DC = 35
4. Complete cage switch goal of ...
a. DC = 6
5. Complete bus hardening task goal of ...
a. DC = 12
6. Complete PM goal of ...
a. DC = 581
7. Complete CM goal of ...
a. DC = 581
8. Complete xx Transformer Surge Arrestor replacements
a. DC = 8
9. Assist with development and implementation of a training plan for all of T&S (Oregon Shop)
10. Assist with developing a training site for outdoor equipment at Plymouth substation
11. Support scheduled training classes/events
12. Achieve a 80% employee survey participation rate

Goal	Target Date	Flagged by Manager
PECO Lead/Coach/Engage	December 31, 2017	

Objective

Lead
- Lead by example and act as a role model for your team, across the broader company and the enterprise in support of the company's values and competencies
- Create an environment of pride, loyalty, and commitment within your team.
- Foster engagement of employees by building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Lead efforts to promote an inclusive and engaged environment focused on PECO's Employee Compact principles

Coaching
- Create and contribute to a development-centric work environment where employees are challenged , coached and engaged
- Coach individuals and teams to develop their skills and support the organization's goals/values.
- Partner with employees to identify and create development plans and supports them by providing resources
- Establish development as a priority.
- Provide recognition and feedback to promote appreciation, development, and communication.

Engage
- Work to improve the workplace and respond to the needs of employees in order to create an engaged workforce and environment that drive results
- Address areas for improvement with effective strategies which lead to improved engagement.

Key Results
- EEI Goal = (Insert improvement target based on 2017 survey results)
- Ensure high quality goals and performance reviews for employees are established
- Hold Regular 1/1 meetings with employees
- Assist all employees in creating effective development plans and support them through ongoing coaching
- Ensure high quality performance improvement plans exist, when applicable, and ensure regular meetings are held with employees to discuss progress
- Increase visibility and engagement by conducting a minimum of 3 engagement visibility related activities per week
(Supervisors Only)

Goal	Target Date	Flagged by Manager
2018 PECO Leadership Goal	December 31, 2018	

Objective
Embrace and champion greater emphasis on HOW people work, to ensure that our employees feel respected, engaged and inspired.

Key Results
Lead:
- Act as a role model for your team and hold employees accountable for HOW they work and for demonstrating Exelon's core competencies and values.
- Create an environment of pride, loyalty, and commitment within your team.
- Lead efforts to promote an inclusive and engaged environment focused on the pillars of PECO's Employee Compact.

Coach:
- Establish development as a priority on your team. Incorporate two-way dialogue and ongoing employee feedback, and conduct regular coaching conversations with your team.
- Partner with employees to create development plans. Utilize tools and resources to support these conversations, such as ePeople Talent.

Engage:
- Foster engagement by: building trust, promoting a sense of team, improving two-way communication, and encouraging a shared ownership of the team's business results.
- Respond to the needs of employees; be curious, listen, guide and mentor.
- Address areas for improvement with effective strategies that lead to improved engagement.

© 2018 Pilat. All Rights Reserved.

Server: 145

Terrence Smith

Foreman T&S

Manager Stephen Singiser Sr

Reviews

Year-End 2017

NOTE: Impact ratings you have entered, regardless of status, will be fed to ePeople Compensation on 12/28/2017.

Rating for Terrence Smith*

Meaningful Impact

Review Status

Acknowledged

Goals*

What did the employee accomplish to drive impact for the business?

completed CMOD and PMOD work

Competencies*

How did the employee demonstrate Exelon's core competencies to drive business impact?

strong work ethic and working with multiple work groups

Forward Thinking Development*

What should the employee focus on to have a greater business impact?

continue building relationships with nuclear company

Summary

Provide any additional summary comments.

none

Comments

none

Review Eligibility*

Optional

Change Reason*

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Mike Pryor JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 031257 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations< Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☐ 35% ☐ <35%	
Achieve RVA goal based on target set for VP area	Mid-Year ☑ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	

Confiden0121

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MY	YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	Mike is progressing very well. I can depend on Mike similar to a more experienced tech.
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	Mike's job knowledge is ahead of the curve for his experience.

Signatures: [signature] / 25-18 [signature] 25/18 _____ YE Rating

Employee / Date Supervisor/Foreman / Date

Confiden0122

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Charvar Walker JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 102708 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations< Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☐ 35% ☐ <35%	
Achieve RVA goal based on target set for VP area	Mid-Year ☑ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☒ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☑ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	

Confiden0123

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MY	YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations Meets Expectations Below Expectations	☒ ☐ ☐	☐ ☐ ☐	Charvas displays the highest level of safety focus that I have ever witnessed in the field. Great job!
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	

Signatures: [signature] 7/25/2018 [signature] 7/25/18 YE Rating

Employee / Date Supervisor/Foreman / Date

Confiden0124

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Luis Nogueras JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 953032 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations< Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☐ 35% ☐ <35%	
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☐ ☒	☐ ☐	OIE on May 23rd

Confiden0125

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MY YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☒ ☐ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	Luis demonstrates the highest level of focus on safety. He instills the same level of safety to his peers.
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☒ ☐ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	Luis is very knowledgable and goes above and beyond to identify other jobs in the field

Signatures: [signature] 7/25/18 [signature] 7/25/18 YE Rating

Employee / Date Supervisor/Foreman / Date

Confiden0126

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Gurnell Williams JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 047605 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☐ 35% ☐ <35%	
Achieve RVA goal based on target set for VP area	Mid-Year ☑ End of Year ☐	Meets Expectations Below Expectations	☑ ☐	☐ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☑ ☐	☐ ☐	

Confiden0127

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MY YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	Gurrell demonstrates strong customer focus skills.
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	

Signatures: Employee / Date 7/25 Supervisor/Foreman / Date 7/25/18 JE Rating

Confiden0128

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Herman Morales JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 108654 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations< Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☐ 35% ☐ <35%	
Achieve RVA goal based on target set for VP area	Mid-Year ☑ End of Year ☐	Meets Expectations Below Expectations	☑ ☐	☐ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	

Confiden0129

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MY	YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	

Signatures: [signature] 7/25/18 [signature] 7/23/18 YE Rating

Employee / Date Supervisor/Foreman / Date

Confiden0130

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Les Wilson JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 072507 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☐ 35% ☐ <35%	
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☐ ☒	☐ ☐	Les was the ground hand on an OIE on May 23rd

Confiden0131

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MY	YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	Though expectations are met, I would like to see Les work on taking constructive guidance from the senior techs
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	

Signatures: [signature] 7/25/18 [signature] 7/25/18 YE Rating

Employee / Date Supervisor/Foreman / Date

Confiden0132

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: John Ormiski JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 104011 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations< Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☐ 35% ☐ <35%	
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	

Confiden0133

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MY	YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations Meets Expectations Below Expectations	☒ ☐ ☐	☐ ☐ ☐	John is an incredibly talented at performing cuts that a typical single hand cannot.
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	

Signatures: John Jemmett / 12/25/18 Employee / Date [signature] / 12/25/18 Supervisor/~~Foreman~~ / Date _____ YE Rating

Confiden0134

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Ryan McCaffrey JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 038251 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☐ 35% ☐ <35%	
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	

Confiden0135

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MY	YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations Meets Expectations Below Expectations	☒ ☐ ☐	☐ ☐ ☐	Ryan shows great pride and workmanship in his work.
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations Meets Expectations Below Expectations	☒ ☐ ☐	☐ ☐ ☐	I can rely on Ryan for the most difficult jobs. He is very skilled and knowledgable

Signatures: Ryan McCallister / 7-25-18 / Employee / Date Supervisor/Foreman / 7/25/18 / Date _____ YE Rating

Confiden0136

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Mike King JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 104070 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations< Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☐ 35% ☐ <35%	
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	

Confiden0137

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MY	YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations< Meets Expectations< Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations< Meets Expectations< Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations< Meets Expectations< Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations< Meets Expectations< Below Expectations	☐ ☒ ☐	☐ ☐ ☐	Mike is the cadre trainer for the team
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations< Meets Expectations< Below Expectations	☐ ☐ ☒	☐ ☐ ☐	Mike has used all sick time and has had to call in for vac/sick.
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations< Meets Expectations< Below Expectations	☐ ☒ ☐	☐ ☐ ☐	

Signatures: Michael Kim 07/25/18 / _____ / _____ YE Rating

Employee / Date Supervisor/Foreman / Date

Confiden0138

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Mike Doroshenko JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 019971 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☐ 35% ☐ <35%	
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	

Confiden0139

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MY	YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations Meets Expectations Below Expectations	☒ ☐ ☐	☐ ☐ ☐	Mike has a very strong skillset for the work that we perform. Always performs.
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations Meets Expectations Below Expectations	☒ ☐ ☐	☐ ☐ ☐	Mike is one of my "go-to" guys for difficult jobs

Signatures: Mike Sowder 7/20/18 [signature] 7/20/18 YE Rating

Employee / Date Supervisor/Foreman / Date

Confiden0140

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Johnnie Poole JOB TITLE: Revenue Protection Tech

EMPLOYEE #: 109831 WORK GROUP: F&MS DEPT. #: 20110

SUPERVISOR & FOREMAN: Stan Hammond & Keith Steger REVIEW PERIOD: 1/1/18-6/30/18

GOALS

GOALS	STATUS	MEASURE	MY	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations< Meets Expectations Below Expectations	☒ ☐ ☐	☐ 50% ☐ 35% ☐ <35%	John Comes in whenever called upon.
Achieve RVA goal based on target set for VP area	Mid-Year ☐ End of Year ☐	Meets Expectations Below Expectations	☐ ☐	☐ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☐ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☐ ☐	

Confiden0141

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MY	YE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations Meets Expectations Below Expectations	☒ ☐ ☐	☐ ☐ ☐	John has continually showed a strong focus on customer safety/satisfaction.
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ ☐ ☐	

Signatures: _____ / Date 7/26/18 _____ / Date 7/26/18 _____ YE Rating

Employee Supervisor/Foreman

Confiden0142

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Jon Carter JOB TITLE: 1st Class Line Mechanic

EMPLOYEE #: 006874 WORK GROUP: Coatesville Aerial Lines DEPT. #: 20407

SUPERVISOR & FOREMAN: Paul Kuert / Dave Schlimme REVIEW PERIOD: 2016

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☐ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☒ 35% ☐ <35%	44% Callout Response Rate - Jon is dependable and often works late or fills a shift when asked. EOY rate is 38%.
Achieve RVA goal based on target set for VP area	Mid-Year ☐ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☒ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☐ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☒ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☐ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	x ☐	
Achieve zero HP Events	Mid-Year ☐ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	x ☐	

Confiden0143

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MID	END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations	☒	☒	Jon is the back-up safety rep for the building. He is also on the Methods team for looking at and reviewing new tools. He is a team player and is helpful with many items in and around the SB as well. He is a highly safety minded lineman.
	Meets Expectations	☐	☐	
	Below Expectations	☐	☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations	☐	☐	
	Meets Expectations	☒	☒	
	Below Expectations	☐	☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations	☐	☐	
	Meets Expectations	☒	☒	
	Below Expectations	☐	☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations	☐	☐	Jon works well with the entire team and is helpful and cooperative.
	Meets Expectations	☒	☒	
	Below Expectations	☐	☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations	☐	☐	
	Meets Expectations	☒	☒	
	Below Expectations	☐	☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations	☐	☐	
	Meets Expectations	☒	☒	
	Below Expectations	☐	☐	

Signatures: _____ 7/26/16 / _____ _____ 8/2/16 / _____ **YE Rating**
Employee / **Date** **Supervisor/Foreman** / **Date**

Signatures: _____ / 1/26/2017 _____ / 1/26/17 B YE Rating
Employee / Date Supervisor / Foreman / Date

PECO Energy Performance Review Form
2

Confiden0144

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Dave Hanaway JOB TITLE: 1st Class Line Mechanic

EMPLOYEE #: 101949 WORK GROUP: Coatesville Aerial Lines DEPT. #: 20407

SUPERVISOR & FOREMAN: Paul Kuert / Dave Schlimme REVIEW PERIOD: 2016

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations< Meets Expectations Below Expectations	☒ ☐ ☐	☒ 50% ☐ 35% ☐ <35%	78% Callout Response Rate - Always can expect Dave to work when asked. Has continued to maintain a 79% Callout Rate.
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☒ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☒ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	X ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	X ☐	

Confiden0145

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	MID	END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations	☐	☐	
	Meets Expectations	☒	☒	
	Below Expectations	☐	☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations	☐	☐	
	Meets Expectations	☒	☒	
	Below Expectations	☐	☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations	☐	☐	
	Meets Expectations	☒	☒	
	Below Expectations	☐	☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations	☐	☐	
	Meets Expectations	☒	☒	
	Below Expectations	☐	☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations	☐	☐	
	Meets Expectations	☒	☒	
	Below Expectations	☐	☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations	☐	☒	Often runs jobs when foremen are unavailable and shows leadership to do so in a team setting.
	Meets Expectations	☒	☐	
	Below Expectations	☐	☐	

Signatures: _____ / 8/2 _____ / 8/2/16 _____ **YE Rating**
Employee / **Date** / **Supervisor/Foreman** / **Date**

Signatures: _____ 11/26/17 _____ 11/26/17 B YE Rating
Employee / Date / Supervisor / Foreman / Date

PECO Energy Performance Review Form
2

Confiden0146

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Greg Lewis JOB TITLE: 1st Class Line Mechanic

EMPLOYEE #: 110267 WORK GROUP: Coatesville Aerial Lines DEPT. #: 20407

SUPERVISOR & FOREMAN: Paul Kuert / Dave Schlimme REVIEW PERIOD: 2016

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☐ ☒	☐ 50% ☐ 35% ☒ <35%	4% Callout Response Rate - Is well below the expectation of 35% Greg has a personal reason that often makes it difficult to work extra hours that he has discussed w/ me Callout response rate is at 3% at EOY for the year.
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☒ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☒ ☐ ☐	☐ Customer Recognition ☒ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☒ ☐	
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☒ ☐	

Confiden0147

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☒ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	Greg has years of experience that he literally brings to the table in morning meetings when pre-job brief discussions are going on. His knowledge and experience are often helpful in planning out the crews work for the day.
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	Greg is always helpful on job discussions with his knowledge of linework. He shares with other and myself as well.

Signatures: Gregory D Lewis 8/1-16 Paul D Kurt 8/2/16 / _____ **YE Rating**
Employee / Date **Supervisor/Foreman / Date**

Signatures: Gregory D Lewis / 1-26-17 Paul D Kurt / 1/26/17 ___B___YE Rating
Employee Date Supervisor / Foreman Date

PECO Energy Performance Review Form
2

Confiden0148

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Sean O'Connell JOB TITLE: 1st Class Line Mechanic

EMPLOYEE #: 007539 WORK GROUP: Coatesville Aerial Lines DEPT. #: 20407

SUPERVISOR & FOREMAN: Paul Kuert / Dave Schlimme REVIEW PERIOD: 2016

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☐ End of Year ☐	Above Expectations< Meets Expectations Below Expectations	☐ ☒ ☐	☐ 50% ☒ 35% ☐ <35%	27% Callout Response Rate - Sean is typically a good responder to callouts and OT in general. His child was born this year and is probably taking priority at this point for now. EOY 30% - His rate has increased and is better.
Achieve RVA goal based on target set for VP area	Mid-Year ☐ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☒ 0 ☐ 1	
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☐ End of Year ☐	Above Expectations Meets Expectations Below Expectations	☐ ☒ ☐	☐ Customer Recognition ☒ 0 ☐ 1	
Achieve zero OSHA Recordables	Mid-Year ☐ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☒ ☐	
Achieve zero HP Events	Mid-Year ☐ End of Year ☐	Meets Expectations Below Expectations	☒ ☐	☒ ☐	

Confiden0149

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	Sean works safely all the time and is a good example to our apprentices. He often raises safety issues when he sees them.
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	Good team player and works hard.
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	Manages his time off appropriately.
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	

Signatures: _____ / 8/1/16 _____ / 8/1/16 _____ **YE Rating**
Employee / **Date** **Supervisor/Foreman** / **Date**

Signatures: _____ / 1/24/17 _____ / 1/20/17 B YE Rating
Employee Date Supervisor / Foreman Date

PECO Energy Performance Review Form
2

Confiden0150

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Cunningham, John_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 108598_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations	☐	☐	1st Qtr = 2nd Qtr =
		Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year ✓	Below Expectations	☐		Year End =
RVA's	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track, No RVA YTD
		Meets Expectations	X	X	*Year End: No RVA for 2016 & 2017*
	End of Year ✓	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	*Year End: Good customer interaction skills. Takes*
	End of Year ✓	Below Expectations	☐	☐	*care of customer property*
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0151

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations X X Meets Expectations ☐ Below Expectations ☐ ☐	Mid Year / On Track, John continues to drive the safety on the team. *Year End: No change. John is recognized as a safety leader both inside of and outside of the team*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	**Mid Year / On Track** *Year End: Always Good quality work*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	**Mid Year / On Track** *Year End: Looks for solutions to make the customer happy*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	**Mid Year / On Track** *Year End: John is well respected and regarded as a "Go To" guy for any and all issues.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	**Mid Year / On Track** *Year End: Always stays when needed. Callout response could use some improvement*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	**Mid Year / On Track** *Year End: Seasoned 1st class mechanic. Always top quality work*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

(*) Signatures: _____ / 1-20-18 _____ / 1/30/18 End Rating / 2+

Employee / Date Supervisor/Foreman / Date

Confiden0152

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Campbell, Rob JOB TITLE: Senior Dist. Mechanic

EMPLOYEE #: 105962 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 21% 2nd Qtr = 22%
			Meets Expectations	☐	X	3rd Qtr = 4th Qtr =
	End of Year	✓	Below Expectations	X	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid (No return Date)
			Meets Expectations	X	X	*Year End: No RVA for 2016 & 201*
	End of Year	✓	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: No Cust issues or PUC complaints*
	End of Year	✓	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0153

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: No safety violations of issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: Always top quality work. Rob is capable of any task assigned and is one of the go too guys in the group*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or BOC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: No customer issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: Robby does get vocal on occasions, but he is well respected and an excellent instructor with the new guys*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: Callout performance could use some improvement, however, he is always will to stay and get the job done*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: Top Quality skills. Rob is the "Total Package " of knowledge in gas work*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

Signatures: _____ / 1-30-18 _____ / 1/30/18 End Rating

Employee / Date Supervisor/Foreman / Date

Confiden0154

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Barkley, Sean_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 008123_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 58% 2nd Qtr = 44%
			Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: No RVA for 2016 & 2017*
	End of Year	X	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: No Cust issues or PUC complaints*
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0155

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues. Sean is not afraid to raise an issue or call unsafe performance*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Always top qual. Work. Not afraid to question a process of ask for help.*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ X Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Working with Sean is a pleasure. He's always willing to take on a task or assignment*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid job skills . Did a nice job of welding on the 12" replacement job*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

X Signatures: _____ / 1-19-18 _____ / 1/19/18 End Rating / 2+

Employee / Date Supervisor/Foreman / Date

Confiden0156

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Walters, Greg_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 102235_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations	X	X	1st Qtr = 73% 2nd Qtr = 64%
		Meets Expectations	☐	☐	3rd Qtr = 4th Qtr =
	End of Year X	Below Expectations	☐	☐	
RVA's	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	No RVA for 2016 & 2017
	End of Year X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year X	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0157

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues. Greg is not afraid to raise an issue or call unsafe performance. He has done a great job of working with the new apprentices*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Also good qual. Work. Greg and Brian are a great team*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Working with Greg was a pleasure. He was always there when I needed him.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid job skills*

Signatures: _____ / _____ _____ / _____ Mid Rating On Track

Employee / Date Supervisor/Foreman / Date

Signatures: Gregory J. Watters / 1-19-18 _____ / 1/19/18 End Rating 2+

Employee / Date Supervisor/Foreman / Date

Confiden0158

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Marcavage, Joe_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 034045_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations	X	X	1st Qtr = 62% 2nd Qtr = 55%
		Meets Expectations	☐	☐	3rd Qtr = 4th Qtr =
	End of Year X	Below Expectations	☐	☐	Year End =
RVA's	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	*Year End / No RVA for 2016 & 2017*
	End of Year X	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	Year End / No Cust issues or PUC complaints. Always
	End of Year X	Below Expectations	☐	☐	goes out of his way to make customer happy
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0159

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No violations or issues. Joe always thinks ahead and plans the next move to prevent a problem*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always top qualitity work. Follows procedures to letter of law. We question only for clarity*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Cares about personal performance as well as team performance. Tries to help other employees prepare for Skill Test*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Good callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Solid job skills and solid performance*

Signatures: _____ / _____ Employee / Date _____ / _____ Supervisor/Foreman / Date Mid Rating /On Track

Signatures: Joseph C Marcaz Jr / 1-19-18 Employee / Date _____ / 1/19/18 Supervisor/Foreman / Date End Rating 2+

Confiden0160

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Crain, Robert_____ JOB TITLE: A Mechanic_____

EMPLOYEE #: 051750_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 40% 2nd Qtr = 67%
			Meets Expectations	X	X	3RD Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0161

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / No violations or safety issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / Always Good quality work. For a newer mechanic, Bob will always jump in to learn a new process*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / No Issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / Always a team player. Bob can work with anyone. I expect Bob to be a top notch SDM in the near future*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / Always there when needed*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / On track for where he is in progression*

Signatures: _____ / _____ _____ / _____ Mid Rating /On Track

Employee / Date Supervisor/Foreman / Date

Signatures: _____ / 1/22/18 _____ / 1/22/18 End Rating 2

Employee / Date Supervisor/Foreman / Date

Confiden0162

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Gorman, Matt_____ JOB TITLE: A Mechanic_____

EMPLOYEE #: 046258_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 22% 2nd Qtr = 83%
			Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0163

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No violations or safety issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always top quality work. For a newer mechanic, Matt will always jump in to learn a new process*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No Issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always a team player. Matt can work with anyone. I except Matt to be an up and coming SDM in the future*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always there when needed*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / On track for a B Mechanic

Signatures: _____ / _____ _____ / _____ Mid Rating /On Track

Employee / **Date** **Supervisor/Foreman** / **Date**

(*) **Signatures:** Matt / 1/30/18 _____ / 1/30/18 End Rating 2

Employee / Date Supervisor/Foreman / Date

Confiden0164

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Henry, Rob_____ JOB TITLE: B Mechanic_____

EMPLOYEE #: 959308_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations	☐	☐	1st Qtr = 56% 2nd Qtr = 71%
		Meets Expectations X		☒	3RD Qtr = 4th Qtr =
	End of Year X	Below Expectations	☐	☐	
RVA's	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations X		☒	Year End / No RVA for 2016 & 2017
	End of Year X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations X		☒	Year End / No Cust issues or PUC complaints
	End of Year X	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0165

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No violations or safety issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always Good quality work. For a newer mechanic, Rob will always jump in to learn a new process*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No Issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always a team player. Rob can work with anyone. I expect Rob to be a top notch SDM in the near future!*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always there when needed*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / On track for where he is in progression

Signatures: _____ / _____ _____ / _____ Mid Rating /On Track

Employee / Date Supervisor/Foreman / Date

Signatures: 1/19/18 6/19/18 End Rating 2

Employee / Date Supervisor/Foreman / Date

Confiden0166

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Kelly, Bram_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 009602_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 38% 2nd Qtr = 50%
			Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0167

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *No violations or issues. Bram is not afraid to raise an issue or call unsafe performance. He also filled in for 4 months as the team safety rep.*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *Always good qual. Work. Bram and Derick are a great team*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *Working with Bram was a pleasure. He was always there when I needed him.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *Solid job skills, solid performance*

Signatures: _____ / _____ _____ / _____ Mid Rating On Track

Employee / Date Supervisor/Foreman / Date

(*) **Signatures:** _____ / 1/19/18 _____ / 1/19/18 End Rating 2+

Employee / Date Supervisor/Foreman / Date

Confiden0168

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Thomas, Jeff_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 111257_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 40% 2nd Qtr = 55%
			Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	Year End=
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0169

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues. Jeff is not afraid to raise an issue or call unsafe performance*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Also good qual. Work. Jeff, Rob and John maker a dynamite team*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Working with Jeff was a pleasure. He was always there when I needed him.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Average callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid job skills*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

(A) Signatures: _____ / 1-30-18 _____ / 1/30/18 End Rating 2+

Employee / Date Supervisor/Foreman / Date

Confiden0170

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Jackson, Jamal_____ JOB TITLE: A Mechanic_____

EMPLOYEE #: 061818_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations		☐	1st Qtr = 22% 2nd Qtr = 40%
		Meets Expectations	X	X	3RD Qtr = 4th Qtr =
	End of Year X	Below Expectations	☐	☐	
RVA's	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year X	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0171

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No violations or safety issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / Always Good quality work. For a newer mechanic, JJ will always jump in to learn a new process or lend a hand*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / No Issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always a team player. JJ can work with anyone. I expect JJ to be a top notch SDM in the near future. He is a pleasure to work with*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always there when needed*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations X ☐ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / On track for where he is in progression*

Signatures: _____ / _____ _____ / _____ Mid Rating /On Track

Employee / Date Supervisor/Foreman / Date

Signatures: _____ / 1.30.18 _____ / 1/30/18 End Rating 2

Employee / Date Supervisor/Foreman / Date

Confiden0172

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Birkmire, Tom JOB TITLE: Senior Dist. Mechanic

EMPLOYEE #: 110056 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 29% 2nd Qtr = 15%
			Meets Expectations	☐	☐	3rd Qtr = 4th Qtr =
	End of Year	☑	Below Expectations	X	☑	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: No RVA for 2016 & 2017*
	End of Year	☑	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: No Cust issues or PUC complaints*
	End of Year	☑	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0173

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good qual . work. Takes on any task without complaint*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid team player. Gets along with all. Tom is quiet but with solid skills*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Always stays when needed. Callout performance could use improvement*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid SDM skills*

Signatures: _____ / _____ _____ / _____ Mid Rating ON TRACK

Employee / **Date** **Supervisor/Foreman** / **Date**

(*) Signatures: Thomas J. Birkmire III / _____ [signature] / 1/30/18 End Rating 2

Employee / Date Supervisor/Foreman / Date

Confiden0174

2016 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Jenkins, Tracy_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 009602_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations	X	X	1st Qtr = 88% 2nd Qtr = 73%
		Meets Expectations		☐	3rd Qtr = 4th Qtr =
	End of Year X	Below Expectations		☐	
RVA's	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	*Year End: No RVA for 2016 & 2017*
	End of Year X	Below Expectations	☐		*Team @ 3 years+*
Customer Sat	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	*Year End: No Cust issues or PUC complaints*
	End of Year X	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0175

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No safety violations or issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Generally good quality work. Takes on any task assigned*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints.*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Solid performance. Gets along with all. Asks for the harder jobs and has ability to complete.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid job skills . Tracy is very good at working with new employees and showing them how to get the job done.*

Signatures: _____ / _____ _____ / _____ Mid Rating On Track

Employee / Date Supervisor/Foreman / Date

* Signatures: Tracy Jenkins / 1-30-18 _____ / 1/30/18 End Rating 2

Employee / Date Supervisor/Foreman / Date

Confiden0176

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Adams, Derrick JOB TITLE: Senior Dist. Mechanic

EMPLOYEE #: 101310 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations	☐	☐	1st Qtr =50% 2nd Qtr = 75%
		Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year ☒	Below Expectations	☐	☐	
RVA's	Mid-Year X	Above Expectations	X	X	No RVA for 2016 & 2017
		Meets Expectations	☐	☐	Team @ 3 years+
	End of Year ☒	Below Expectations	☐	☐	
Customer Sat	Mid-Year X	Above Expectations	☐	☐	No Cust issues or PUC complaints
		Meets Expectations	X	X	
	End of Year ☒	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0177

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues. Derick is not afraid to raise an issue or call unsafe performance*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Also good qual. Work. Bram and Derick are a great team*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year /On Track *Year End: Working with Derick was a pleasure. He was always there when I needed him.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid job skills*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

* Signatures: Derick Uden / 1/30/18 _____ / 1/30/18 End Rating / 2

Employee / Date Supervisor/Foreman / Date

Confiden0178

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Kelly, Brian JOB TITLE: Senior Dist. Mechanic

EMPLOYEE #: 033970 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations	X	X	1st Qtr = 55% 2nd Qtr = 78%
		Meets Expectations		☐	3rd Qtr = 4th Qtr =
	End of Year ☐	Below Expectations	☐	☐	
RVA's	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	Year End: No RVA for 2016 & 2017
	End of Year ☐	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	Year End: No Cust issues or PUC complaints
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0179

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues. Brian is a can do guy who is not afraid to raise an issue or call unsafe performance*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Also good qual. Capable of any task assigned*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Brian has become one of my go to guys.He's always willing to take on the tough jobs without complaint.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track Year End: *Solid callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Brian always delivers a solid performance*

Signatures: _____ / _____ _____ / _____ Mid Rating ON TRACK

Employee / Date Supervisor/Foreman / Date

Signatures Brian Kelly / 1/22/18 _____ / 1/22/18 End Rating 2+

Employee Date Supervisor/Foreman / Date

Confiden0180

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Donegan, Steve_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 017838_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations	☐	☐	1st Qtr = 62% 2nd Qtr = 75%
		Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year X	Below Expectations	☐	☐	
RVA's	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	*Year End: No RVA for 2016 & 2017*
	End of Year X	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	*Year End: No Cust issues or PUC complaints*
	End of Year X	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0181

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Safety record is good. Only issues is keeping hard hat on. We've discussed this on multiple occasions*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Always top quality work. Great fitting and piping skills*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good Performance. Goes out of his way to make customer happy and takes care of customer property*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Always a team player. Gets along with all. Good teaching skills*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Always stays when needed and volunteers to stay to fill in other teams*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid skills. Always follows procedures and will question to clarify a process or assignment*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

Signatures: _____ / 1/18/18 _____ / 1/18/18 End Rating / 2

Employee / Date Supervisor/Foreman / Date

Confiden0182

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Ralph Colon JOB TITLE: Meter Technician

EMPLOYEE #: 107525 WORK GROUP: _____ DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	Responds to call outs
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☐ Below Expectations ☐	☐ 0 ☐ 1	No RVA's
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	No PUC complaints
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA's
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	No HP Events

Confiden0183

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible] PPE - [illegible] Reports all hazards
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	Plans work and completes [illegible] Uses 3 way communication
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☐ ☒ Below Expectations ☐ ☐	Works well with customers - 0 complaints. Makes appointments
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	Works well with others - has [illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible] Follows all work procedures
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	Has good job knowledge - [illegible]

Signatures: [illegible] 10 / 20/2017 [illegible] 10-20-17 / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Confiden0184

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: William McGheehan JOB TITLE: Meter Technician

EMPLOYEE #: 108652 WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M DiAngiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☐ <35%	Responds to call outs - limited due to still in training
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	0 RVA's
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	0 PUC Complaints
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	0 HP Events

Confiden0185

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	OBSERVES ALL SAFETY PRACTICES USES [illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible]
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible] follows [illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	DOES NOT ABUSE TIME [illegible] WORK
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	HAS GOOD JOB KNOWLEDGE + LIMITED DUE TO SET. WILLING TO LEARN AND WORK OF ALL KINDS

Signatures: William C. McGehan Jr. 9-15-17 _____ / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

STILL IN TRAINING

Confiden0186

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: FRED Sheets JOB TITLE: METER TECHNICIAN

EMPLOYEE #: 108460 WORK GROUP: _____ DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS TO CALL [illegible]
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	NO RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO OSHA'S
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO HP EVENTS

Confiden0187

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	USES ALL PPE [illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	USES 3 WAY COMMUNICATION - KNOWLEDGEABLE COMPLETES ASSIGNMENTS
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	0 Complaints
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	TREATS ALL TEAM MEMBERS WITH RESPECT
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	RESPONDS TO [illegible] DOES NOT ABUSE TIME
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	HIGH JOB KNOWLEDGE

Signatures: ALFRED SHORT / _____ [illegible] 09-15-[illegible] / _____ **YE Rating**

Employee / **Date** 9-15-17 **Supervisor/Foreman** / **Date**

Confiden0188

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Harry Christian JOB TITLE: Meter Technician

EMPLOYEE #: 111293 WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	Responds to all call outs willing to work what ever comes up
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	No RVA's
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	No PUC complaints
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	No HP Events

Confiden0189

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☒ **Below Expectations** ☐ ☐	[illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	**Above Expectations** ☒ ☒ **Meets Expectations** ☐ ☐ **Below Expectations** ☐ ☐	[illegible]
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	**Above Expectations** ☒ ☒ **Meets Expectations** ☐ ☐ **Below Expectations** ☐ ☐	[illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	**Above Expectations** ☒ ☒ **Meets Expectations** ☐ ☐ **Below Expectations** ☐ ☐	[illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	**Above Expectations** ☒ ☒ **Meets Expectations** ☐ ☐ **Below Expectations** ☐ ☐	DOES NOT ABUS TIME - ALWAYS [illegible] ALL PROCEDURES
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	**Above Expectations** ☒ ☒ **Meets Expectations** ☐ ☐ **Below Expectations** ☐ ☐	[illegible]

Signatures: [signature] 19/15/17 [illegible] / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Confiden0190

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Jim PYNE JOB TITLE: METER TECHNICIAN

EMPLOYEE #: WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS [illegible]
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	0 RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA'S
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO HP EVENTS

Confiden0191

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible]
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	Works well with Customers [illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☐ ☒ Below Expectations ☐ ☐	[illegible] Completes all work on time
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible]

Signatures: Jim Ryan 9/15/17 [illegible] / [illegible] **YE Rating**

Employee / Date / Supervisor/Foreman / Date

STILL IN TRAINING

Confiden0192

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: MARK D'AMORE JOB TITLE: METER TECHNICIAN

EMPLOYEE #: 105665 WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: CURTIS M DIANGELINI REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS TO CEI CALLS
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	NO RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO HP EVENTS

Confiden0193

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible] THE - WORKS SAFELY REPORTS [illegible] [illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☐ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	PLANS WORK AND COMPLETES [illegible] [illegible] NEEDED
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	NO COMPLAINTS. WORKS WELL WITH CUSTOMERS. MAKES AND COMPLETES APPOINTMENT
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☒ ☐ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	GREAT WORKER. A TEAM PLAYER. VERY HELPFUL IN [illegible] TO ANY [illegible] ALWAYS WILLING TO DO [illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	DOES NOT ABUSE TIME. FOLLOWS ALL PROCEDURE
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible] KNOWLEDGE FOLLOWS ALL PROCEDURE

Signatures: [signature] 9-15-2017 / [signature] 09-15-17 / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Confiden0194

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: ED GOMEZ JOB TITLE: METER TECHNICIAN

EMPLOYEE #: 013055 WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: CURTIS M D'ANGIOLINI REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS TO CALL OUTS. STILL IN TRAINING ALWAYS WILLING TO HELP OUT
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	NO RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA'S
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO HP EVENTS

Confiden0195

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☐ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	PLANS ALL WORK & COMPLETES ON TIME MAKES APPROPRIATE [illegible]
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	WORKS WELL WITH OTHERS NO CUSTOMER [illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	A TEAM PLAYER [illegible] ALWAYS WILLING TO DO MORE VERY [illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	DOES NOT ABUSE TIME [illegible] VERY WELL
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	HAS [illegible] KNOWLEDGE [illegible] Follows [illegible]

Signatures: _____ 9/15-17 _____ / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Still in TRAINING

Confidential0196

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Rick Yerkes JOB TITLE: Meter Technician

EMPLOYEE #: 109424 WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	Responds to call outs
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	No RVA's
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	No PUC complaints
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 HP Events

Confiden0197

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☐ **Below Expectations** ☐ ☐	[illegible] - works safely [illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☐ **Below Expectations** ☐ ☐	VERY KNOWLEDGEABLE - USES 3 WAY COMMUNICATION
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☐ **Below Expectations** ☐ ☐	5 COMPLIMENTS - WORKS [illegible] CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☐ **Below Expectations** ☐ ☐	WORKS [illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☐ **Below Expectations** ☐ ☐	[illegible]
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☐ **Below Expectations** ☐ ☐	VERY HIGH JOB KNOWLEDGE

Signatures: _____/_____ [illegible]/_____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

(No SIGN)

Confiden0198

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: DAN YERKES JOB TITLE: METER TECHNICIAN

EMPLOYEE #: 109619 WORK GROUP: _____ DEPT. #: 20982

SUPERVISOR & FOREMAN: CURTIS M DANGIOLINI REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☐ <35%	RESPONDS TO CALL OUTS
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	0 RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	[illegible]
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 HP EVENTS

Confiden0199

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	WEARS [illegible] PPE WORKS SAFELY REPORTS [illegible] [illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	USES 3 WAY [illegible]
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	0 COMPLAINTS [illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	WORKS WELL WITH OTHERS USED MUCH AS [illegible] TRAINING [illegible] EMPLOYEES
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	RESPONDS TO CALL OUTS [illegible] TIME
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	VERY HIGH KNOWLEDGE [illegible]

Signatures: _____/_____ [illegible]/_____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

(NO [illegible])

Confiden0200

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Rich Melendez JOB TITLE: Meter Technician

EMPLOYEE #: 1[illegible] WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	Responds to call outs [illegible] in training
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	0 RVAS
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	0 PUC Complaints
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA'S
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☐ Below Expectations ☐	☐ ☐	0 HP Events

Confiden0201

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	USES ALL PPE OBSERVES ALL SAFETY PRACTICES
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	USES 3 WAY COMMUNICATION COMPLETES AL ASSIGNMENTS
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	NO COMPLAINTS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	TREATS AL TEAM MEMBERS WITH RESPECT FOLLOWS AL RULES
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	STILL IN TRAINING. VERY KNOWLEDGEABLE FOLLOWS AL PROCEDURES

Signatures: [signature] 9/6/17 [signature] /09-06.17 **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Still in Training

Confiden0202

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Ron Smyth JOB TITLE: MEHR TECHNICIAN

EMPLOYEE #: 107656 WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angelini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☐ <35%	RESPONDS TO CALL OUT
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NO RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	0 HP EVENTS

Confiden0203

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☒ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible] - REPORTS HAZARDS WORKS [illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible] 3 [illegible]
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible] - works well with [illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	VERY HIGH JOB KNOWLEDGE

Signatures: [signature] 10/20 / 17 [signature] 10-20-17 / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Confiden0204

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: GUS CIPOLLINI JOB TITLE: METER TECH.

EMPLOYEE #: 111000 WORK GROUP: METER SERVICES DEPT. #:

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☒ <35%	WILL HELP WHEN HE CAN
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0205

Confiden0206

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	CONSCIENTIOUS ABOUT SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	WILL FINISH ALL JOB'S ON TIME
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	DOES GOOD JOB OF TALKING TO CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	HOLE TEAM LOVES TO WORK WITH HIM
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	FOLLOWS ALL PROCEDURES
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	ONE OF THE MOST KNOWLEDGEABLE OF THE TEAM

Signatures: Geo Cipollone / 8-11-12 D. Horan 1/18/ _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: JOHN HALLY JOB TITLE: METER TECH

EMPLOYEE #: 041397 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☒ 50% ☐ 35% ☐ <35%	WILL ALWAYS HELP OUT
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0207

Confiden0208

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	JOHN IS ALWAYS THINKING SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	JOHN IS STARTING TO WORK ALONE DOES NICE JOB
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	JOHN IS VERY GOOD WITH CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	JOHN IS A TEAM ASSET
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	LOOKS FOR MORE WORK WHEN DONE
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	PICKING EVERYTHING UP FAST

Signatures: John Hall 8/11-17 D Horn 1/18/ _____ **YE Rating**

Employee / **Date** **Supervisor/Foreman** / **Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Jim Plunkett JOB TITLE: Meter Tech

EMPLOYEE #: 111490 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: Kane / Horan REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☑ End of Year ☐	Above Expectations ☐ Meets Expectations ☑ Below Expectations ☐	☐ 50% ☑ 35% ☐ <35%	ALWAYS HELPS WHEN HE CAN
Achieve RVA goal based on target set for VP area	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☑ End of Year ☐	Above Expectations ☑ Meets Expectations ☐ Below Expectations ☐	☑ Customer Recognition ☐ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ ☐	NONE
Achieve zero HP Events	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ ☐	NONE

Confiden0209

Confiden0210

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	SAFETY IS JIMS #1 ON SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	ALWAYS PLANS HIS DAY OUT
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	EXPLAINS HOLE JOB TO CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	GREAT TEAM PLAYER
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	ALWAYS WORKS HIS TIME OFF AROUND PECO
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	KNOWS THE HOLE JOB GAS & ELEC.

Signatures: James Plunkett 8/17 D Horan 1/18/ _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: PHIL RAYER JOB TITLE: METER TECH

EMPLOYEE #: 012226 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☒ 50% ☐ 35% ☐ <35%	CHANGED DAYS OFF TO HELP WITH JOBS
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0211

Confiden0212

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	VERY CONSCIENTIOUS ABOUT SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	VERY PRODUCTIVE
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	EXPLAINS JOB TO CUSTOMERS VERY WELL
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WHEN SECOND MAN NEEDED THEY ASK FOR PHIL
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	USE'S HIS TIME WISELY
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	PICKING UP HOLE JOB VERY FAST

Signatures: [signature] 8 / 12 D Horan / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: BRIAN GIERSCH JOB TITLE: METER TECH

EMPLOYEE #: 008692 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☒ 50% ☐ 35% ☐ <35%	VERY DEPENDABLE
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☒ Customer Recognition ☐ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0213

Confiden0214

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☒ ☒ Meets Expectations ☐ ☒ Below Expectations ☐ ☐	BRIAN IS OUR SAFETY REP. DOE'S REAL NICE JOB
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	BRIAN IS SELF STARTER
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	VERY GOOD AT TALKING TO CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WILL WORK WITH ANYONE.
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	ALWAYS A HELP WITH ANY O/T
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	FAST LEARNER LOOK'S AT HOW JOB

Signatures: [signature] / 8/15/17 [signature] / 1/18/1 _____ **YE Rating**
Employee / Date Supervisor/Foreman / Date

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: ROB SANTOS "ROCK" JOB TITLE: METER TECH

EMPLOYEE #: 104071 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☑ End of Year ☐	Above Expectations ☐ Meets Expectations ☑ Below Expectations ☐	☐ 50% ☑ 35% ☐ <35%	WILL ALWAYS HELP OUT
Achieve RVA goal based on target set for VP area	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☑ End of Year ☐	Above Expectations ☐ Meets Expectations ☑ Below Expectations ☐	☐ Customer Recognition ☑ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ ☐	NONE
Achieve zero HP Events	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ ☐	NONE

Confiden0215

Confiden0216

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	ROCK'S #1 THING IS SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	DOES A NICE JOB
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	VERY GOOD WITH CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	WORKS WELL ALONE OR WITH TEAM
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	USE'S HIS TIME WISELY
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	FOLLOWS ALL PROCEDURES

Signatures: [signature] 8/15/2017 D Hunan 1/18/ _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: MIKE SALERNO JOB TITLE: METER TECH

EMPLOYEE #: 110320 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HURAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☐ <35%	BIG HELP FOR CALL OUTS
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☒ Customer Recognition ☐ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0217

Confiden0218

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	MIKE WALKS THE WALK ABOUT SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WORKS WELL ALONE
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	MIKE IS EXCEPTIONAL WITH CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	GOOD TEAM PLAYER / BIG HELP WITH NEW GUYS
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	ALWAYS LOOKING FOR MORE WORK
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	KNOWS THE WHOLE JOB HELPS THE WHOLE TEAM

Signatures: [signature] 8/17/17 / D Horan 1/18/ _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: AL YERKES JOB TITLE: METER TECH

EMPLOYEE #: 102454 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 01/01/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☑ End of Year ☐	Above Expectations ☐ Meets Expectations ☑ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	WILL ALWAYS STEP OUT
Achieve RVA goal based on target set for VP area	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☐ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☑ End of Year ☐	Above Expectations ☑ Meets Expectations ☐ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☐ ☐	NONE
Achieve zero HP Events	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☐ ☐	NONE

Confiden0219

Confiden0220

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	AL IS ALWAYS THINKING ABOUT SAFETY - EXCEPTIONAL
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	THE BEST WE HAVE
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	CUSTOMERS LOVE AL
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WE ALL LOOK UP TO AL
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WILL ALWAYS HELP WITH O/T VERY PRODUCTIVE
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	THE MOST KNOWLEDGEABLE OF THE TEAM - EXCEPTIONAL

Signatures: _____ / _____ D Homan 1/18 / _____ **YE Rating**

Employee / Date Supervisor/Foreman / Date

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: SCOTT MOVER JOB TITLE: METER TECH

EMPLOYEE #: 107160 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HORNN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☐ <35%	WILL HELP WHEN HE CAN
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0221

Confiden0222

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	CONSCIENTIOUS ABOUT SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	PLANS HIS DAY VERY EFFICIENT
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	EXPLAINS HOLE JOB TO CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	DOES WELL ON JOB BRIEFS
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	FOLLOWS ALL PROCEDURES
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	KNOWS THE JOB WELL

Signatures: 8-11-17 D HORAN 1/18 **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY
40045 Rev. 4-82

EMPLOYEE NAME Demetrius Williams PAYROLL NUMBER 031750 DATE 1-8-18

CLASSIFICATION Apprentice PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

1. INTEREST TOWARD JOB (MI 5, IR 6, PP 7, P 8, S 9, O 10) — 8
- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

2. ABILITY TO LEARN (MI 5, IR 6, PP 7, P 8, S 9, O 10) — 8
- ☐ EXCEPTIONALLY QUICK
- ☐ USUALLY QUICK
- ☒ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

3. ABILITY TO USE TOOLS/EQUIPMENT (MI 5, IR 6, PP 7, P 8, S 9, O 10) — 8
- ☐ EXCELLENT DEXTERITY
- ☐ GOOD COORDINATION
- ☒ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

4. JOB KNOWLEDGE (MI 5, IR 6, PP 7, P 8, S 9, O 10) — 8
- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☒ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

5. SAFETY CONSCIOUSNESS (MI 5, IR 6, PP 7, P 8, S 9, O 10) — 8
- ☐ VERY SAFETY CONSCIOUS
- ☐ USUALLY QUICK TO SEE HAZARDS
- ☒ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

6. QUALITY OF WORK (MI 5, IR 6, PP 7, P 8, S 9, O 10) — 8
- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

7. QUANTITY OF WORK (MI 5, IR 6, PP 7, P 8, S 9, O 10) — 8
- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☒ USUALLY LOOKS FOR MORE WORK
- ☐ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

8. ABILITY TO FOLLOW ORDERS (MI 5, IR 6, PP 7, P 8, S 9, O 10) — 8
- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

9. RELATIONS WITH FELLOW EMPLOYEES (MI 5, IR 6, PP 7, P 8, S 9, O 10) — 8
- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

10. RELATIONS WITH SUPERVISOR (MI 5, IR 6, PP 7, P 8, S 9, O 10) — 8
- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME Demetrius Williams DATE 1-8-18

11. WORK HABITS

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

- ☐ STEADY, PRODUCTIVE WORKER
- ☐ BREAKS ONLY OCCASIONALLY
- ☒ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

12. ACCEPTANCE OF CRITICISM

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☒ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

13. PUNCTUALITY

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

☒ _____

14. ABSENCE

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

☒ _____

15. OVERALL RATING

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

☒ _____

16. RECOMMENDATIONS:

INCREASE ✓
HOLD
CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS

- ☒ I AGREE WITH EVALUATION AS PREPARED
- ☐ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: _____

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: _____

DATE: 1-19-18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____

EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME Joseph Walsh PAYROLL NUMBER 061822 DATE 1-8-18

CLASSIFICATION B MECH PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
1. INTEREST TOWARD JOB				✓		

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
2. ABILITY TO LEARN				✓		

- ☐ EXCEPTIONALLY QUICK
- ☒ USUALLY QUICK
- ☐ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
3. ABILITY TO USE TOOLS/EQUIPMENT				✓		

- ☐ EXCELLENT DEXTERITY
- ☒ GOOD COORDINATION
- ☐ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
4. JOB KNOWLEDGE				✓		

- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☒ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☐ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
5. SAFETY CONSCIOUSNESS				✓		

- ☐ VERY SAFETY CONSCIOUS
- ☒ USUALLY QUICK TO SEE HAZARDS
- ☐ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
6. QUALITY OF WORK				✓		

- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
7. QUANTITY OF WORK				✓		

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☒ USUALLY LOOKS FOR MORE WORK
- ☐ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
8. ABILITY TO FOLLOW ORDERS				✓		

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
9. RELATIONS WITH FELLOW EMPLOYEES				✓		

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
10. RELATIONS WITH SUPERVISOR				✓		

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME Joseph Walsh DATE 1-8-18

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

11. WORK HABITS
- ☐ STEADY, PRODUCTIVE WORKER
- ☒ BREAKS ONLY OCCASIONALLY
- ☐ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

12. ACCEPTANCE OF CRITICISM
- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☒ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

13. PUNCTUALITY
- ☒ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

14. ABSENCE
- ☒ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

15. OVERALL RATING
- ☒ _____

16. RECOMMENDATIONS:
- INCREASE ✓
- HOLD
- CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS
- ☐ I AGREE WITH EVALUATION AS PREPARED
- ☐ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

OR: _____

EVALUATOR'S SIGNATURE: _____

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: _____

DATE: 1/18/18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____

EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION -- NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME Ryan LeBus PAYROLL NUMBER 074717 DATE 1-8-18

CLASSIFICATION Apprentice PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

MI 5 | IR 6 | PP 7 | P 8 | S 9 | O 10

1. INTEREST TOWARD JOB

- [x] ENTHUSIASTIC
- [ ] INTERESTED IN MOST ASPECTS OF JOB
- [ ] DISLIKES SEVERAL ASPECTS OF JOB
- [ ] CONSIDERS WORK "JUST A JOB"
- [ ] CONSTANTLY REQUIRES CONSIDERABLE URGING
- [ ] _____

MI 5 | IR 6 | PP 7 | P 8 | S 9 | O 10

2. ABILITY TO LEARN

- [ ] EXCEPTIONALLY QUICK
- [x] USUALLY QUICK
- [ ] AVERAGE LEARNING ABILITY
- [ ] SLOW LEARNER
- [ ] FAILS TO LEARN
- [ ] _____

MI 5 | IR 6 | PP 7 | P 8 | S 9 | O 10

3. ABILITY TO USE TOOLS/EQUIPMENT

- [ ] EXCELLENT DEXTERITY
- [x] GOOD COORDINATION
- [ ] AVERAGE ABILITY
- [ ] SOMEWHAT UNCOORDINATED
- [ ] UNSUITED TO MECHANICAL WORK
- [ ] _____

MI 5 | IR 6 | PP 7 | P 8 | S 9 | O 10

4. JOB KNOWLEDGE

- [ ] GENERALLY UNDERSTANDS ALL PHASES OF JOB
- [x] LACKS KNOWLEDGE OF SOME PHASES OF JOB
- [ ] AVERAGE JOB KNOWLEDGE
- [ ] LACKS KNOWLEDGE OF MANY PHASES OF JOB
- [ ] INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- [ ] _____

MI 5 | IR 6 | PP 7 | P 8 | S 9 | O 10

5. SAFETY CONSCIOUSNESS

- [ ] VERY SAFETY CONSCIOUS
- [x] USUALLY QUICK TO SEE HAZARDS
- [ ] AVERAGE SAFETY CONSCIOUSNESS
- [ ] OCCASIONALLY LAX ABOUT SAFETY
- [ ] PRONE TO ACCIDENTS
- [ ] _____

MI 5 | IR 6 | PP 7 | P 8 | S 9 | O 10

6. QUALITY OF WORK

- [ ] GENERALLY TOP QUALITY WORK
- [x] RARELY REQUIRES CHECKING
- [ ] OCCASIONALLY CAELESS
- [ ] REQUIRES CONTINUAL CHECKING
- [ ] WORK IS OFTEN UNACCEPTABLE
- [ ] _____

MI 5 | IR 6 | PP 7 | P 8 | S 9 | O 10

7. QUANTITY OF WORK

- [ ] VERY INDUSTRIOUS AND PRODUCTIVE
- [x] USUALLY LOOKS FOR MORE WORK
- [ ] DOES WHAT IS REQUIRED
- [ ] TENDS TO SLACK OFF AT TIMES
- [ ] CONSISTENTLY WASTES TIME
- [ ] _____

MI 5 | IR 6 | PP 7 | P 8 | S 9 | O 10

8. ABILITY TO FOLLOW ORDERS

- [ ] EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- [x] QUESTIONS ONLY FOR CLARIFICATION
- [ ] CAN BE DEPENDED UPON
- [ ] OCCASIONALLY NOT DEPENDABLE
- [ ] CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- [ ] _____

MI 5 | IR 6 | PP 7 | P 8 | S 9 | O 10

9. RELATIONS WITH FELLOW EMPLOYEES

- [ ] WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- [x] MAINTAINS AGREEABLE RELATIONSHIPS
- [ ] MAINTAINS FORMAL RELATIONSHIPS
- [ ] OCCASIONALLY HAS DIFFICULTY
- [ ] FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- [ ] _____

MI 5 | IR 6 | PP 7 | P 8 | S 9 | O 10

10. RELATIONS WITH SUPERVISOR

- [ ] WORKS VERY WELL WITH SUPERVISION
- [x] QUESTIONS ONLY FOR CLARIFICATION
- [ ] MAINTAINS AGREEABLE RELATIONSHIP
- [ ] OCCASIONALLY ARGUES UNREASONABLY
- [ ] USUALLY OPPOSED TO SUPERVISION
- [ ] _____

409-15 Rev. 4-92 (back)

EMPLOYEE NAME Ryan Lebus DATE 1-8-18

11. WORK HABITS (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [x] STEADY, PRODUCTIVE WORKER
- [ ] BREAKS ONLY OCCASIONALLY
- [ ] DEPENDABLE
- [ ] AWAY FROM JOB TOO MUCH
- [ ] POOR, NEEDS CONSIDERABLE IMPROVEMENT
- [ ] _____

12. ACCEPTANCE OF CRITICISM (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [ ] ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- [x] USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- [ ] ACCEPTS WITHOUT COMMENT
- [ ] RARELY USES CRITICISM TO IMPROVE
- [ ] USUALLY BECOMES QUARRELSOME OR ANGRY
- [ ] _____

13. PUNCTUALITY (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [x] _____

14. ABSENCE (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [x] _____

15. OVERALL RATING (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [x] _____

16. RECOMMENDATIONS:

INCREASE ✓
HOLD
CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS

- [x] I AGREE WITH EVALUATION AS PREPARED
- [x] I WILL WORK TO IMPROVE WEAK QUALITIES
- [ ] I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- [ ] I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: Ryan Lebus

DATE: 1-18-2018

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____ EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION -- NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME Ramsey Thomas PAYROLL NUMBER 038957 DATE 1-8-18

CLASSIFICATION B MECH ERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

MI IR PP P S 0 / 5 6 7 8 9 10

1. INTEREST TOWARD JOB

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

MI IR PP P S 0 / 5 6 7 8 9 10

2. ABILITY TO LEARN

- ☐ EXCEPTIONALLY QUICK
- ☒ USUALLY QUICK
- ☐ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

MI IR PP P S 0 / 5 6 7 8 9 10

3. ABILITY TO USE TOOLS/EQUIPMENT

- ☐ EXCELLENT DEXTERITY
- ☒ GOOD COORDINATION
- ☐ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

MI IR PP P S 0 / 5 6 7 8 9 10

4. JOB KNOWLEDGE

- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☒ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☐ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

MI IR PP P S 0 / 5 6 7 8 9 10

5. SAFETY CONSCIOUSNESS

- ☐ VERY SAFETY CONSCIOUS
- ☒ USUALLY QUICK TO SEE HAZARDS
- ☐ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

MI IR PP P S 0 / 5 6 7 8 9 10

6. QUALITY OF WORK

- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

MI IR PP P S 0 / 5 6 7 8 9 10

7. QUANTITY OF WORK

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☒ USUALLY LOOKS FOR MORE WORK
- ☐ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

MI IR PP P S 0 / 5 6 7 8 9 10

8. ABILITY TO FOLLOW ORDERS

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

MI IR PP P S 0 / 5 6 7 8 9 10

9. RELATIONS WITH FELLOW EMPLOYEES

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

MI IR PP P S 0 / 5 6 7 8 9 10

10. RELATIONS WITH SUPERVISOR

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

400-45 Rev. 4-92 (back)

EMPLOYEE NAME Ramsey Thomas DATE 1-8-18

MI	IR	PP	P	S	O
5	6	7	8	9	10

11. WORK HABITS

- [x] STEADY, PRODUCTIVE WORKER
- [ ] BREAKS ONLY OCCASIONALLY
- [ ] DEPENDABLE
- [ ] AWAY FROM JOB TOO MUCH
- [ ] POOR, NEEDS CONSIDERABLE IMPROVEMENT
- [ ] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

12. ACCEPTANCE OF CRITICISM

- [ ] ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- [x] USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- [ ] ACCEPTS WITHOUT COMMENT
- [ ] RARELY USES CRITICISM TO IMPROVE
- [ ] USUALLY BECOMES QUARRELSOME OR ANGRY
- [ ] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

13. PUNCTUALITY

- [x] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

14. ABSENCE

- [x] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

15. OVERALL RATING

- [x] _____

16. RECOMMENDATIONS:

INCREASE ✓
HOLD
CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS

- [ ] I AGREE WITH EVALUATION AS PREPARED
- [ ] I WILL WORK TO IMPROVE WEAK QUALITIES
- [ ] I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- [ ] I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: _____

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: _____

DATE: 1/13/18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____

EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME DAVE HOFFMAN PAYROLL NUMBER 048878 DATE 1-8-18

CLASSIFICATION A MECH PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

MI IR PP P S O
5 6 7 8 9 10

1. INTEREST TOWARD JOB

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

2. ABILITY TO LEARN

- ☐ EXCEPTIONALLY QUICK
- ☒ USUALLY QUICK
- ☐ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

3. ABILITY TO USE TOOLS/EQUIPMENT

- ☐ EXCELLENT DEXTERITY
- ☒ GOOD COORDINATION
- ☐ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

4. JOB KNOWLEDGE

- ☒ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☐ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

5. SAFETY CONSCIOUSNESS

- ☐ VERY SAFETY CONSCIOUS
- ☒ USUALLY QUICK TO SEE HAZARDS
- ☐ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

6. QUALITY OF WORK

- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

7. QUANTITY OF WORK

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☒ USUALLY LOOKS FOR MORE WORK
- ☐ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

8. ABILITY TO FOLLOW ORDERS

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

9. RELATIONS WITH FELLOW EMPLOYEES

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

10. RELATIONS WITH SUPERVISOR

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40046 Rev. 4-92 (back)

EMPLOYEE NAME DAVE HOFFMAN DATE 1-8-18

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

11. WORK HABITS

- [x] STEADY, PRODUCTIVE WORKER
- [ ] BREAKS ONLY OCCASIONALLY
- [ ] DEPENDABLE
- [ ] AWAY FROM JOB TOO MUCH
- [ ] POOR, NEEDS CONSIDERABLE IMPROVEMENT
- [ ] _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

12. ACCEPTANCE OF CRITICISM

- [ ] ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- [x] USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- [ ] ACCEPTS WITHOUT COMMENT
- [ ] RARELY USES CRITICISM TO IMPROVE
- [ ] USUALLY BECOMES QUARRELSOME OR ANGRY
- [ ] _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

13. PUNCTUALITY

[x] _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

14. ABSENCE

[x] _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

15. OVERALL RATING

[x] _____

16. RECOMMENDATIONS:

- INCREASE ✓
- HOLD
- CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS

- [ ] I AGREE WITH EVALUATION AS PREPARED
- [ ] I WILL WORK TO IMPROVE WEAK QUALITIES
- [ ] I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- [ ] I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: [signature]

DATE: 1/12/18

ADDITIONAL COMMENTS BY SUPERVISION:

DAVE IS A STRONG MECHANIC WITH EXCELLENT POTENTIAL. HE ALSO DOES A GOOD JOB OF WORKING WITH NEW APPRENTICES

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____

EMPLOYEE;S SIGNATURE: [signature]

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN _____

SUPERVISOR _____

SUPERVISOR _____

MANAGER _____

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME Ron Adams PAYROLL NUMBER 074770 DATE 1-8-18

CLASSIFICATION Apprentice PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

1. INTEREST TOWARD JOB (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10)

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

2. ABILITY TO LEARN (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10)

- ☐ EXCEPTIONALLY QUICK
- ☐ USUALLY QUICK
- ☒ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

3. ABILITY TO USE TOOLS/EQUIPMENT (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10)

- ☐ EXCELLENT DEXTERITY
- ☐ GOOD COORDINATION
- ☒ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

4. JOB KNOWLEDGE (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10)

- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☐ AVERAGE JOB KNOWLEDGE
- ☒ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

5. SAFETY CONSCIOUSNESS (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10)

- ☐ VERY SAFETY CONSCIOUS
- ☐ USUALLY QUICK TO SEE HAZARDS
- ☒ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

6. QUALITY OF WORK (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10)

- ☐ GENERALLY TOP QUALITY WORK
- ☐ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☒ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

7. QUANTITY OF WORK (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10)

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☐ USUALLY LOOKS FOR MORE WORK
- ☒ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

8. ABILITY TO FOLLOW ORDERS (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10)

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☐ QUESTIONS ONLY FOR CLARIFICATION
- ☒ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

9. RELATIONS WITH FELLOW EMPLOYEES (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10)

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

10. RELATIONS WITH SUPERVISOR (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10)

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☐ QUESTIONS ONLY FOR CLARIFICATION
- ☒ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME Ron ADAMS DATE 1-8-18

11. WORK HABITS

MI 5	IR 6	PP 7	P 8	S 9	O 10
		X			

- ☐ STEADY, PRODUCTIVE WORKER
- ☐ BREAKS ONLY OCCASIONALLY
- ☒ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

12. ACCEPTANCE OF CRITICISM

MI 5	IR 6	PP 7	P 8	S 9	O 10
		X			

- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☒ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

13. PUNCTUALITY

MI 5	IR 6	PP 7	P 8	S 9	O 10
		X			

☒ _____

14. ABSENCE

MI 5	IR 6	PP 7	P 8	S 9	O 10
		X			

☒ _____

15. OVERALL RATING

MI 5	IR 6	PP 7	P 8	S 9	O 10
		X			

☒ _____

16. RECOMMENDATIONS:

- INCREASE ✓
- HOLD
- CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS

- ☐ I AGREE WITH EVALUATION AS PREPARED
- ☑ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: [signature]

DATE: 1-12-18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____

EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION -- NON-SUPERVISORY

40045 Rev. 4-92

EMPLOYEE NAME ADAM MUMBAUER PAYROLL NUMBER 071035 DATE 1-8-18

CLASSIFICATION B MECH PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

1. INTEREST TOWARD JOB
   - ☐ ENTHUSIASTIC
   - ☒ INTERESTED IN MOST ASPECTS OF JOB
   - ☐ DISLIKES SEVERAL ASPECTS OF JOB
   - ☐ CONSIDERS WORK "JUST A JOB"
   - ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

2. ABILITY TO LEARN
   - ☐ EXCEPTIONALLY QUICK
   - ☒ USUALLY QUICK
   - ☐ AVERAGE LEARNING ABILITY
   - ☐ SLOW LEARNER
   - ☐ FAILS TO LEARN
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

3. ABILITY TO USE TOOLS/EQUIPMENT
   - ☐ EXCELLENT DEXTERITY
   - ☒ GOOD COORDINATION
   - ☐ AVERAGE ABILITY
   - ☐ SOMEWHAT UNCOORDINATED
   - ☐ UNSUITED TO MECHANICAL WORK
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

4. JOB KNOWLEDGE
   - ☒ GENERALLY UNDERSTANDS ALL PHASES OF JOB
   - ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
   - ☐ AVERAGE JOB KNOWLEDGE
   - ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
   - ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

5. SAFETY CONSCIOUSNESS
   - ☐ VERY SAFETY CONSCIOUS
   - ☒ USUALLY QUICK TO SEE HAZARDS
   - ☐ AVERAGE SAFETY CONSCIOUSNESS
   - ☐ OCCASIONALLY LAX ABOUT SAFETY
   - ☐ PRONE TO ACCIDENTS
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

6. QUALITY OF WORK
   - ☐ GENERALLY TOP QUALITY WORK
   - ☒ RARELY REQUIRES CHECKING
   - ☐ OCCASIONALLY CAELESS
   - ☐ REQUIRES CONTINUAL CHECKING
   - ☐ WORK IS OFTEN UNACCEPTABLE
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

7. QUANTITY OF WORK
   - ☐ VERY INDUSTRIOUS AND PRODUCTIVE
   - ☒ USUALLY LOOKS FOR MORE WORK
   - ☐ DOES WHAT IS REQUIRED
   - ☐ TENDS TO SLACK OFF AT TIMES
   - ☐ CONSISTENTLY WASTES TIME
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

8. ABILITY TO FOLLOW ORDERS
   - ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
   - ☒ QUESTIONS ONLY FOR CLARIFICATION
   - ☐ CAN BE DEPENDED UPON
   - ☐ OCCASIONALLY NOT DEPENDABLE
   - ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

9. RELATIONS WITH FELLOW EMPLOYEES
   - ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
   - ☒ MAINTAINS AGREEABLE RELATIONSHIPS
   - ☐ MAINTAINS FORMAL RELATIONSHIPS
   - ☐ OCCASIONALLY HAS DIFFICULTY
   - ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

10. RELATIONS WITH SUPERVISOR
    - ☐ WORKS VERY WELL WITH SUPERVISION
    - ☒ QUESTIONS ONLY FOR CLARIFICATION
    - ☐ MAINTAINS AGREEABLE RELATIONSHIP
    - ☐ OCCASIONALLY ARGUES UNREASONABLY
    - ☐ USUALLY OPPOSED TO SUPERVISION
    - ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME ADAM MUMBAUER DATE 1-8-18

MI	IR	PP	P	S	O
5	6	7	8	9	10

11. WORK HABITS

- ☐ STEADY, PRODUCTIVE WORKER
- ☐ BREAKS ONLY OCCASIONALLY
- ☒ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

12. ACCEPTANCE OF CRITICISM

- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☒ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

13. PUNCTUALITY

☒ _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

14. ABSENCE

☒ _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

15. OVERALL RATING

☒ _____

16. RECOMMENDATIONS:

INCREASE ✓
HOLD _____
CHANGE CLASSIFICATION _____

17. EMPLOYEE'S COMMENTS

- ☐ I AGREE WITH EVALUATION AS PREPARED
- ☐ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: [signature]

DATE: 1/12/18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____

EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN _____

SUPERVISOR _____

SUPERVISOR _____

MANAGER _____

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Ralph Colon JOB TITLE: Meter Technician

EMPLOYEE #: 107525 WORK GROUP: _____ DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M DiAngiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	Responds to call outs
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☐ Below Expectations ☐	☐ 0 ☐ 1	No RVA's
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	No PUC complaints
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA's
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	No HP Events

Confiden0237

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☒ **Below Expectations** ☐ ☐	WEARS ALL PPE - WORKS [illegible] REPORTS ALL HAZARDS
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☒ **Below Expectations** ☐ ☐	PLANS WORK AND [illegible] USES 3 WAY COMMUNICATION
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☒ **Below Expectations** ☐ ☐	WORKS WELL WITH CUSTOMERS - 0 COMPLAINTS. MAKES APPOINTMENTS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☒ **Below Expectations** ☐ ☐	WORKS WELL WITH OTHERS - HAS [illegible] [illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☒ **Below Expectations** ☐ ☐	[illegible] FOLLOWS ALL WORK PROCEDURES
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	**Above Expectations** ☐ ☐ **Meets Expectations** ☒ ☒ **Below Expectations** ☐ ☐	HAS GOOD JOB KNOWLEDGE - DOES TRAIN NEW EMPLOYEES

Signatures: [signature] 10 / 20/2017 [signature] 10-20-17 / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Confiden0238

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: William McGheehan JOB TITLE: Meter Technician

EMPLOYEE #: 108652 WORK GROUP: _____ DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M DiAngelini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	Responds to call outs - limited due to still in training
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	0 RVA's
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	0 PUC Complaints
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 HP Events

Confiden0239

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	OBSERVES ALL SAFETY PRACTICES USES ALL PPE
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	USES 3 WAY COMMUNICATION SET UP PLANS WORK
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	NO CUSTOMER COMPLAINTS [illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible] FOLLOWS [illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	DOES NOT ABUSE TIME CONFIDES WORK
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	HAS GOOD JOB KNOWLEDGE + LIMITED DUE TO JCT. WILLING TO LEARN AND WORK OF ALL KINDS

Signatures: William C. McGahan Jr. 9-15-17 / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

STILL IN TRAINING

Confiden0240

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: FRED SHEETS JOB TITLE: METER TECHNICIAN

EMPLOYEE #: 108460 WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: CURTIS M DANGIOLINI REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS TO CR: [illegible]
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	NO RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO OSHA'S
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO HP EVENTS

Confiden0241

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	USES ALL PPE [illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	USES 3 WAY COMMUNICATION - KNOWLEDGEABLE COMPLETES ASSIGNMENTS
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	0 Complaints
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	TREATS ALL TEAM MEMBERS WITH RESPECT
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	RESPONDS TO [illegible] DOES NOT ABUSE TIME
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	HIGH JOB KNOWLEDGE

Signatures: ALFRED SHORT / _____ [illegible] 09-15-[illegible] / _____ **YE Rating**

Employee / **Date** 9-15-17 **Supervisor/Foreman** / **Date**

Confiden0242

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: HARRY Christian JOB TITLE: METER TECHNICIAN

EMPLOYEE #: 111293 WORK GROUP: _____ DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS TO ALL CALL OUTS WILLING TO WORK WHAT EVER COMES UP
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	NO RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO HP EVENTS

Confiden0243

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	WEARS [illegible] PPE WORKS SAFE [illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	PLANS WORK AND COMPLETES [illegible] USES 3 WAY [illegible]
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WORK [illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WORKS WELL WITH OTHERS - HAS GREAT FLEXIBILITY WHEN JOBS ARE CHANGED [illegible] - GREAT WORKER
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	DOES NOT ABUS TIME - ALWAYS CALL OUT [illegible] ALL PROCEDURES
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	HAS VERY HIGH JOB KNOWLEDGE [illegible]

Signatures: [signature] / 10/15/17 [illegible] / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Confiden0244

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Jim PYNE JOB TITLE: METER TECHNICIAN

EMPLOYEE #: _____ WORK GROUP: _____ DEPT. #: 20982

SUPERVISOR & FOREMAN: CURTIS M DIANGELINI REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS TO CALLOUTS [illegible]
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	0 RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA'S
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO HP EVENTS

Confiden0245

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	Works well with Customers [illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible] Completes all work on time
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]

Signatures: Jim Ryan 9/15/17 / [illegible] / [illegible] **YE Rating**

Employee / Date / Supervisor/Foreman / Date

STILL IN TRAINING

Confiden0246

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: MARK D'AMORE JOB TITLE: METER TECHNICIAN

EMPLOYEE #: 105665 WORK GROUP: _____ DEPT. #: 20982

SUPERVISOR & FOREMAN: CURTIS M D'ANGIOLINI REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS TO CALL OUTS
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	NO RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO HP EVENTS

Confiden0247

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible] WORKS SAFELY REPORTS ALL HAZARDS
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☐ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	PLANS WORK AND COMPLETES [illegible] NEEDED
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	NO COMPLAINTS. WORKS WELL WITH CUSTOMERS. MAKES AND COMPLETES APPOINTMENT
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☒ ☐ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	GREAT WORKER A TEAM PLAYER VERY HELPFUL IN [illegible] TO ANY [illegible] ALWAYS WILLING TO DO [illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	DOES NOT ABUSE TIME FOLLOWS ALL PROCEDURE
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible] KNOWLEDGE FOLLOWS ALL PROCEDURE

Signatures: [signature] 9-15-2012 / [signature] 09-15-1[illegible] / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Confiden0248

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: ED GOMEZ JOB TITLE: METER TECHNICIAN

EMPLOYEE #: 013055 WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M DiAngiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS TO CALL OUTS. STILL IN TRAINING ALWAYS WILLING TO HELP OUT
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	NO RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA'S
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NO HP EVENTS

Confiden0249

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	WEARS ALL PPE - REPORTS ALL HAZARDS MULTIPLE HAZARD AREAS
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	PLANS ALL WORK IS COMPLETED ON TIME MAKES APPOINTMENTS 3 WAY COMMUNICATION
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	WORKS WELL WITH OTHERS NO CUSTOMER COMPLAINTS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	A TEAM MEMBER, WORKS [illegible] ALWAYS WILLING TO DO MORE VERY BIG HELP IN AME TO AM [illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	DOES NOT ABUSE TIME, CAN [illegible] VERY WELL
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	HAS GOOD JOB KNOWLEDGE FOR [illegible] TRAINING, FOLLOWS ALL PROCEDURES

Signatures: [signature] 9/15-17 [illegible] / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

STILL IN TRAINING

Confiden0250

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Rick Yerkes JOB TITLE: Meter Technician

EMPLOYEE #: 109424 WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS TO CALL OUTS
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	NO RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 HP EVENTS

Confiden0251

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible] - works safely [illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	Very knowledgeable - uses 3 way communication
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible] - works [illegible] customers
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	works [illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	[illegible]
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	Very high job knowledge

Signatures: _____ / _____ [illegible] / _____ **YE Rating**

Employee / **Date** **Supervisor/Foreman** / **Date**

(No sign)

Confiden0252

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: DAN YERKES JOB TITLE: METER TECHNICIAN

EMPLOYEE #: 109619 WORK GROUP: _____ DEPT. #: 20982

SUPERVISOR & FOREMAN: CURTIS M DANGIOLINI REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☐ <35%	RESPONDS TO CALL OUTS
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	0 RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	[illegible]
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	0 HP EVENTS

Confiden0253

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	WEARS [illegible] PPE WORKS SAFELY REPORTS [illegible] ISSUES
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	USES 3 WAY COMMUNICATION [illegible]
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	0 COMPLAINTS [illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	WORKS WELL WITH OTHERS USED MUCH AS [illegible] TEAMWORK [illegible] EMPLOYEES
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	RESPONDS TO CALL OUTS [illegible] TIME
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☐ Below Expectations ☐ ☐	VERY HIGH KNOWLEDGE [illegible]

Signatures: _____ / _____ [illegible] / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

(NO SIG)

Confiden0254

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Rich Melendez JOB TITLE: Meter Technician

EMPLOYEE #: 1[illegible] WORK GROUP: _____ DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angiolini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	RESPONDS TO CALL OUTS [illegible] IN TRAINING
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	0 RVAS
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☐ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	0 PUC Complaints
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	0 OSHA'S
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☐ Below Expectations ☐	☐ ☐	0 HP EVENTS

Confiden0255

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	USES ALL PPE OBSERVES ALL SAFETY PRACTICES
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	USES 3 WAY COMMUNICATION COMPLETES ALL ASSIGNMENTS
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	NO COMPLAINTS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	TREATS ALL TEAM MEMBERS WITH RESPECT FOLLOWS ALL RULES
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	STILL IN TRAINING. VERY KNOWLEDGEABLE FOLLOWS ALL PROCEDURES

Signatures: [signature] 9/6/17 [signature] /09-06-17 **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Still in TRAINING

Confiden0256

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Ron Smyth JOB TITLE: MEHR TECHNICIAN

EMPLOYEE #: 107656 WORK GROUP: DEPT. #: 20982

SUPERVISOR & FOREMAN: Curtis M D'Angelini REVIEW PERIOD: 2017

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☐ <35%	RESPONDS TO CALLOUTS
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NO RVA'S
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	NO PUC COMPLAINTS
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	0 OSHA
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	0 HP EVENTS

Confiden0257

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☒ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible] - Reports hazards works [illegible]
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible] works well with [illegible]
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	[illegible]
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	Very high job knowledge

Signatures: [signature] 10/20 / 17 [signature] 10-20-17 / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Confiden0258

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: GUS CIPOLLINI JOB TITLE: METER TECH.

EMPLOYEE #: 111000 WORK GROUP: METER SERVICES DEPT. #:

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☒ <35%	WILL HELP WHEN HR CAN
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0259

Confiden0260

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	CONSCIENTIOUS ABOUT SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	WILL FINISH ALL JOB'S ON TIME
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	DOES GOOD JOB OF TALKING TO CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	HOLE TEAM LOVES TO WORK WITH HIM
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	FOLLOWS ALL PROCEDURES
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	ONE OF THE MOST KNOWLEDGEABLE OF THE TEAM

Signatures: Geo Cipollone / 8-11-12 D. Horan 1/18/ _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: JOHN HALLY JOB TITLE: METER TECH

EMPLOYEE #: 041397 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☑ End of Year ☐	Above Expectations ☑ Meets Expectations ☐ Below Expectations ☐	☑ 50% ☐ 35% ☐ <35%	WILL ALWAYS HELP OUT
Achieve RVA goal based on target set for VP area	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☑ End of Year ☐	Above Expectations ☐ Meets Expectations ☑ Below Expectations ☐	☐ Customer Recognition ☑ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ ☐	NONE
Achieve zero HP Events	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ ☐	NONE

Confiden0261

Confiden0262

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	JOHN IS ALWAYS THINKING SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	JOHN IS STARTING TO WORK ALONE DOES NICE JOB
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	JOHN IS VERY GOOD WITH CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	JOHN IS A TEAM ASSET
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	LOOKS FOR MORE WORK WHEN DONE
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	PICKING EVERYTHING UP FAST

Signatures: John Hall 8/11-17 D Horan 1/18/ _____ **YE Rating**

Employee / **Date** **Supervisor/Foreman** / **Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Jim Plunkett JOB TITLE: METER TECH

EMPLOYEE #: 111490 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: Kane / Horan REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☑ End of Year ☐	Above Expectations ☐ Meets Expectations ☑ Below Expectations ☐	☐ 50% ☑ 35% ☐ <35%	ALWAYS HELPS WHEN HE CAN
Achieve RVA goal based on target set for VP area	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☑ End of Year ☐	Above Expectations ☑ Meets Expectations ☐ Below Expectations ☐	☑ Customer Recognition ☐ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ ☐	NONE
Achieve zero HP Events	Mid-Year ☑ End of Year ☐	Meets Expectations ☑ Below Expectations ☐	☑ ☐	NONE

Confiden0263

Confiden0264

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	SAFETY IS JIMS #1 ON SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	ALWAYS PLANS HIS DAY OUT
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	EXPLAINS HOLE JOB TO CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	GREAT TEAM PLAYER
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	ALWAYS WORKS HIS TIME OFF AROUND PECO
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	KNOWS THE HOLE JOB GAS & ELEC.

Signatures: James Plunkett 8/17 D Horan 1/18 / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: PHIL RAYER JOB TITLE: METER TECH

EMPLOYEE #: 012226 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☒ 50% ☐ 35% ☐ <35%	CHANGED DAYS OFF TO HELP WITH JOBS
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0265

Confiden0266

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	VERY CONSCIENTIOUS ABOUT SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	VERY PRODUCTIVE
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	EXPLAINS JOB TO CUSTOMERS VERY WELL
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WHEN SECOND MAN NEEDED THEY ASK FOR PHIL
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	USE'S HIS TIME WISELY
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	PICKING UP HOLE JOB VERY FAST

Signatures: [signature] 8 / 12 D Horan / _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: BRIAN GIERSCH JOB TITLE: METER TECH

EMPLOYEE #: 008692 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☒ 50% ☐ 35% ☐ <35%	VERY DEPENDABLE
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☒ Customer Recognition ☐ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0267

Confiden0268

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☒ ☒ Meets Expectations ☐ ☒ Below Expectations ☐ ☐	BRIAN IS OUR SAFETY REP. DOE'S REAL NICE JOB
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	BRIAN IS SELF STARTER
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	VERY GOOD AT TALKING TO CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WILL WORK WITH ANYONE
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	ALWAYS A HELP WITH ANY O/T
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	FAST LEARNER LOOK'S AT HOLE JOB

Signatures: [signature] / 8/15/17 D Huran 1/18/1 _____ YE Rating
Employee / Date Supervisor/Foreman / Date

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: ROB SANTOS "ROCK" JOB TITLE: METER TECH

EMPLOYEE #: 104071 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HORAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☐ <35%	WILL ALWAYS HELP OUT
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0269

Confiden0270

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	ROCKS #1 THING IS SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	DOES A NICE JOB
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	VERY GOOD WITH CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	WORKS WELL ALONE OR WITH TEAM
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	USE'S HIS TIME WISELY
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	FOLLOWS ALL PROCEDURES

Signatures: [signature] 8/15/2017 D HUMAN 1/18/ _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: MIKE SALERNO JOB TITLE: METER TECH

EMPLOYEE #: 110320 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HURAN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☐ <35%	BIG HELP FOR CALL OUTS
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☒ Customer Recognition ☐ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0271

Confiden0272

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	MIKE WALKS THE WALK ABOUT SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WORKS WELL ALONE
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	MIKE IS EXCEPTIONAL WITH CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	GOOD TEAM PLAYERS / BIG HELP WITH NEW GUYS
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	ALWAYS LOOKING FOR MORE WORK
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☒ ☒ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	KNOWS THE WHOLE JOB HELPS THE WHOLE TEAM

Signatures: [signature] 8/17/17 D Horan 1/18/ _____ YE Rating

Employee / Date Supervisor/Foreman / Date

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: AL YERKES JOB TITLE: METER TECH

EMPLOYEE #: 102454 WORK GROUP: DEPT. #:

SUPERVISOR & FOREMAN: KANE / HURAN REVIEW PERIOD: 01/01/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☐ 35% ☐ <35%	WILL ALWAYS HELP OUT
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☒ Meets Expectations ☐ Below Expectations ☐	☐ Customer Recognition ☐ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☐ ☐	NONE

Confiden0273

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	AL IS ALWAYS THINKING ABOUT SAFETY - EXCEPTIONAL
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	THE BEST WE HAVE
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	CUSTOMERS LOVE AL
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WE ALL LOOK UP TO AL
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	WILL ALWAYS HELP WITH O/T VERY PRODUCTIVE
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☑ ☑ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	THE MOST KNOWLEDGEABLE OF THE TEAM - EXCEPTIONAL

Signatures: _____ / _____ D Homan 1/18/ _____ **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

Confiden0274

PECO PERFORMANCE REVIEW FORM

EMPLOYEE NAME: SCOTT MOVER JOB TITLE: METER TECH

EMPLOYEE #: 107160 WORK GROUP: _____ DEPT. #: _____

SUPERVISOR & FOREMAN: KANE / HOVNN REVIEW PERIOD: 1/1/17 TO 12/31/17

GOALS

GOALS	STATUS	MEASURE	Year End	COMMENT ON PROGRESS
Achieve 35% or higher callout response	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ 50% ☒ 35% ☐ <35%	WILL HELP WHEN HE CAN
Achieve RVA goal based on target set for VP area	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ 0 ☐ 1	NONE
Receive no PUC or Executive level complaint that results in identifying an individual inappropriate action that results in disciplinary action	Mid-Year ☒ End of Year ☐	Above Expectations ☐ Meets Expectations ☒ Below Expectations ☐	☐ Customer Recognition ☒ 0 ☐ 1	NONE
Achieve zero OSHA Recordables	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE
Achieve zero HP Events	Mid-Year ☒ End of Year ☐	Meets Expectations ☒ Below Expectations ☐	☒ ☐	NONE

Confiden0275

Confiden0276

JOB PERFORMANCE AREAS

DEFINITION	MEASURE YEAR END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	CONSCIENTIOUS ABOUT SAFETY
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	PLANS HIS DAY VERY EFFICIENT
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	EXPLAINS HOLE JOB TO CUSTOMERS
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	DOES WELL ON JOB BRIEFS
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	FOLLOWS ALL PROCEDURES
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations ☒ ☒ Below Expectations ☐ ☐	KNOWS THE JOB WELL

Signatures: 8-11-17 D HORAN 1/18 **YE Rating**

Employee / Date **Supervisor/Foreman / Date**

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Cunningham, John_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 108598_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 2nd Qtr =
			Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year	✓	Below Expectations	☐		Year End =
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track, No RVA YTD
			Meets Expectations	X	X	*Year End: No RVA for 2016 & 2017*
	End of Year	✓	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: Good customer interaction skills. Takes*
	End of Year	✓	Below Expectations	☐	☐	*care of customer property*
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0277

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations X X Meets Expectations ☐ Below Expectations ☐ ☐	Mid Year / On Track, John continues to drive the safety on the team. *Year End: No change. John is recognized as a safety leader both inside of and outside of the team*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	**Mid Year / On Track** *Year End: Always Good quality work*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	**Mid Year / On Track** *Year End: Looks for solutions to make the customer happy*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	**Mid Year / On Track** *Year End: John is well respected and regarded as a "Go To" guy for any and all issues.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	**Mid Year / On Track** *Year End: Always stays when needed. Callout response could use some improvement*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	**Mid Year / On Track** *Year End: Seasoned 1st class mechanic. Always top quality work*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

(*) Signatures: _____ / 1-20-18 _____ / 1/30/18 End Rating / 2+

Employee / Date Supervisor/Foreman / Date

PECO Energy Performance Review Form
2

Confiden0278

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Campbell, Rob JOB TITLE: Senior Dist. Mechanic

EMPLOYEE #: 105962 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 21% 2nd Qtr = 22%
			Meets Expectations	☐	X	3rd Qtr = 4th Qtr =
	End of Year	✓	Below Expectations	X	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid (No return Date)
			Meets Expectations	X	X	*Year End: No RVA for 2016 & 201~*
	End of Year	✓	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: No Cust issues or PUC complaints*
	End of Year	✓	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0279

JOB PERFORMANCE AREAS

DEFINITION	MEASURE	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: No safety violations of issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: Always top quality work. Rob is capable of any task assigned and is one of the go too guys in the group*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: No customer issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: Robby does get vocal on occasions, but he is well respected and an excellent instructor with the new guys*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: Callout performance could use some improvement, however, he is always will to stay and get the job done*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End: Top Quality skills. Rob is the "Total Package " of knowledge in gas work*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

Signatures: [signature] / 1-30-18 [signature] / 1/30/18 End Rating / 2+

Employee / Date Supervisor/Foreman / Date

Confiden0280

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Barkley, Sean JOB TITLE: Senior Dist. Mechanic

EMPLOYEE #: 008123 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 58% 2nd Qtr = 44%
			Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: No RVA for 2016 & 2017*
	End of Year	X	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: No Cust issues or PUC complaints*
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0281

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues. Sean is not afraid to raise an issue or call unsafe performance*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Always top qual. Work. Not afraid to question a process of ask for help.*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ X Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Working with Sean is a pleasure. He's always willing to take on a task or assignment*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid job skills . Did a nice job of welding on the 12" replacement job*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

X Signatures: _____ / 1-19-18 _____ / 1/19/18 End Rating / 2+

Employee / Date Supervisor/Foreman / Date

Confiden0282

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Walters, Greg_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 102235_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	X	X	1st Qtr = 73% 2nd Qtr = 64%
			Meets Expectations	☐	☐	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0283

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues. Greg is not afraid to raise an issue or call unsafe performance. He has done a great job of working with the new apprentices*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Also good qual. Work. Greg and Brian are a great team*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Working with Greg was a pleasure. He was always there when I needed him.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid job skills*

Signatures: _____ / _____ _____ / _____ Mid Rating On Track

Employee / **Date** **Supervisor/Foreman** / **Date**

Signatures: Gregory J. Watters / 1-19-18 _____ / 1/19/18 End Rating 2+

Employee / Date Supervisor/Foreman / Date

Confiden0284

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Marcavage, Joe_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 034045_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	X	X	1st Qtr = 62% 2nd Qtr = 55%
			Meets Expectations	☐	☐	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	Year End =
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End / No RVA for 2016 & 2017*
	End of Year	X	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints. Always
	End of Year	X	Below Expectations	☐	☐	goes out of his way to make customer happy
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0285

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End No violations or issues. Joe always thinks ahead and plans the next move to prevent a problem*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always top qualitity work. Follows procedures to letter of law. We question only for clarity*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Cares about personal performance as well as team performance. Tries to help other employees prepare for Skill Test*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Good callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Solid job skills and solid performance*

Signatures: _____ / _____ Employee / Date _____ / _____ Supervisor/Foreman / Date Mid Rating /On Track

(*) Signatures: Joseph C Marcaz Jr / 1-19-18 Employee / Date _____ / 1/19/18 Supervisor/Foreman / Date End Rating 2+

Confiden0286

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Crain, Robert_____ JOB TITLE: A Mechanic_____

EMPLOYEE #: 051750_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 40% 2nd Qtr = 67%
			Meets Expectations	X	X	3RD Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0287

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / No violations or safety issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / Always Good quality work. For a newer mechanic, Bob will always jump in to learn a new process*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / No Issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / Always a team player. Bob can work with anyone. I expect Bob to be a top notch SDM in the near future*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / Always there when needed*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / On track for where he is in progression*

Signatures: _____ / _____ _____ / _____ Mid Rating /On Track

Employee / Date Supervisor/Foreman / Date

Signatures: _____ / 1/22/18 _____ / 1/22/18 End Rating 2

Employee / Date Supervisor/Foreman / Date

Confiden0288

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Gorman, Matt_____ JOB TITLE: A Mechanic_____

EMPLOYEE #: 046258_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 22% 2nd Qtr = 83%
			Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0289

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No violations or safety issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End Always top quality work. For a newer mechanic, Matt will always jump in to learn a new process*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No Issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End · Always a team player. Matt can work with anyone. I except Matt to be an up and coming SDM in the future*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always there when needed*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / On track for a B Mechanic

Signatures: _____ / _____ _____ / _____ Mid Rating /On Track

Employee / Date Supervisor/Foreman / Date

(*) **Signatures:** [signature] / 1/30/18 [signature] / 1/30/18 **End Rating** 2

Employee / Date Supervisor/Foreman / Date

Confiden0290

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Henry, Rob JOB TITLE: B Mechanic

EMPLOYEE #: 959308 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 56% 2nd Qtr = 71%
			Meets Expectations	X	X	3RD Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0291

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End No violations or safety issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always Good quality work. For a newer mechanic, Rob will always jump in to learn a new process*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No Issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always a team player. Rob can work with anyone. I expect Rob to be a top notch SDM in the near future/*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always there when needed*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / On track for where he is in progression

Signatures: _____ / _____ _____ / _____ Mid Rating /On Track

Employee / Date Supervisor/Foreman / Date

Signatures: _____ / 1/19/18 _____ / 6/19/18 End Rating 2

Employee / Date Supervisor/Foreman / Date

Confiden0292

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Kelly, Bram JOB TITLE: Senior Dist. Mechanic

EMPLOYEE #: 009602 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 38% 2nd Qtr = 50%
			Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0293

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *No violations or issues. Bram is not afraid to raise an issue or call unsafe performance. He also filled in for 4 months as the team safety rep.*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *Always good qual. Work. Bram and Derick are a great team*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *Working with Bram was a pleasure. He was always there when I needed him.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track Year End / *Solid job skills, solid performance*

Signatures: _____ / _____ _____ / _____ Mid Rating On Track

Employee / **Date** **Supervisor/Foreman** / **Date**

Signatures: _____ / 1/19/18 _____ / 1/19/18 End Rating 2+

Employee / Date Supervisor/Foreman / Date

PECO Energy Performance Review Form
2

Confiden0294

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Thomas, Jeff_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 111257_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr = 40% 2nd Qtr = 55%
			Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	Year End=
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0295

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues. Jeff is not afraid to raise an issue or call unsafe performance*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Also good qual. Work. Jeff, Rob and John maker a dynamite team*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Working with Jeff was a pleasure. He was always there when I needed him.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Average callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid job skills*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

Signatures: _____ / 1-30-18 _____ / 1/30/18 End Rating 2+

Employee / Date Supervisor/Foreman / Date

Confiden0296

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Jackson, Jamal_____ JOB TITLE: A Mechanic_____

EMPLOYEE #: 061818_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations		☐	1st Qtr = 22% 2nd Qtr = 40%
			Meets Expectations	X	X	3RD Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No RVA for 2016 & 2017
	End of Year	X	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End / No Cust issues or PUC complaints
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0297

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No violations or safety issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / Always Good quality work. For a newer mechanic, JJ will always jump in to learn a new process or lend a hand*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / No Issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always a team player. JJ can work with anyone. I expect JJ to be a top notch SDM in the near future. He is a pleasure to work with*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Always there when needed*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations X ☐ Meets Expectations ☐ ☐ Below Expectations ☐ ☐	*Mid Year / On Track* *Year End / On track for where he is in progression*

Signatures: _____ / _____ _____ / _____ **Mid Rating /On Track**

Employee / Date Supervisor/Foreman / Date

Signatures: _____ / 1.30.18 _____ / 1/30/18 **End Rating** 2

Employee / Date Supervisor/Foreman / Date

PECO Energy Performance Review Form
2

Confiden0298

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Birkmire, Tom JOB TITLE: Senior Dist. Mechanic

EMPLOYEE #: 110056 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations	☐	☐	1st Qtr = 29% 2nd Qtr = 15%
		Meets Expectations	☐	☐	3rd Qtr = 4th Qtr =
	End of Year ☑	Below Expectations	X	☑	
RVA's	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	*Year End: No RVA for 2016 & 2017*
	End of Year ☑	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	*Year End: No Cust issues or PUC complaints*
	End of Year ☑	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0299

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good qual . work. Takes on any task without complaint*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid team player. Gets along with all. Tom is quiet but with solid skills*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Always stays when needed. Callout performance could use improvement*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid SDM skills*

Signatures: _____ / _____ _____ / _____ Mid Rating ON TRACK

Employee / Date Supervisor/Foreman / Date

(*) Signatures: Thomas J. Bukowie III / _____ _____ / 1/30/18 End Rating 2

Employee / Date Supervisor/Foreman / Date

Confiden0300

2016 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Jenkins, Tracy_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 009602_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	X	X	1st Qtr = 88% 2nd Qtr = 73%
			Meets Expectations	☐	☐	3rd Qtr = 4th Qtr =
	End of Year	X	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: No RVA for 2016 & 2017*
	End of Year	X	Below Expectations	☐		*Team @ 3 years+*
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	*Year End: No Cust issues or PUC complaints*
	End of Year	X	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0301

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / No safety violations or issues*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Generally good quality work. Takes on any task assigned*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints.*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End / Solid performance. Gets along with all. Asks for the harder jobs and has ability to complete.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid job skills . Tracy is very good at working with new employees and showing them how to get the job done.*

Signatures: _____ / _____ _____ / _____ Mid Rating On Track

Employee / Date Supervisor/Foreman / Date

Signatures: Tracy Jenkins / 1-30-18 _____ / 1/30/18 End Rating 2

Employee / Date Supervisor/Foreman / Date

Confiden0302

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Adams, Derrick JOB TITLE: Senior Dist. Mechanic

EMPLOYEE #: 101310 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	☐	☐	1st Qtr =50% 2nd Qtr = 75%
			Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year	☒	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	X	X	No RVA for 2016 & 2017
			Meets Expectations	☐	☐	Team @ 3 years+
	End of Year	☒	Below Expectations	☐	☐	
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	No Cust issues or PUC complaints
			Meets Expectations	X	X	
	End of Year	☒	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0303

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues. Derick is not afraid to raise an issue or call unsafe performance*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Also good qual. Work. Bram and Derick are a great team*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year /On Track *Year End: Working with Derick was a pleasure. He was always there when I needed him.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid job skills*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

* Signatures: Derick Uden / 1/30/18 _____ / 1/30/18 End Rating / 2

Employee / Date Supervisor/Foreman / Date

PECO Energy Performance Review Form
2

Confiden0304

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Kelly, Brian JOB TITLE: Senior Dist. Mechanic

EMPLOYEE #: 033970 WORK GROUP: Baldwin East DEPT. #: 20391

SUPERVISOR & FOREMAN: Castagliuolo REVIEW PERIOD: 1/1/17 to 12/31/17

GOALS

GOALS	STATUS		MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year	X	Above Expectations	X	X	1st Qtr = 55% 2nd Qtr = 78%
			Meets Expectations		☐	3rd Qtr = 4th Qtr =
	End of Year	☐	Below Expectations	☐	☐	
RVA's	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End: No RVA for 2016 & 2017
	End of Year	☐	Below Expectations	☐	☐	Team @ 3 years+
Customer Sat	Mid-Year	X	Above Expectations	☐	☐	Mid Year / On Track
			Meets Expectations	X	X	Year End: No Cust issues or PUC complaints
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	
	Mid-Year	☐	Above Expectations	☐	☐	
			Meets Expectations	☐	☐	
	End of Year	☐	Below Expectations	☐	☐	

Confiden0305

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No violations or issues. Brian is a can do guy who is not afraid to raise an issue or call unsafe performance*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Also good qual. Capable of any task assigned*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or POC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: No customer issues or complaints. The team has received positive customer feedback cards*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Brian has become one of my go to guys.He's always willing to take on the tough jobs without complaint.*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track Year End: *Solid callout performance. Always willing to take on an extra job or stay when needed.*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Brian always delivers a solid performance*

Signatures: _____ / _____ _____ / _____ Mid Rating ON TRACK

Employee / **Date** **Supervisor/Foreman** / **Date**

Signatures Brian Kelly / 1/22/18 _____ / 1/22/18 End Rating 2+

Employee / Date Supervisor/Foreman / Date

PECO Energy Performance Review Form
2

Confiden0306

2017 PECO ENERGY PERFORMANCE REVIEW FORM

EMPLOYEE NAME: Donegan, Steve_____ JOB TITLE: Senior Dist. Mechanic_____

EMPLOYEE #: 017838_____ WORK GROUP: Baldwin East_____ DEPT. #: 20391_____

SUPERVISOR & FOREMAN: Castagliuolo_____ REVIEW PERIOD: 1/1/17 to 12/31/17_

GOALS

GOALS	STATUS	MEASURE	Mid	End	COMMENT ON PROGRESS
Call out response	Mid-Year X	Above Expectations	☐	☐	1st Qtr = 62% 2nd Qtr = 75%
		Meets Expectations	X	X	3rd Qtr = 4th Qtr =
	End of Year X	Below Expectations	☐	☐	
RVA's	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	*Year End: No RVA for 2016 & 2017*
	End of Year X	Below Expectations	☐	☐	*Team @ 3 years+*
Customer Sat	Mid-Year X	Above Expectations	☐	☐	Mid Year / On Track
		Meets Expectations	X	X	*Year End: No Cust issues or PUC complaints*
	End of Year X	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	
	Mid-Year ☐	Above Expectations	☐	☐	
		Meets Expectations	☐	☐	
	End of Year ☐	Below Expectations	☐	☐	

Confiden0307

JOB PERFORMANCE AREAS

DEFINITION	MEASURE MID END	COMMENT ON ACHIEVEMENT
SAFETY: Uses proper PPE at all times, observes safety precautions; ensures well-being of individuals within scope of responsibility; performs job hazard analysis, assesses tools and working conditions and takes measure to mitigate unsafe conditions prior to starting work. Performs safety and housekeeping observations, reports unsafe conditions to supervisors. Adheres to Safety Fundamentals. Raises safety issues and initiates corrective actions.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Safety record is good. Only issues is keeping hard hat on. We've discussed this on multiple occasions*
QUALITY: Applies knowledge and plans activities to complete work in an accurate, neat, well-organized, thorough manner. Finished assignments are correct and completed on time. Normal supervision is needed. Does not waste or damage materials, tools or equipment. Uses clear and concise three-way communication.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Always top quality work. Great fitting and piping skills*
CUSTOMER FOCUS: Makes internal and external customers and their needs a primary focus of his/her actions. Develops and sustains productive customer relationships. Generates no customer complaints, presidential line cases, or PUC cases. Receives acknowledgement letters from customers.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Good Performance. Goes out of his way to make customer happy and takes care of customer property*
TEAMWORK/COOPERATION: Contributes to group effort. Treats all team members with respect. Shows flexibility to changing demands. Follows all rules. No disciplinary action received. Carries out oral and/or written instructions. Cooperates with supervisor. Participates in pre-job briefs.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Always a team player. Gets along with all. Good teaching skills*
RELIABILITY: Takes only approved paid time off; requests time off per local practice; no lateness; call-out response is within established limits; identifies the most efficient means of accomplishing work; Reports job completion to supervisor and seeks additional work. Follows procedures as written.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Always stays when needed and volunteers to stay to fill in other teams*
JOB KNOWLEDGE: Applies knowledge of procedures to assignment. Ensures that correct procedures are used and followed as written. Arranges, sets up, adjusts, and operates all equipment, tools, machinery correctly.	Above Expectations ☐ ☐ Meets Expectations X X Below Expectations ☐ ☐	Mid Year / On Track *Year End: Solid skills. Always follows procedures and will question to clarify a process or assignment*

Signatures: _____ / _____ _____ / _____ Mid Rating / On Track

Employee / Date Supervisor/Foreman / Date

Signatures: _____ / 1/18/18 _____ / 1/18/18 End Rating / 2

Employee / Date Supervisor/Foreman / Date

Confiden0308

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME Steve Cheezum PAYROLL NUMBER 071041 DATE 1-8-18

CLASSIFICATION Apprentice PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

1. INTEREST TOWARD JOB (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10: P ✓)

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

2. ABILITY TO LEARN (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10: P ✓)

- ☐ EXCEPTIONALLY QUICK
- ☒ USUALLY QUICK
- ☐ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

3. ABILITY TO USE TOOLS/EQUIPMENT (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10: P ✓)

- ☐ EXCELLENT DEXTERITY
- ☒ GOOD COORDINATION
- ☐ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

4. JOB KNOWLEDGE (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10: P ✓)

- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☒ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

5. SAFETY CONSCIOUSNESS (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10: P ✓)

- ☐ VERY SAFETY CONSCIOUS
- ☒ USUALLY QUICK TO SEE HAZARDS
- ☐ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

6. QUALITY OF WORK (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10: P ✓)

- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

7. QUANTITY OF WORK (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10: P ✓)

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☐ USUALLY LOOKS FOR MORE WORK
- ☒ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

8. ABILITY TO FOLLOW ORDERS (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10: P ✓)

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☐ QUESTIONS ONLY FOR CLARIFICATION
- ☒ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

9. RELATIONS WITH FELLOW EMPLOYEES (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10: P ✓)

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

10. RELATIONS WITH SUPERVISOR (MI 5 / IR 6 / PP 7 / P 8 / S 9 / O 10: P ✓)

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME STEVE CHEEZUM DATE 1-8-18

11. WORK HABITS

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

- ☐ STEADY, PRODUCTIVE WORKER
- ☐ BREAKS ONLY OCCASIONALLY
- ☒ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

12. ACCEPTANCE OF CRITICISM

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☒ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

13. PUNCTUALITY

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

☒ _____

14. ABSENCE

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

☒ _____

15. OVERALL RATING

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

☒ _____

16. RECOMMENDATIONS:

- INCREASE ✓
- HOLD _____
- CHANGE CLASSIFICATION _____

17. EMPLOYEE'S COMMENTS

- ☐ I AGREE WITH EVALUATION AS PREPARED
- ☐ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: _____

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: _____

DATE: 1/22/18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____ EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME Joe Crispin PAYROLL NUMBER 074663 DATE 1-8-18

CLASSIFICATION Apprentice PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
1. INTEREST TOWARD JOB				X		
2. ABILITY TO LEARN				X		
3. ABILITY TO USE TOOLS/EQUIPMENT						
4. JOB KNOWLEDGE						
5. SAFETY CONSCIOUSNESS						
6. QUALITY OF WORK				X		
7. QUANTITY OF WORK				X		
8. ABILITY TO FOLLOW ORDERS				X		
9. RELATIONS WITH FELLOW EMPLOYEES				X		
10. RELATIONS WITH SUPERVISOR				X		

1. INTEREST TOWARD JOB
- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

2. ABILITY TO LEARN
- ☐ EXCEPTIONALLY QUICK
- ☒ USUALLY QUICK
- ☐ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

3. ABILITY TO USE TOOLS/EQUIPMENT
- ☐ EXCELLENT DEXTERITY
- ☒ GOOD COORDINATION
- ☐ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

4. JOB KNOWLEDGE
- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☒ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

5. SAFETY CONSCIOUSNESS
- ☐ VERY SAFETY CONSCIOUS
- ☒ USUALLY QUICK TO SEE HAZARDS
- ☐ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

6. QUALITY OF WORK
- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

7. QUANTITY OF WORK
- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☒ USUALLY LOOKS FOR MORE WORK
- ☐ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

8. ABILITY TO FOLLOW ORDERS
- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

9. RELATIONS WITH FELLOW EMPLOYEES
- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

10. RELATIONS WITH SUPERVISOR
- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME Joe Crispin DATE 1-8-18

11. WORK HABITS

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

- ☐ STEADY, PRODUCTIVE WORKER
- ☒ BREAKS ONLY OCCASIONALLY
- ☐ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

12. ACCEPTANCE OF CRITICISM

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☒ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

13. PUNCTUALITY

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

☒ _____

14. ABSENCE

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

☒ _____

15. OVERALL RATING

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

☒ _____

16. RECOMMENDATIONS:

- INCREASE ✓
- HOLD _____
- CHANGE CLASSIFICATION _____

17. EMPLOYEE'S COMMENTS

- ☒ I AGREE WITH EVALUATION AS PREPARED
- ☐ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

*EMPLOYEE'S SIGNATURE: Joseph A Cri

DATE: 1-19-17

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____ EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME EARL MACK PAYROLL NUMBER 071009 DATE 1-8-18

CLASSIFICATION APPRENTICE PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION

MI	IR	PP	P	S	O
5	6	7	8	9	10

1. INTEREST TOWARD JOB (P ✓)

- ☐ ENTHUSIASTIC
- ☑ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

2. ABILITY TO LEARN (P ✓)

- ☐ EXCEPTIONALLY QUICK
- ☐ USUALLY QUICK
- ☑ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

3. ABILITY TO USE TOOLS/EQUIPMENT (P ✓)

- ☐ EXCELLENT DEXTERITY
- ☐ GOOD COORDINATION
- ☑ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

4. JOB KNOWLEDGE (P ✓)

- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☑ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

5. SAFETY CONSCIOUSNESS (P ✓)

- ☐ VERY SAFETY CONSCIOUS
- ☐ USUALLY QUICK TO SEE HAZARDS
- ☑ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

6. QUALITY OF WORK (P ✓)

- ☐ GENERALLY TOP QUALITY WORK
- ☑ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

7. QUANTITY OF WORK (P ✓)

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☐ USUALLY LOOKS FOR MORE WORK
- ☑ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

8. ABILITY TO FOLLOW ORDERS (P ✓)

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☐ QUESTIONS ONLY FOR CLARIFICATION
- ☑ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

9. RELATIONS WITH FELLOW EMPLOYEES (P ✓)

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☑ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

10. RELATIONS WITH SUPERVISOR (P ✓)

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☑ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME EARL MACK DATE 1-8-18

11. WORK HABITS

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

- ☐ STEADY, PRODUCTIVE WORKER
- ☐ BREAKS ONLY OCCASIONALLY
- ☑ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

12. ACCEPTANCE OF CRITICISM

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☑ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

13. PUNCTUALITY

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

☑ _____

14. ABSENCE

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

☑ _____

15. OVERALL RATING

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

☑ _____

16. RECOMMENDATIONS:

- INCREASE ✓
- HOLD _____
- CHANGE CLASSIFICATION _____

17. EMPLOYEE'S COMMENTS

- ☑ I AGREE WITH EVALUATION AS PREPARED
- ☐ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

*EMPLOYEE'S SIGNATURE: [signature]

*DATE: 19 Jan 18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____ EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME VINCE CUSUMANO PAYROLL NUMBER 074727 DATE 1-8-18

CLASSIFICATION APPRENTICE PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

1. INTEREST TOWARD JOB

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

2. ABILITY TO LEARN

- ☐ EXCEPTIONALLY QUICK
- ☐ USUALLY QUICK
- ☒ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

3. ABILITY TO USE TOOLS/EQUIPMENT

- ☐ EXCELLENT DEXTERITY
- ☒ GOOD COORDINATION
- ☐ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

4. JOB KNOWLEDGE

- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☒ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

5. SAFETY CONSCIOUSNESS

- ☐ VERY SAFETY CONSCIOUS
- ☒ USUALLY QUICK TO SEE HAZARDS
- ☐ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

6. QUALITY OF WORK

- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

7. QUANTITY OF WORK

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☒ USUALLY LOOKS FOR MORE WORK
- ☐ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

8. ABILITY TO FOLLOW ORDERS

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

9. RELATIONS WITH FELLOW EMPLOYEES

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			X		

10. RELATIONS WITH SUPERVISOR

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME VINCE COSUMANO DATE 1-8-18

	MI 5	IR 6	PP 7	P 8	S 9	O 10
11. WORK HABITS				X		

- ☐ STEADY, PRODUCTIVE WORKER
- ☐ BREAKS ONLY OCCASIONALLY
- ☒ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
12. ACCEPTANCE OF CRITICISM				X		

- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☒ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
13. PUNCTUALITY				X		

☒ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
14. ABSENCE				X		

☒ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
15. OVERALL RATING				X		

☒ _____

16. RECOMMENDATIONS:

- INCREASE ✓
- HOLD
- CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS

- ☐ I AGREE WITH EVALUATION AS PREPARED
- ☐ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: _____

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: _____

DATE: 1/31/18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____

EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME Demetrius Williams PAYROLL NUMBER 031750 DATE 1-8-18

CLASSIFICATION Apprentice PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

1. INTEREST TOWARD JOB (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

2. ABILITY TO LEARN (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- ☐ EXCEPTIONALLY QUICK
- ☐ USUALLY QUICK
- ☒ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

3. ABILITY TO USE TOOLS/EQUIPMENT (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- ☐ EXCELLENT DEXTERITY
- ☐ GOOD COORDINATION
- ☒ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

4. JOB KNOWLEDGE (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☒ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

5. SAFETY CONSCIOUSNESS (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- ☐ VERY SAFETY CONSCIOUS
- ☐ USUALLY QUICK TO SEE HAZARDS
- ☒ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

6. QUALITY OF WORK (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

7. QUANTITY OF WORK (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☒ USUALLY LOOKS FOR MORE WORK
- ☐ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

8. ABILITY TO FOLLOW ORDERS (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

9. RELATIONS WITH FELLOW EMPLOYEES (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

10. RELATIONS WITH SUPERVISOR (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME Demetrius Williams DATE 1-8-18

11. WORK HABITS

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

- ☐ STEADY, PRODUCTIVE WORKER
- ☐ BREAKS ONLY OCCASIONALLY
- ☒ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

12. ACCEPTANCE OF CRITICISM

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☒ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

13. PUNCTUALITY

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

☒ _____

14. ABSENCE

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

☒ _____

15. OVERALL RATING

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

☒ _____

16. RECOMMENDATIONS:

INCREASE ✓
HOLD _____
CHANGE CLASSIFICATION _____

17. EMPLOYEE'S COMMENTS

- ☒ I AGREE WITH EVALUATION AS PREPARED
- ☐ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: [signature]

DATE: 1-19-18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____ EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN _____

SUPERVISOR _____

SUPERVISOR _____

MANAGER _____

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40046 Rev. 4-82

EMPLOYEE NAME Joseph Walsh PAYROLL NUMBER 061822 DATE 1-8-18

CLASSIFICATION B MECH PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

MI IR PP P S O
5 6 7 8 9 10

1. INTEREST TOWARD JOB

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

2. ABILITY TO LEARN

- ☐ EXCEPTIONALLY QUICK
- ☒ USUALLY QUICK
- ☐ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

3. ABILITY TO USE TOOLS/EQUIPMENT

- ☐ EXCELLENT DEXTERITY
- ☒ GOOD COORDINATION
- ☐ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

4. JOB KNOWLEDGE

- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☒ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☐ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

5. SAFETY CONSCIOUSNESS

- ☐ VERY SAFETY CONSCIOUS
- ☒ USUALLY QUICK TO SEE HAZARDS
- ☐ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

6. QUALITY OF WORK

- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

7. QUANTITY OF WORK

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☒ USUALLY LOOKS FOR MORE WORK
- ☐ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

8. ABILITY TO FOLLOW ORDERS

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

9. RELATIONS WITH FELLOW EMPLOYEES

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

10. RELATIONS WITH SUPERVISOR

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

400-5 Rev. 4-92 (back)

EMPLOYEE NAME Joseph Walsh DATE 1-8-18

MI	IR	PP	P	S	O
5	6	7	8	9	10

11. WORK HABITS
- [ ] STEADY, PRODUCTIVE WORKER
- [x] BREAKS ONLY OCCASIONALLY
- [ ] DEPENDABLE
- [ ] AWAY FROM JOB TOO MUCH
- [ ] POOR, NEEDS CONSIDERABLE IMPROVEMENT
- [ ] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

12. ACCEPTANCE OF CRITICISM
- [ ] ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- [x] USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- [ ] ACCEPTS WITHOUT COMMENT
- [ ] RARELY USES CRITICISM TO IMPROVE
- [ ] USUALLY BECOMES QUARRELSOME OR ANGRY
- [ ] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

13. PUNCTUALITY
- [x] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

14. ABSENCE
- [x] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

15. OVERALL RATING
- [x] _____

16. RECOMMENDATIONS:

INCREASE ✓
HOLD
CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS
- [ ] I AGREE WITH EVALUATION AS PREPARED
- [ ] I WILL WORK TO IMPROVE WEAK QUALITIES
- [ ] I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- [ ] I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: _____

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: _____

DATE: 1/18/18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____ EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40043 Rev. 4-82

EMPLOYEE NAME Ryan LeBus PAYROLL NUMBER 074717 DATE 1-8-18

CLASSIFICATION Apprentice PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

1. INTEREST TOWARD JOB (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [x] ENTHUSIASTIC
- [ ] INTERESTED IN MOST ASPECTS OF JOB
- [ ] DISLIKES SEVERAL ASPECTS OF JOB
- [ ] CONSIDERS WORK "JUST A JOB"
- [ ] CONSTANTLY REQUIRES CONSIDERABLE URGING
- [ ] _____

2. ABILITY TO LEARN (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [ ] EXCEPTIONALLY QUICK
- [x] USUALLY QUICK
- [ ] AVERAGE LEARNING ABILITY
- [ ] SLOW LEARNER
- [ ] FAILS TO LEARN
- [ ] _____

3. ABILITY TO USE TOOLS/EQUIPMENT (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [ ] EXCELLENT DEXTERITY
- [x] GOOD COORDINATION
- [ ] AVERAGE ABILITY
- [ ] SOMEWHAT UNCOORDINATED
- [ ] UNSUITED TO MECHANICAL WORK
- [ ] _____

4. JOB KNOWLEDGE (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [ ] GENERALLY UNDERSTANDS ALL PHASES OF JOB
- [x] LACKS KNOWLEDGE OF SOME PHASES OF JOB
- [ ] AVERAGE JOB KNOWLEDGE
- [ ] LACKS KNOWLEDGE OF MANY PHASES OF JOB
- [ ] INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- [ ] _____

5. SAFETY CONSCIOUSNESS (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [ ] VERY SAFETY CONSCIOUS
- [x] USUALLY QUICK TO SEE HAZARDS
- [ ] AVERAGE SAFETY CONSCIOUSNESS
- [ ] OCCASIONALLY LAX ABOUT SAFETY
- [ ] PRONE TO ACCIDENTS
- [ ] _____

6. QUALITY OF WORK (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [ ] GENERALLY TOP QUALITY WORK
- [x] RARELY REQUIRES CHECKING
- [ ] OCCASIONALLY CAELESS
- [ ] REQUIRES CONTINUAL CHECKING
- [ ] WORK IS OFTEN UNACCEPTABLE
- [ ] _____

7. QUANTITY OF WORK (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [ ] VERY INDUSTRIOUS AND PRODUCTIVE
- [x] USUALLY LOOKS FOR MORE WORK
- [ ] DOES WHAT IS REQUIRED
- [ ] TENDS TO SLACK OFF AT TIMES
- [ ] CONSISTENTLY WASTES TIME
- [ ] _____

8. ABILITY TO FOLLOW ORDERS (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [ ] EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- [x] QUESTIONS ONLY FOR CLARIFICATION
- [ ] CAN BE DEPENDED UPON
- [ ] OCCASIONALLY NOT DEPENDABLE
- [ ] CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- [ ] _____

9. RELATIONS WITH FELLOW EMPLOYEES (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [ ] WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- [x] MAINTAINS AGREEABLE RELATIONSHIPS
- [ ] MAINTAINS FORMAL RELATIONSHIPS
- [ ] OCCASIONALLY HAS DIFFICULTY
- [ ] FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- [ ] _____

10. RELATIONS WITH SUPERVISOR (MI 5, IR 6, PP 7, P 8, S 9, O 10)

- [ ] WORKS VERY WELL WITH SUPERVISION
- [x] QUESTIONS ONLY FOR CLARIFICATION
- [ ] MAINTAINS AGREEABLE RELATIONSHIP
- [ ] OCCASIONALLY ARGUES UNREASONABLY
- [ ] USUALLY OPPOSED TO SUPERVISION
- [ ] _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME Ryan Lebus DATE 1-8-18

11. WORK HABITS

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

- [x] STEADY, PRODUCTIVE WORKER
- [ ] BREAKS ONLY OCCASIONALLY
- [ ] DEPENDABLE
- [ ] AWAY FROM JOB TOO MUCH
- [ ] POOR, NEEDS CONSIDERABLE IMPROVEMENT
- [ ] _____

12. ACCEPTANCE OF CRITICISM

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

- [ ] ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- [x] USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- [ ] ACCEPTS WITHOUT COMMENT
- [ ] RARELY USES CRITICISM TO IMPROVE
- [ ] USUALLY BECOMES QUARRELSOME OR ANGRY
- [ ] _____

13. PUNCTUALITY

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

- [x] _____

14. ABSENCE

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

- [x] _____

15. OVERALL RATING

MI	IR	PP	P	S	O
5	6	7	8	9	10
			✓		

- [x] _____

16. RECOMMENDATIONS:

INCREASE ✓
HOLD _____
CHANGE CLASSIFICATION _____

17. EMPLOYEE'S COMMENTS

- [x] I AGREE WITH EVALUATION AS PREPARED
- [x] I WILL WORK TO IMPROVE WEAK QUALITIES
- [ ] I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- [ ] I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: Ryan Lebus

DATE: 1-18-2018

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____ EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME Ramsey Thomas PAYROLL NUMBER 038957 DATE 1-8-18

CLASSIFICATION B MECH ERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

1. INTEREST TOWARD JOB
   - ☐ ENTHUSIASTIC
   - ☒ INTERESTED IN MOST ASPECTS OF JOB
   - ☐ DISLIKES SEVERAL ASPECTS OF JOB
   - ☐ CONSIDERS WORK "JUST A JOB"
   - ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

2. ABILITY TO LEARN
   - ☐ EXCEPTIONALLY QUICK
   - ☒ USUALLY QUICK
   - ☐ AVERAGE LEARNING ABILITY
   - ☐ SLOW LEARNER
   - ☐ FAILS TO LEARN
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

3. ABILITY TO USE TOOLS/EQUIPMENT
   - ☐ EXCELLENT DEXTERITY
   - ☒ GOOD COORDINATION
   - ☐ AVERAGE ABILITY
   - ☐ SOMEWHAT UNCOORDINATED
   - ☐ UNSUITED TO MECHANICAL WORK
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

4. JOB KNOWLEDGE
   - ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
   - ☒ LACKS KNOWLEDGE OF SOME PHASES OF JOB
   - ☐ AVERAGE JOB KNOWLEDGE
   - ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
   - ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

5. SAFETY CONSCIOUSNESS
   - ☐ VERY SAFETY CONSCIOUS
   - ☒ USUALLY QUICK TO SEE HAZARDS
   - ☐ AVERAGE SAFETY CONSCIOUSNESS
   - ☐ OCCASIONALLY LAX ABOUT SAFETY
   - ☐ PRONE TO ACCIDENTS
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

6. QUALITY OF WORK
   - ☐ GENERALLY TOP QUALITY WORK
   - ☒ RARELY REQUIRES CHECKING
   - ☐ OCCASIONALLY CAELESS
   - ☐ REQUIRES CONTINUAL CHECKING
   - ☐ WORK IS OFTEN UNACCEPTABLE
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

7. QUANTITY OF WORK
   - ☐ VERY INDUSTRIOUS AND PRODUCTIVE
   - ☒ USUALLY LOOKS FOR MORE WORK
   - ☐ DOES WHAT IS REQUIRED
   - ☐ TENDS TO SLACK OFF AT TIMES
   - ☐ CONSISTENTLY WASTES TIME
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

8. ABILITY TO FOLLOW ORDERS
   - ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
   - ☒ QUESTIONS ONLY FOR CLARIFICATION
   - ☐ CAN BE DEPENDED UPON
   - ☐ OCCASIONALLY NOT DEPENDABLE
   - ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

9. RELATIONS WITH FELLOW EMPLOYEES
   - ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
   - ☒ MAINTAINS AGREEABLE RELATIONSHIPS
   - ☐ MAINTAINS FORMAL RELATIONSHIPS
   - ☐ OCCASIONALLY HAS DIFFICULTY
   - ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
   - ☐ _____

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

10. RELATIONS WITH SUPERVISOR
    - ☐ WORKS VERY WELL WITH SUPERVISION
    - ☒ QUESTIONS ONLY FOR CLARIFICATION
    - ☐ MAINTAINS AGREEABLE RELATIONSHIP
    - ☐ OCCASIONALLY ARGUES UNREASONABLY
    - ☐ USUALLY OPPOSED TO SUPERVISION
    - ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME Ramsey Thomas DATE 1-8-18

MI	IR	PP	P	S	O
5	6	7	8	9	10

11. WORK HABITS

- [x] STEADY, PRODUCTIVE WORKER
- [ ] BREAKS ONLY OCCASIONALLY
- [ ] DEPENDABLE
- [ ] AWAY FROM JOB TOO MUCH
- [ ] POOR, NEEDS CONSIDERABLE IMPROVEMENT
- [ ] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

12. ACCEPTANCE OF CRITICISM

- [ ] ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- [x] USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- [ ] ACCEPTS WITHOUT COMMENT
- [ ] RARELY USES CRITICISM TO IMPROVE
- [ ] USUALLY BECOMES QUARRELSOME OR ANGRY
- [ ] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

13. PUNCTUALITY

- [x] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

14. ABSENCE

- [x] _____

MI	IR	PP	P	S	O
5	6	7	8	9	10

15. OVERALL RATING

- [x] _____

16. RECOMMENDATIONS:

INCREASE ✓
HOLD
CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS

- [ ] I AGREE WITH EVALUATION AS PREPARED
- [ ] I WILL WORK TO IMPROVE WEAK QUALITIES
- [ ] I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- [ ] I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: [signature]

DATE: 1/13/18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____

EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME DAVE HOFFMAN PAYROLL NUMBER 048878 DATE 1-8-18

CLASSIFICATION A MECH PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

MI IR PP P S O
5 6 7 8 9 10

1. INTEREST TOWARD JOB

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

2. ABILITY TO LEARN

- ☐ EXCEPTIONALLY QUICK
- ☒ USUALLY QUICK
- ☐ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

3. ABILITY TO USE TOOLS/EQUIPMENT

- ☐ EXCELLENT DEXTERITY
- ☒ GOOD COORDINATION
- ☐ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

4. JOB KNOWLEDGE

- ☒ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☐ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

5. SAFETY CONSCIOUSNESS

- ☐ VERY SAFETY CONSCIOUS
- ☒ USUALLY QUICK TO SEE HAZARDS
- ☐ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

6. QUALITY OF WORK

- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

7. QUANTITY OF WORK

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☒ USUALLY LOOKS FOR MORE WORK
- ☐ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

8. ABILITY TO FOLLOW ORDERS

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

9. RELATIONS WITH FELLOW EMPLOYEES

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

MI IR PP P S O
5 6 7 8 9 10

10. RELATIONS WITH SUPERVISOR

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

45046 Rev. 4-92 (back)

EMPLOYEE NAME DAVE HOFFMAN DATE 1-8-18

11. WORK HABITS

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

- [x] STEADY, PRODUCTIVE WORKER
- [ ] BREAKS ONLY OCCASIONALLY
- [ ] DEPENDABLE
- [ ] AWAY FROM JOB TOO MUCH
- [ ] POOR, NEEDS CONSIDERABLE IMPROVEMENT
- [ ] _____

12. ACCEPTANCE OF CRITICISM

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

- [ ] ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- [x] USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- [ ] ACCEPTS WITHOUT COMMENT
- [ ] RARELY USES CRITICISM TO IMPROVE
- [ ] USUALLY BECOMES QUARRELSOME OR ANGRY
- [ ] _____

13. PUNCTUALITY

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

- [x] _____

14. ABSENCE

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

- [x] _____

15. OVERALL RATING

MI 5	IR 6	PP 7	P 8	S 9	O 10
			✓		

- [x] _____

16. RECOMMENDATIONS:

INCREASE ✓
HOLD
CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS

- [ ] I AGREE WITH EVALUATION AS PREPARED
- [ ] I WILL WORK TO IMPROVE WEAK QUALITIES
- [ ] I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- [ ] I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: [signature]

DATE: 1/12/18

ADDITIONAL COMMENTS BY SUPERVISION:

DAVE IS A STRONG MECHANIC WITH EXCELLENT POTENTIAL. HE ALSO DOES A GOOD JOB OF WORKING WITH NEW APPRENTICES

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____

EMPLOYEE;S SIGNATURE: [signature]

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION -- NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME Ron Adams PAYROLL NUMBER 074770 DATE 1-8-18

CLASSIFICATION Apprentice PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
1. INTEREST TOWARD JOB			X			

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
2. ABILITY TO LEARN			X			

- ☐ EXCEPTIONALLY QUICK
- ☐ USUALLY QUICK
- ☒ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
3. ABILITY TO USE TOOLS/EQUIPMENT			X			

- ☐ EXCELLENT DEXTERITY
- ☐ GOOD COORDINATION
- ☒ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
4. JOB KNOWLEDGE			X			

- ☐ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☐ AVERAGE JOB KNOWLEDGE
- ☒ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
5. SAFETY CONSCIOUSNESS			X			

- ☐ VERY SAFETY CONSCIOUS
- ☐ USUALLY QUICK TO SEE HAZARDS
- ☒ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
6. QUALITY OF WORK			X			

- ☐ GENERALLY TOP QUALITY WORK
- ☐ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☒ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
7. QUANTITY OF WORK			X			

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☐ USUALLY LOOKS FOR MORE WORK
- ☒ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
8. ABILITY TO FOLLOW ORDERS			X			

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☐ QUESTIONS ONLY FOR CLARIFICATION
- ☒ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
9. RELATIONS WITH FELLOW EMPLOYEES			X			

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
10. RELATIONS WITH SUPERVISOR			X			

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☐ QUESTIONS ONLY FOR CLARIFICATION
- ☒ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40046 Rev. 4-92 (back)

EMPLOYEE NAME Ron ADAMS DATE 1-8-18

11. WORK HABITS

MI	IR	PP	P	S	O
5	6	7	8	9	10
		X			

- ☐ STEADY, PRODUCTIVE WORKER
- ☐ BREAKS ONLY OCCASIONALLY
- ☒ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

12. ACCEPTANCE OF CRITICISM

MI	IR	PP	P	S	O
5	6	7	8	9	10
		X			

- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☒ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

13. PUNCTUALITY

MI	IR	PP	P	S	O
5	6	7	8	9	10
		X			

☒ _____

14. ABSENCE

MI	IR	PP	P	S	O
5	6	7	8	9	10
		X			

☒ _____

15. OVERALL RATING

MI	IR	PP	P	S	O
5	6	7	8	9	10
		X			

☒ _____

16. RECOMMENDATIONS:

INCREASE ✓
HOLD _____
CHANGE CLASSIFICATION _____

17. EMPLOYEE'S COMMENTS

- ☐ I AGREE WITH EVALUATION AS PREPARED
- ☒ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: [signature]

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: [signature]

DATE: 1-12-18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____ EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

EMPLOYEE PERFORMANCE EVALUATION – NON-SUPERVISORY

40045 Rev. 4-82

EMPLOYEE NAME ADAM MUMBAUER PAYROLL NUMBER 071035 DATE 1-8-18

CLASSIFICATION B MECH PERIODIC REPORT ✓ MERIT INCREASE ✓ CHANGE CLASSIFICATION _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
1. INTEREST TOWARD JOB				✓		

- ☐ ENTHUSIASTIC
- ☒ INTERESTED IN MOST ASPECTS OF JOB
- ☐ DISLIKES SEVERAL ASPECTS OF JOB
- ☐ CONSIDERS WORK "JUST A JOB"
- ☐ CONSTANTLY REQUIRES CONSIDERABLE URGING
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
2. ABILITY TO LEARN				✓		

- ☐ EXCEPTIONALLY QUICK
- ☒ USUALLY QUICK
- ☐ AVERAGE LEARNING ABILITY
- ☐ SLOW LEARNER
- ☐ FAILS TO LEARN
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
3. ABILITY TO USE TOOLS/EQUIPMENT				✓		

- ☐ EXCELLENT DEXTERITY
- ☒ GOOD COORDINATION
- ☐ AVERAGE ABILITY
- ☐ SOMEWHAT UNCOORDINATED
- ☐ UNSUITED TO MECHANICAL WORK
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
4. JOB KNOWLEDGE				✓		

- ☒ GENERALLY UNDERSTANDS ALL PHASES OF JOB
- ☐ LACKS KNOWLEDGE OF SOME PHASES OF JOB
- ☐ AVERAGE JOB KNOWLEDGE
- ☐ LACKS KNOWLEDGE OF MANY PHASES OF JOB
- ☐ INSUFFICIENT KNOWLEDGE, SERIOUSLY HINDERS WORK
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
5. SAFETY CONSCIOUSNESS				✓		

- ☐ VERY SAFETY CONSCIOUS
- ☒ USUALLY QUICK TO SEE HAZARDS
- ☐ AVERAGE SAFETY CONSCIOUSNESS
- ☐ OCCASIONALLY LAX ABOUT SAFETY
- ☐ PRONE TO ACCIDENTS
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
6. QUALITY OF WORK				✓		

- ☐ GENERALLY TOP QUALITY WORK
- ☒ RARELY REQUIRES CHECKING
- ☐ OCCASIONALLY CAELESS
- ☐ REQUIRES CONTINUAL CHECKING
- ☐ WORK IS OFTEN UNACCEPTABLE
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
7. QUANTITY OF WORK				✓		

- ☐ VERY INDUSTRIOUS AND PRODUCTIVE
- ☒ USUALLY LOOKS FOR MORE WORK
- ☐ DOES WHAT IS REQUIRED
- ☐ TENDS TO SLACK OFF AT TIMES
- ☐ CONSISTENTLY WASTES TIME
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
8. ABILITY TO FOLLOW ORDERS				✓		

- ☐ EXCELLENT UNDERSTANDING & FOLLOW-THROUGH
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ CAN BE DEPENDED UPON
- ☐ OCCASIONALLY NOT DEPENDABLE
- ☐ CANNOT FOLLOW DIRECTIONS CONSISTENTLY
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
9. RELATIONS WITH FELLOW EMPLOYEES				✓		

- ☐ WORKS VERY WELL WITH ALL FELLOW EMPLOYEES
- ☒ MAINTAINS AGREEABLE RELATIONSHIPS
- ☐ MAINTAINS FORMAL RELATIONSHIPS
- ☐ OCCASIONALLY HAS DIFFICULTY
- ☐ FREQUENTLY ANTAGONIZES OR IS INCONSIDERATE
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
10. RELATIONS WITH SUPERVISOR				✓		

- ☐ WORKS VERY WELL WITH SUPERVISION
- ☒ QUESTIONS ONLY FOR CLARIFICATION
- ☐ MAINTAINS AGREEABLE RELATIONSHIP
- ☐ OCCASIONALLY ARGUES UNREASONABLY
- ☐ USUALLY OPPOSED TO SUPERVISION
- ☐ _____

40045 Rev. 4-92 (back)

EMPLOYEE NAME ADAM MUMBAUER DATE 1-8-18

	MI 5	IR 6	PP 7	P 8	S 9	O 10
11. WORK HABITS				✓		

- ☐ STEADY, PRODUCTIVE WORKER
- ☐ BREAKS ONLY OCCASIONALLY
- ☒ DEPENDABLE
- ☐ AWAY FROM JOB TOO MUCH
- ☐ POOR, NEEDS CONSIDERABLE IMPROVEMENT
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
12. ACCEPTANCE OF CRITICISM				✓		

- ☐ ALWAYS USES CRITICISM TO IMPROVE PERFORMANCE
- ☒ USUALLY USES CRITICISM TO IMPROVE PERFORMANCE
- ☐ ACCEPTS WITHOUT COMMENT
- ☐ RARELY USES CRITICISM TO IMPROVE
- ☐ USUALLY BECOMES QUARRELSOME OR ANGRY
- ☐ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
13. PUNCTUALITY				✓		

☒ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
14. ABSENCE				✓		

☒ _____

	MI 5	IR 6	PP 7	P 8	S 9	O 10
15. OVERALL RATING				✓		

☒ _____

16. RECOMMENDATIONS:

- INCREASE ✓
- HOLD
- CHANGE CLASSIFICATION

17. EMPLOYEE'S COMMENTS

- ☐ I AGREE WITH EVALUATION AS PREPARED
- ☐ I WILL WORK TO IMPROVE WEAK QUALITIES
- ☐ I BELIEVE WEAK QUALITIES NOTED ON THIS FORM DO NOT REQUIRE IMPROVEMENT
- ☐ I DISAGREE WITH EVALUATION AS SPECIFIED BELOW

_____

OR: _____

EVALUATOR'S SIGNATURE: _____

DATE: 1-8-18

EMPLOYEE'S SIGNATURE: _____

DATE: 1/12/18

ADDITIONAL COMMENTS BY SUPERVISION:

ADDITIONAL COMMENTS REVIEWED WITH EMPLOYEE:

BY: _____

EMPLOYEE;S SIGNATURE: _____

FOR OFFICE USE:

APPROVALS: DATE: _____

FORMAN

SUPERVISOR

SUPERVISOR

MANAGER

PECO
Employee Progression Assessment

Employee Name: Shawn R Cochran Employee #: 023882

Job Title: 2nd Class Line Mechanic

Supervisor & Foreman: Kennedy Department #: 20364

Review Area		Exceeds		Meets		Unsatisfactory All Unsatisfactory Areas Require Documentation
Safety		Raised safety issues; Initiated corrective action	X	Had no safety incidents or Vehicle Safety incidents		Had RVA, Safety Rule Violation; PPE violation
Quality of Work		Finished assignments completed accurately and ahead of schedule; identified improvements in work flow; Sought out additional work; needed minimal supervision		Finished assignments were correct and completed on time; needed normal supervision		Work was incomplete, missed deadline, or incorrectly performed after instruction; needed close supervision
Job Knowledge		Applied knowledge to accurately solve problems without help from peers/supervisor	X	Applied knowledge of procedures to assigned work		Failed to follow established procedures; needed repeated direction
Reliability		Took no time off work; had no lateness; responded to all call-outs	X	Took approved paid time off; requested time off per local practice; no lateness; call-out response rate 35% or better. (Attach absent time report for this review period.)		Had lateness; time off without pay; failed follow time off w/pay practices; call-out response rate less than 35%. (Attach absent time report for this review period.)
Cooperation	X	Followed all rules, no disciplinary or non-disciplinary action received		No violation of Employee Standards of Conduct resulting in discipline (Written Reprimand or above)		Received discipline for Employee Standards of Conduct violation (s) (Attach documentation)

Additional Comments:

Call out January through September 2013 = 39%

Effective date of increase will be 11/18/13

Date Reviewed with Employee: 11/1/13 Employee Signature: [signature]

Supervisor/Foreman Signature: [signature] Gino Coleman

Step progression Approved ☒ Step progression Denied at this time ☐