



3month/6month Evaluation

Employee Name: <u>Didumo Dhuur</u>	Department: <u>FlowWrap</u>
Job Title: <u>Dockout</u>	Hire Date: <u>2/3/2015</u>
Supervisor: <u>Mark Lieser</u>	Evaluation Period: <u>18 months</u>

Tasks	Criteria	Acceptable	Needs Improvement	Not Acceptable
Attendance	• Reports for all scheduled shifts at the scheduled start time	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	• Follows through on tasks	<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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	• Does work without being constantly reminded	<input type="checkbox"/>	<input checked="" 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:

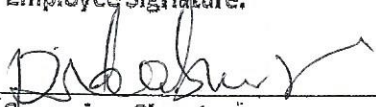

Employee	Supervisor
Are additional resources/tools needed?	Have additional resources/tools that the employee requested been provided?
Are there any barriers or obstacles to successfully perform the work?	If obstacles or barriers exist, what has been done to eliminate them?

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
<p><i>(If Not-Acceptable is marked for any Task, specific examples must be provided)</i></p> <ul style="list-style-type: none"> • About 5 mins late every day • Does not follow through on some tasks • Does not take orders very well from females. • Has to be reminded to pay attention
Employee Comments

This Evaluation has been reviewed with me on this date.

Employee Signature: 	Date: 8/11/16
Supervisor Signature: 	Date: 8-4-16

1025
 to
 10.75
 to skill level 2

PAYROLL CHANGE REPORT

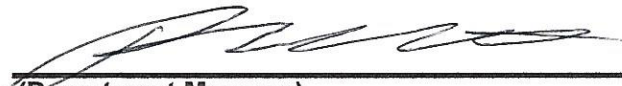

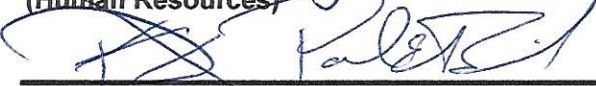
Today's Date: <u>8/3/2016</u>	Effective Date: <u>8/15/2016</u>
Hire Date: <u>2/3/2015</u>	Hours Worked: <u>18 Months</u>
Employee's Name: <u>Didumo Obuur</u>	
Department: <u>packout</u>	

CHANGE (\$)		FROM	TO
X	Rate	\$10.25	\$10.75
	Shift Differential	\$0.50	
	Total	\$10.25	\$10.75

REASON (S) FOR THE CHANGE (S)							
X	Seniority Increase (Circle One)	480 HRS	6 Month	1 Year	1 1/2 Year	2 Year	Annual
X	Merit Increase	<u>Skill level 2</u>					
	Other						

ADDITIONAL COMMENTS

Didumo has 4 absences in the past 18 months. He has worked on all three lines and was starting to be trained as a flow wrap operator prior to switching to 2nd shift. Could he be considered for level 2?

Authorized by: <u></u> (Department Manager)	Date: <u>8/3/15</u> ^{Per} <u>8/3/16</u>
Guideline verified: <u></u> (Human Resources)	Date: <u>8-3-15</u> ^{NCW} <u>8-3-16</u>
<u></u> (GM Authorization)	Date: <u>8-4-16</u>