



## Hourly Performance Appraisal

Employee Name: Thanh Dang	Hire Date: 9/11/2017
Job Title Flow Wrap	Evaluation Period: 3 Month
Supervisor: Nick Rausch	Review Due Week of: 12/11/2017 Review Date: 12/19/2017

**Performance Rating Categories:** Consider the employee's performance in each category and designate the level of performance that most accurately describes his/her job performance.

**O – Outstanding.** Employee consistently exceeds position expectations with virtually no detected preventable/controllable errors, requiring little or no supervision.

**M – Meets Expectations.** Competent and dependable performance level. Meets the performance standards and objectives without Constant follow-up direction

**E – Exceeds Expectations.** Results clearly exceed position requirements on a regular basis.

**I – Improvement Needed.** Employee does not meet performance objectives on a regular basis and has difficulty following through with tasks. Requires constant follow-up and/or supervision.

### GENERAL FACTORS

**1. Quality-** The extent to which an employee's work is completed thoroughly and correctly following established process and procedures.

- Outstanding   
  Exceeds Expectations   
  Meets Expectations   
  Needs Improvement

**Specific Examples/Comments-**Thanh does a good job completing his work and following the process.

**2. Productivity/Independence/Reliability-** The extent to which an employee produces a significant volume of work efficiently in a specified period of time. Ability to work independently with little or no direction/follow-up to complete tasks/job assignments.

- Outstanding   
  Exceeds Expectations   
  Meets Expectations   
  Needs Improvement

**Specific Examples/Comments-** Thanh is productive worker and is very reliable. He is able to work independently.

**3. Job Knowledge-** The extent to which an employee possesses and demonstrates an understanding of the work instructions, processes, equipment and materials required to perform the job. Employee possesses the practical and technical knowledge required of the job.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**Specific Examples/Comments-** Thanh demonstrates an understanding of the process.

**4. Interpersonal Relationships/Cooperation/Commitment-** The extent to which employee is willing and demonstrates the ability to cooperate, work and communicate with coworkers, supervisors and subordinates. Employee accepts and responds to change in a positive manner. Accepts job assignments and additional duties willingly, takes responsibility for own performance and job assignments.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**Specific Examples/Comments-** Thanh gets along with all of his co-workers and accepts job assignments willingly.

**5. Attendance-** The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record. Employee's willingness to work overtime as required.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**No. of Unexcused Absences:**            Zero Absences

**Specific Examples/Comments-** Thanh is always on time for work and has excellent attendance.

**6. Initiative/Creativity-** The extent to which an employee seeks out new assignments, proposes improved work methods, suggests ideas to eliminate waste, finds new and better ways of doing things.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**Specific Examples/Comments-** Thanh shows initiative and is able to work in any area of packout.

**7. Adherence to Policy-** The extent to which an employee follows company policies, procedures and work conduct rules. Complies with and follows all safety rules and regulations, wears required PPE.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**Specific Examples/Comments-** Thanh follows company policies and wears required PPE.

**Overall Performance-** Rate employee's overall performance in comparison to position duties and responsibilities.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**Complete All of the Following Sections**

1. Accomplishments or new abilities demonstrated since last review: Thanh can work in any area of packout and does so willingly.

2. Specific areas of needed improvement: None

3. Recommendations for additional training: None

Employee's Comments: \_\_\_\_\_  
\_\_\_\_\_

Discussed/reviewed with employee on: [Click here to enter a date.](#) \_\_\_\_\_ Follow up requested/desired:  YES or  NO

Manager/Supervisor Signature: Nine Ravich Date: 1/5/18

Employee Signature: [Signature] Date: 1/5/18

Would this employee be eligible for a wage increase?  Yes: \_\_\_\_\_  No: No Raise Due

If Yes: Current Salary \$ [Click here to enter text.](#) Raise To: \$ [Click here to enter text.](#)

Effective Date: [Click here to enter a date.](#)