



3month/6month Evaluation for Employees in a New Position

Employee Name: <u>Marcos Hermosillo</u>	Department: <u>Sanitation</u>
Job Title: <u>Sanitation</u>	Hire Date: <u>1-8-15</u>
Supervisor: <u>Tim Holt</u>	Evaluation Period: <u>3month</u>

Rating	Criteria	Acceptable	Good Improvement	Excellent
Attendance	• Reports for all scheduled shifts at the scheduled start time	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Notifies supervision in advance if unable to report to work as scheduled	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication	• Effectively exchanges information, written or verbal, with all types of personnel	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Communicates information accurately, timely, and respectfully	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job Skills and Ability to Learn	• Able to grasp new concepts and applies them to the job	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Demonstrates technical understanding of the job	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Asks questions to confirm understanding of concepts	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work Quality and Ability to Follow Work Instructions	• Operates systems and equipment properly	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Follows work procedures	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Follows through on tasks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety and QA-Food Safety Awareness	• Follows all Safety policies	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Watches out for others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Follows all QA & Food Safety Awareness policies & procedures	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team Work and Initiative	• Able to get along with others and help them complete tasks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Does work without being constantly reminded	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Fits into the norms and expectations of the organization.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please answer the following questions below:

Employee	Supervisor
Are additional resources/tools needed?	Have additional resources/tools that the employee requested been provided?
Are there any barriers or obstacles to successfully perform the work?	If obstacles or barriers exist, what has been done to eliminate them?

For Employees at their 3 month and 6 month milestone, please mark one:

- Employee is making progress and meeting performance expectations
- Employee is not making progress and is not meeting performance expectations

Supervisor Comments <i>(If Not-Acceptable is marked for any Task, specific examples must be provided)</i> Marcos is doing a good job. He is advancing well with learning new areas and participating in pre-op inspections.
Employee Comments

This Evaluation has been reviewed with me on this date.

Employee Signature: Marcos Hermosillo	Date: 3-21-15
Supervisor Signature: Tim Holt	Date: 3-21-15

PAYROLL CHANGE REPORT

Today's Date: <u>3/16/2015</u>	Effective Date: <u>3/23/2015</u>
Hire Date: <u>1/8/2015</u>	Hours Worked: <u>432.88</u>
Employee's Name: <u>Marcos Hermislo</u>	
Department: <u>Sanitation</u>	

	CHANGE (\$)	FROM	TO
X	Rate	\$10.00	\$10.25 \$10.50
	Shift Differential	-	-
	Total	\$10.00	\$10.25 \$10.50

New
3-14-15

REASON (S) FOR THE CHANGE (\$)							
X	Seniority Increase (Circle One)	<input checked="" type="radio"/> 90 Day	<input type="radio"/> 6 Month	<input type="radio"/> 1 Year	<input type="radio"/> 1 1/2 Year	<input type="radio"/> 2 Year	<input type="radio"/> Annual
	Merit Increase						
	Other						

ADDITIONAL COMMENTS

Authorized by: <u>Tim Holt</u> (Department Manager)	Date: <u>3-20-15</u>
Guideline verified: <u>Nichol Wojcik</u> (Human Resources)	Date: <u>3-16-15</u>
<u>[Signature]</u> (GM Authorization)	Date: <u>3/24/15</u>