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NRC FORM 464 Part I (08-2013)	U.S. NUCLEAR REGULATORY COMMISSION	FOIA/PA	RESPONSE NUMBER		
THE STATE OF THE S	RESPONSE TO FREEDOM OF	2014-0260	2		
	INFORMATION ACT (FOIA) / PRIVACY ACT (PA) REQUEST	RESPONSE FINAL	✓ PARTIAL		
REQUESTER Cheryl McCrary		JUL 2 9 2014			
	PART I INFORMATION RELEASE	<u></u>			
No addition	nal agency records subject to the request have been located.				
Requested	records are available through another public distribution program.	See Comments section.			
GROUP	Agency records subject to the request that are identified in the public inspection and copying at the NRC Public Document R		available for		
GROUP B	Agency records subject to the request that are contained in the public inspection and copying at the NRC Public Document R		made available for		
GROUP	Agency records subject to the request are enclosed.	·	•		
	ubject to the request that contain information originated by or of inte that agency (see comments section) for a disclosure determination		cy have been		
We are cor	ntinuing to process your request.				
See Comm	nents.				
	PART I.A FEES	* ***			
AMOUNT*	You will be billed by NRC for the amount listed.	None. Minimum fee thresh	old not met.		
* See comments for details	You will receive a refund for the amount listed.	Fees waived.			
	PART I.B INFORMATION NOT LOCATED OR WITHHEL	D FROM DISCLOSURE			
categories (2006 & Si	records subject to the request have been located. For your inform of law enforcement and national security records from the requirenupp. IV (2010). This response is limited to those records that are sured notification that is given to all our requesters and should not be not, exist.	nents of the FOIA. See 5 U.Subject to the requirements of	S.C. § 552(c) the FOIA. This		
	ormation in the requested records is being withheld from disclosure e reasons stated in Part II.	pursuant to the exemptions	described in		
This determination may be appealed within 30 days by writing to the FOIA/PA Officer, U.S. Nuclear Regulatory Commission, Washington, DC 20555-0001. Clearly state on the envelope and in the letter that it is a "FOIA/PA Appeal."					
	PART I.C COMMENTS (Use attached Comments contin	uation page if required)			
The incoming FO	lA request will be available in ADAMS at ML14147A191.				
	ML accession number are available in the NRC Library at www.nrcolic records, please contact the NRC's Public Document Room (PD ov.				
i	•				

SIGNATURE - FREEDOM OF INFORMATION ACT AND F		TION ACT AND PRIVACY ACT OFFICER	DISTRIBUTION-FOIA/PA Subject, Action Officer, FOIA/PA Officer, Other (Specify) FOIA, OCHCO, Online ADAMS
OFFICE	ACTION OFFICER	FOIAPA OFFICER	
NAME	Mark H. Graff	NArgent WW	
DATE	7/28/14	7/28/14	·

NRC FORM 464 Part II

U.S. NUCLEAR REGULATORY COMMISSION FOIA/PA

NOO-2010) Sugaran	DECRONCE TO EDEED ON OF INCODINATION	2014-0260
	RESPONSE TO FREEDOM OF INFORMATION ACT (FOIA) / PRIVACY ACT (PA) REQUEST	JUL 2 9 2014
	PART II.A APPLICABLE EXEMPTIONS	
GROUP B	Records subject to the request that are contained in the specified group are being withheld in Exemption No.(s) of the PA and/or the FOIA as indicated below (5 U.S.C. 552a and/or 5 U.S.C.	
Exemp	otion 1: The withheld information is properly classified pursuant to Executive Order 12958.	
Exem	otion 2. The withheld information relates solely to the internal personnel rules and practices of NR	C.
Exemp	otion 3: The withheld information is specifically exempted from public disclosure by statute indicate	ed.
	Sections 141-145 of the Atomic Energy Act, which prohibits the disclosure of Restricted Data or Fo 2161-2165).	ormerly Restricted Data (42 U.S.C.
	Section 147 of the Atomic Energy Act, which prohibits the disclosure of Unclassified Safeguards In	formation (42 U.S.C. 2167).
ļ ,	41 U.S.C., Section 4702(b), prohibits the disclosure of contractor proposals in the possession and person under section 552 of Title 5, U.S.C. (the FOIA), except when incorporated into the contract of the proposal.	
Exemp	otion 4: The withheld information is a trade secret or commercial or financial information that is be	ing withheld for the reason(s) indicated.
	The information is considered to be confidential business (proprietary) information.	
i i	The information is considered to be proprietary because it concerns a licensee's or applicant's phy accounting program for special nuclear material pursuant to 10 CFR 2.390(d)(1).	sical protection or material control and
	The information was submitted by a foreign source and received in confidence pursuant to 10 CFF	R 2.390(d)(2).
	Disclosure will harm an identifiable private or governmental interest.	•
Exemp	otion 5: The withheld information consists of interagency or intraagency records that are not available Applicable privileges:	able through discovery during litigation.
	Deliberative process: Disclosure of predecisional information would tend to inhibit the open and fr deliberative process. Where records are withheld in their entirety, the facts are inextricably intertw. There also are no reasonably segregable factual portions because the release of the facts would predecisional process of the agency.	rined with the predecisional information.
	Attorney work-product privilege. (Documents prepared by an attorney in contemplation of litigation	n)
	Attorney-client privilege. (Confidential communications between an attorney and his/her client)	
Exem	otion 6: The withheld information is exempted from public disclosure because its disclosure would invasion of personal privacy.	result in a clearly unwarranted
Exem	otion 7: The withheld information consists of records compiled for law enforcement purposes and	is being withheld for the reason(s) indicated.
	(A) Disclosure could reasonably be expected to interfere with an enforcement proceeding (e.g., it focus of enforcement efforts, and thus could possibly allow recipients to take action to shield requirements from investigators).	•
	(C) Disclosure could constitute an unwarranted invasion of personal privacy.	
	(D) The information consists of names of individuals and other information the disclosure of which identities of confidential sources.	could reasonably be expected to reveal
	(E) Disclosure would reveal techniques and procedures for law enforcement investigations or pro reasonably be expected to risk circumvention of the law.	secutions, or guidelines that could

PART II.B -- DENYING OFFICIALS

Pursuant to 10 CFR 9.25(g), 9.25(h), and/or 9.65(b) of the U.S. Nuclear Regulatory Commission regulations, it has been determined that the information withheld is exempt from production or disclosure, and that its production or disclosure is contrary to the public interest. The person responsible for the denial are those officials identified below as denying officials and the FOIA/PA Officer for any denials that may be appealed to the Executive Director for Operations (EDO).

(F) Disclosure could reasonably be expected to endanger the life or physical safety of an individual.

DENYING OFFICIAL	TITLE/OFFICE	RECORDS DENIED	APPE	LLATE OFF	ICIAL
DENTING OF FIGURE	THE FOUNDE	NEGORDO BENIED	EDO	SECY	IG
Miriam Cohen	Chief Human Capital Officer, OCHCO	SES Appraisal Review	V		

Appeal must be made in writing within 30 days of receipt of this response. Appeals should be mailed to the FOIA/Privacy Act Officer, U.S. Nuclear Regulatory Commission, Washington, DC 20555-0001, for action by the appropriate appellate official(s). You should clearly state on the envelope and letter that it is a "FOIA/PA Appeal."

OTHER (Specify)

NRC FORM 464 Part I U.S. NUCLEAR REGULATORY COMMISSION (08-2013)	FOIA/PA	RESPONSE NUMBER
RESPONSE TO FREEDOM OF	2014-0260	2
INFORMATION ACT (FOIA) / PRIVACY ACT (PA) REQUEST	RESPONSE FINAL	✓ PARTIAL
REQUESTER Chard McCram	JUL 2 9 20	4.4
Cheryl McCrary		14
PART I INFORMATION RELEASED No additional agency records subject to the request have been located.)	
	On the state of th	
Requested records are available through another public distribution program. S	ee Comments section.	
Agency records subject to the request that are identified in the public inspection and copying at the NRC Public Document Ro		available for
Agency records subject to the request that are contained in the public inspection and copying at the NRC Public Document Ro		nade available for
Agency records subject to the request are enclosed.		
Records subject to the request that contain information originated by or of interereferred to that agency (see comments section) for a disclosure determination a		y have been
We are continuing to process your request.		
See Comments.		
PART I.A FEES		
\$ You will be billed by NRC for the amount listed.	None. Minimum fee thresho	ld not met.
	Fees waived.	
PART I.B INFORMATION NOT LOCATED OR WITHHELD	FROM DISCLOSURE	
No agency records subject to the request have been located. For your informat categories of law enforcement and national security records from the requiremed (2006 & Supp. IV (2010). This response is limited to those records that are subject as a standard notification that is given to all our requesters and should not be taken or do not, exist.	ents of the FOIA. See 5 U.S oject to the requirements of t	.C. § 552(c) he FOIA. This
Certain information in the requested records is being withheld from disclosure and for the reasons stated in Part II.	pursuant to the exemptions	described in
This determination may be appealed within 30 days by writing to the FOIA/PA Washington, DC 20555-0001. Clearly state on the envelope and in the letter the		
PART I.C COMMENTS (Use attached Comments continu	ation page if required)	
The incoming FOIA request will be available in ADAMS at ML14147A191.		
Records with an ML accession number are available in the NRC Library at www.nrc.obtaining any public records, please contact the NRC's Public Document Room (PDF Resource@nrc.gov.		
1		
SIGNATURE - FREEDOM OF INFORMATION ACT AND PRIVACY ACT OFFICER		
Nina Argent (Acting)	·	
NRC FORM 464 Part 1 (08-2013)		

NRC FORM 464 Part II

U.S. NUCLEAR REGULATORY COMMISSION FOIA/PA

2014-0260

DATE

RESPONSE TO FREEDOM OF INFORMATION ACT (FOIA) / PRIVACY ACT (PA) REQUEST

JUL 2 9 2014

· 	F	PART II.A APPLICABLE	EXEMPTIONS	
GROUP B			fied group are being withheld in their entirety w (5 U.S.C. 552a and/or 5 U.S.C. 552(b)).	or in part under the
Exemption	1: The withheld information is pro	perly classified pursuant to E	xecutive Order 12958.	
Exemption	2: The withheld information relate	es solely to the internal persor	nnel rules and practices of NRC.	·
Exemption	3: The withheld information is spe	ecifically exempted from public	c disclosure by statute indicated.	
I I I	ons 141-145 of the Atomic Energy 2165).	Act, which prohibits the discl	losure of Restricted Data or Formerly Restric	cted Data (42 U.S.C.
Sect	on 147 of the Atomic Energy Act,	which prohibits the disclosure	of Unclassified Safeguards Information (42	U.S.C. 2167).
pers			oposals in the possession and control of an e incorporated into the contract between the a	
Exemption	4: The withheld information is a t	rade secret or commercial or	financial information that is being withheld fo	or the reason(s) indicated.
The	nformation is considered to be con	nfidential business (proprietar	y) information.	
	nformation is considered to be pro inting program for special nuclear		a licensee's or applicant's physical protectio 2.390(d)(1).	n or material control and
	•,	•	confidence pursuant to 10 CFR 2.390(d)(2).	
느	osure will harm an identifiable priv	_		
Exemption	5: The withheld information cons Applicable privileges:	ists of interagency or intraage	ency records that are not available through d	iscovery during litigation.
delib Ther	erative process. Where records a	re withheld in their entirety, th	tend to inhibit the open and frank exchange ne facts are inextricably intertwined with the he release of the facts would permit an indire	predecisional information.
Atto	ney work-product privilege. (Docu	iments prepared by an attorne	ey in contemplation of litigation)	
Attor	ney-client privilege. (Confidential	communications between an	attorney and his/her client)	
Exemption	6: The withheld information is ex invasion of personal privacy.	empted from public disclosure	e because its disclosure would result in a cle	early unwarranted
Exemption	7: The withheld information cons	ists of records compiled for la	w enforcement purposes and is being withhou	eld for the reason(s) indicated.
			forcement proceeding (e.g., it would reveal t pients to take action to shield potential wrong	
	Disclosure could constitute an unw	arranted invasion of personal	l privacy.	
(D)	he information consists of names dentities of confidential sources.	of individuals and other infor.	mation the disclosure of which could reason	ably be expected to reveal
	Disclosure would reveal technique easonably be expected to risk circ		procement investigations or prosecutions, or g	guidelines that could
	risclosure could reasonably be ex	pected to endanger the life or	physical safety of an individual.	
OTHER (pecify)			·
		DARTHR	IO OFFICIAL O	· · · · · · · · · · · · · · · · · · ·
that the informat interest. The pe	on withheld is exempt from pr	oduction or disclosure, an l are those officials identifi	Regulatory Commission regulations, it id that its production or disclosure is coled below as denying officials and the l	ontrary to the public
DENYING OF	FICIAL	TITLE/OFFICE	RECORDS DENIED	APPELLATE OFFICIAL EDO SECY IG
Miriam Cohen	Chief Human Cap	oital Officer, OCHCO	SES Appraisal Review	
		, , , , , ,		
Appeal must be	nade in writing within 30 davs	of receipt of this response	e. Appeals should be mailed to the FO	IA/Privacy Act Officer.
U.S. Nuclear Re	ulatory Commission, Washing e envelope and letter that it is	gton, DC 20555-0001, for	action by the appropriate appellate offi	icial(s). You should

FOIA Resource

Case No ·

Dete Root

Same

- e-

From:

Cheryl L. McCrary <nobody@www.nrc.gov>

Sent:

Monday, May 26, 2014 12:37 PM

To:

FOIA Resource

Subject:

WWW Form Submission

Below is the result of your feedback form. It was submitted by

Cheryl L. McCrary () on Monday, May 26, 2014 at 12:37:02

through the IP (b)(6)

using the form at http://www.nrc.gov/reading-rm/foia/foia-submittal-form.html

and resulted in this email to foia.resource@nrc.gov

Company/Affliation:

Address1: (b)(6)

Address2:

City(b)(6)

State: ---

Zip(b)(6)

Country: United_States

Country-Other: United States

Email (b)(6)

Phone (b)(6)

Desc: Requested are "preliminary ratings" and "preliminary ranking" for SES A, B and C Group NRC executives for performance years 2009-2013. Ratings and rankings would have different dates. Specifically, there is a document titled "2013 SES Appraisal Review" which contains sheets with rankings and ratings sorted by pay group, and summary ratings/scores. Please provide this document for each of the requested performance years. These documents contain the ranking and the rating for the requested performance years. Also please provide final rating and summary rating for SES Performance for C Group for performance years 2009 - 2013. Also, please provide narrative ratings of for performance years for A, B and C group executives for 2009-2013 performance years (completed pages 13, 14, 17 and 18 of the SES Performance Plan/Appraisals).

FeeCategory: Personal Noncommercial

MediaType:

MediaType_Other: on

MediaType Other Description: Review for comparison and compliance

Expedite ImminentThreatText:

Expedite UrgencyToInformText:

Waiver_Purpose: For review and comparison for compliance with applicable EEOC and non-discrimination laws.

Waiver_ExtentToExtractAnalyze: Will extract applicable race, gender and age information to analyze with additional information.

Waiver_SpecificActivityQuals: As an SES, Federal criminal investigator, and knowledgable of applicable laws and standards. Information will contribute to the public understanding of whether applicable non-discrimnation laws are being followed at the NRC.

Waiver_ImpactPublicUnderstanding: Prior to disclosure, the public may not be aware of how NRC appraises and awards its executives, particularly those who have a investigative role in the NRC mission. Also, I have been informed that NRC executives and supervisors ranks NRC employees/executives, contrary to OPM regulations. The requested documents will confirm whether this is occurring agency-wide.

Waiver_NatureOfPublic: Federal employees, Congressional representatives, and US citizens who may have an interest in the information.

Waiver MeansOfDissemination: electronic

Waiver_FreeToPublicOrFee: No charge

Waiver_PrivateCommericalInterest: I personally have an interest in knowing whether the non-discrimination policies are being implemented fairly.

.

	PROGRE:	SS REVIEW	RATING PERIOD	FROM 10/01/2012	то 09/30/2013	
NAME		ORGANIZATION (Office/Division)				
(b)(6)	(لايكونا)	(b)(6)		165 a)	
well as the status of effectiver date. Focus on the priorities, o	ness and efficiency measu objectives, and accomplisi	is achieved and/or performance improvement needed in tres, execution targets, and expected results, and projet inments you have been tracking and those that you have issistance, and any changes to key programmatic obje	cts completed duri e discussed with v	ng the performar our supervising e	ce period to	
KEY LEADERSHIP ATT	RIBUTES					
Leading Change: (b)(6)		•			3	
Leading People: (b)(b) 2.					(b)	7E)
Results Driven: (b)(6)					(a)	e de la companya de l
Business Acumen: (b)(6) (b)(6)					(4	() ()
Building Coalitions: (b)(i) 5.	(6)				1/3	
Comments on Progress and	l/or Suggested Focus Ar	ea: ^{(b)(6)}			- T	مِلْ كُ
]	٦

PROGRESS REVIEW (continued) Check the appropriate box. X Performance, if continued, will result in at least a "Meets Expectations" rating recommendation. Comments concerning performance, including performance improvement needs, have been discussed with the executive. Performance, if continued, will result in less than a "Meets Expectations" rating recommendation. Specific performance deficiencies are documented in the performance plan and, as applicable, attached documentation. Deficiencies have been discussed with the executive and timely assistance discussions will be conducted at regular intervals throughout the remaining appraisal period. Check the appropriate box. Performance expectations need updating. Necessary changes have been discussed with the executive and documented in the performance plan. X No change in performance expectations since establishment of performance plan. SIGNATUA (D)(C DATE 16 SIGNATU

. ¹º ⁴• → ANNUAL		RATING	RATING FROM TO			
Element II – K	ev Leadership Attri		PERIOD	10/01/2012	09/30/2013	
NAME OF EXECUTIVE	Cey Leadership Attri	(ice/Olvision)			762	
Key Leadership Attributes	<u>}</u>					
1. Leading Change Comments					Ratin 0 □ ∈ □ !	NE NI U
2. Leading Péople Comments					Ratin	ME NI D
OCT TO THE PERSON OF THE PERSO					7013611	1111
3. Results Driven Comments			**************************************	Γ	Ratir ○ X E	BR NI TU
Business Acumen Comments					Ratin	NE NI TU
						·
5. Building Coalitions Comments					Ratir	NE NI U
Overall Rating for Elements Key Leadership Attribute	nt II		[X] E			<u> </u>

144	**************************************		FROM	ITO	
ANNUAL SUMMARY RATING	AND SIGNATURES	RATINO PERIO		09/30/2013	
NAME OF EXECUTIVE	ORGANIZATION (Office/Division)		······································	· : ;	
(b)(b)	(D)(6)			(25%)	
The Initial Common Delica is desired from	INITIAL SUMMARY RA		No Objective and Variable		
The Initial Summary Rating is derived from element ratings. Accomplish Steps 1 th	n the points assigned to the Key P Trough A in the order shown	rogramma	ilic Objectives and Key Le	adership Attributes	
	ting Official		Step 2. Ex	ecutive	
1. Key Programmatic	2. Key Leadership		(Complete this step and		
Objectives	Attributes		performance appraisal to		
Out- Excel- Meets Needs Unsatis- standing lent Expecta- Improve- factory tions ment	Out- Excel- Meets Needs standing lent Expecta- Improve-	Unsalis• factory	within 5 workdays.)		
8 4.5 3 1.5 0	tions ment 4 3 2 1	o	I have reviewed and disc		
			performance appraisal w		
POINT VALUE	POINT VALUE		signature does not imply appraisal or rating. (Retu		
6	3		Executive.)	to outportioning	
Initial Summary	Out- Excel- Meets Needs	Unsalis-	SIGNATURE - EXECUTIVE	DATE	
Rating	standing lent Expecta- Improva- tions meni 9-10 6.5-8.5 4-6 2.5-3.5	factory	(رازن)	\ <u> </u>	
TOTAL POINTS	9·10 6.5·8.5 4·6 2.5·3.5	rå l	(b)(6)		
Add points from	An Unsatisfactory rating in either element	results in			
	a summary rating of Unsatisfactory regard			11/4/13	
	total points			11/4/13	
Recommended Recommend for Pay Change for Award			(Attach comments if des	-ivad ì	
	Pagasianment Assistance	Removal	(Altach comments ir des	urea.)	
	To Improve		رر		
NAME - RATING OFFICIAL					
100(6)	I REQUEST AN INDER	PENDENT REVIEW			
(b)(6)	I ≠ 1 DO NOT REQUEST /	A & I I A I I MY COUNT A I MOTE A I MO			
	(a) DATE 4/13	3	CETION NOT KEQUEST /	an independent	
1	18		£		

	PROGRESS REVIEW					09/30/2013
NAME (6)(6)	(۵)ده ۱	ORGANIZATION (Office/Division	n) (61.)		<u> </u>	
well as the status of date. Focus on the	f effectiveness and efficier priorities, objectives, and a	on progress achieved and/or perform icy measures, execution targets, and accomplishments you have been trac- ing, other assistance, and any change	expected results, and projects king and those that you have di	completed during scussed with you	ng the performan our supervising e	ce period to xecutive
KEY LEADERS	HIP ATTRIBUTES					
Leading Chai	nge		**************************************	A A A A Philade Mr. A A A A A A A A A A A A A A A A A A A		
1.						100
Leading Peop	ple				, ,_,, ,,	
2. (b)(6)						En
Results Drive	en					
3. (tb)(tb)				· <u>a</u> salice		4
Business Aci	umen		·			 - - -
4. ((b)(6)						6);
Building Coa	litions			P. S		
5. / (6)(6)	-					
Comments on Pro	gress and/or Suggested	Focus Area		. :		
(6)(6)				(۱۵۱۵		

PROGRESS REVIEW (continued)

		"00 I/CAICAI (CO	inimed)
Check t	he appropriate box.		
	Performance, if continued, will result in at least a "Meets performance improvement needs, have been discussed	Expectations" rating with the executive.	recommendation. Comments concerning performance, including
	Performance, if continued, will result in less than a "Mee documented in the performance plan and, as applicable timely assistance discussions will be conducted at regul	, attached document	ng recommendation. Specific performance deficiencies are ation. Deficiencies have been discussed with the executive and the remaining appraisal period.
Check t	he appropriate box.		
	Performance expectations need updating. Necessary cl., plan.	nanges have been d	scussed with the executive and documented in the performance
Q	No change in performance expectations since establish	ment of performance	e plan.
(b)(6)		DATE 6/10/13	
SIGNA	TURE - EXECUTIVE	6/10/13	
<u> </u>		1	

	ANNUAL SUMMARY RATING Element II – Key Leadership Attributes ORGANIZATION (Office/Division)				RATING PERIOD	09/30/2013	
NAME OF EXECU	TIVE (レン・)	ORGANIZATION	N (Office/Division)	7 (626)		, , , , , , , , , , , , , , , , , , ,	<u> </u>
	ship Attributes						
1. Leading Ch Comments:	ange				3	Rating	3 E
(b)(6)							(0)(0)
2. Leading Pe	ople					Ratin	
Comments;						O E 4	NE NI U
3. Results Dri	ven				[7	Ratin	g NE NI U
4. Business A Comments:	cumen				[Ratin	g ME NI U
(b)(6)					·		6)
5. Building Comments:	palitions	fundin for fundamental de Maria o a sur un sel del EMCLIFA for fundamental en la sur sin assu.	And the country of the state of	**, p/	[3	Ratin	9
(b)(6)							(6)(3)
	Overall Rating for Ele Key Leadership Attri		Хo	□ E	ME	□ NI	U

· - 1			RATING	FROM	10
ANNUAL SUMMARY RATIN	IG AND S	PERIOD		09/30/2013	
NAME OF EXECUTIVE	ORG	ANIZATION (Office/Division)			
				×)	
		INITIAL SUMMARY RA			
The Initial Summary Rating is derived fro element ratings. Accomplish Steps 1 to			rogramma	tic Objectives and Key Lead	ersnip Attributes
	ating Offi			Step 2. Exec	utive
1. Key Programmatic	T	2. Key Leadership		(Complete this step and ret	urn this
Objectives		Attributes		performance appraisal to yo	our supervisor
Out- Excel- Meets Needs Unsalis- standing lent Expects- Improve- factory	Out- standing	Excel- Meets Needs lent Expecta- Improve-	Unsatis- factory	within 5 workdays.)	
tions ment 6 4,5 3 1,5 0	4	tions ment	0	I have reviewed and discus	sed my
	X			performance appraisal with	my supervisor. My
POINT VALUE		POINT VALUE		signature does not imply the appraisal or rating. (Return	
6		4	PARTY NATIONAL PROPERTY NATION	Executive.)	to outer vising
Initial Summary	Out- standing	Excel- Meets Needs lent Expecta- Improve-	Unsalis- factory	SIGNATURE - EXECUTIVE	DATE
Rating	9-10	fions ment 6.5-8.5 4-6 2.5-3.5	0		
TOTAL POINTS	X				11/6/12
Add points from 1. and 2. above 10		sfactory rating in either element y rating of Unaatiefactory regard		· · · · · · · · · · · · · · · · · · ·	1713
Recommended Recommer	•	Recommended	***************************************	**************************************	
for Pay Change for Awa		For		(Attach comments if desire	ed.)
Yes No Yes	No	Reassignment Assistance to Improve	Removal		
NAME - RATING OFFICIAL	i.			I REQUEST AN INDEPE	NITIENT DEVIEW
)			LI I KEQUESI KIN INDEPE	ANCIAL IZE ALCAA
(b)(b)	· · · · · ·	DATE /6/	12	X I DO NOT REQUEST AN	INDEPENDENT

******			FROM	ТО
	PROGRESS REVIEW	RATING PERIOD	10/1/2012	9/30/2013
NAM				
b)(6)	(b)(a)			
Dis and bed	structions: Discuss and provide comments on progress achieved and/or performance improscuss ongoing priorities as well as the status of effectiveness and efficiency measures, executed projects completed during the performance period to date. Focus on the priorities, objection tracking and those that you have discussed with your supervising executive throughout ner assistance, and any changes to key programmatic objectives, and/or performance required.	cution targets, ves, and accor this rating peri	and expected mplishments od. Additiona	d results, you have Il training,
KE	Y LEADERSHIP ATTRIBUTES			
1.	Leading Change			
2.	Leading People			
3.	Results Driven			
4.	Business Acumen		III-III-III-II-II-II-II-II-II-II-II-II-	
5.	Building Coalitions		Harmon de la constantina della	
Coi	mments on Progress and/or Suggested Focus Area			

ANNUAL SUMMARY RATING			RATING	FROM	το
Element II – Key I ead	ershin Attributes		PERIOD	10/1/2012	9/30/2013
NAME OF EXECUTIVE Element II - Key Lead					···
(b)(6)	(60)(6)				1
Key Leadership Attributes	ar Paris de Camilla de				
1. Leading Change				Ratin	
Comments			K	O E	ME NI U
·					
2. Leading People			<u> </u>	Ratir	
Comments (b)(6)			X	0 E	ME NI U
•					
3. Results Driven			r.:	Ratir	
Comments (®)(®)		:	1 7	OE	ME Nt U
4. Business Acumen		······································		Ratir	
Comments			7		ME NI U
(b)(6)					
5. Building Coalitions			nganarina gangalari sanga isa isa sarang sa 6-dayin fasikilih hilikili	Ratio	
Comments				, , , , , , , , , , , , , , , , , , , ,	ME NI U
(b)(6)					C
Overall Rating for Element II Key Leadership Attributes:	хо	E	ME	NI NI	U

			1	RATING	FROM	ТО
ANNUAL S	UMMARY RATII	NG AND S	SIGNATURES	PERIO		9/30/2013
NAME OF EXECUTIVE		ORG	SANIZATION (Office/Division)			
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The Initial Summary Ra	ating is derived fr mplish Steps 1	om the po through 4	INITIAL SUMMARY RA ints assigned to the Key P in the order shown.		ntic Objectives and Key L	eadership Attributes
	Step 1. F	lating Off	icial		Step 2. E	xecutive
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Add points from 1. and 2. above 10			nsatisfactory rating in either element results in imary rating of Unsatisfactory regardless of			01/12/14
Recommended for Pay Change	Recommer for Awa		Recommended For		(Attach comments if d	esired.)
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1.	Leading Change –Exceeds Expectations			······································	
2.	Leading People –Exceeds Expectations				
3.	Results Driven –Exceeds Expectations			***************************************	
4.	Business Acumen –Exceeds Expectations			ter and a major as a superior and a	·····
5.	Building Coalitions -Exceeds Expectations				
Co	nments on Progress and/or Suggested Focus Area	ā	***************************************		
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•	PROGRESS REVIEW (continued)							
Check	the appropriate box.							
X	Performance, if continued, will result in at least a "Meets Expectations" rating recommendation. Comments concerning performance, including performance improvement needs, have been discussed with the executive.							
	Performance, if continued, will result in less than a "Meets Expectations" rating recommendation. Specific performance deficiencies are documented in the performance plan and, as applicable, attached documentation. Deficiencies have been discussed with the executive and timely assistance discussions will be conducted at regular intervals throughout the remaining appraisal period.							
Check	the appropriate box.							
	Performance expectations need updating. Necessary changes have been discussed with the executive and documented in the performance plan.							
x	No change in performance expectations since establishment of performance plan.							
SIGN	ATURE - RATING OFFICIAL DATE							
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ANNUAL SUMMARY RATING			RATING	FROM	TO	
Element II – Key Leadership Attributes			PERIOD	10/1/12	8/24/13	
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Recommended for Pay Change	1		Recommended For		(Attach comments if desired.)		
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NAME - RATING OFFICIAL	(تارظ)				I REQUEST AN	INDEPENDENT REVIEW	
SH (D)(6)	,	(6)	(a) DATE 10.3(.1	}	I DO NOT REQU	JEST AN INDEPENDENT REVIEW	

PR	OGRESS REVIEW	RATING	FROM	9/30/13
		PERIOD	11/04/12	7/30/13
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Discuss ongoing priorities as well as the and projects completed during the perform tracking and those that you have	nents on progress achieved and/or performance in e status of effectiveness and efficiency measures, ormance period to date. Focus on the priorities, ob discussed with your supervising executive through tey programmatic objectives, and/or performance r	execution targets, jectives, and account this rating per	, and expecte implishments iod. Addition	ed results, s you have at training,
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ANNU		RATING	FROM	TO	
Element II – Key Leadership Attributes			PERIOD	11/04/12	9/30/13
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Key Leadership Attributes					
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2. Leading People				Ratii	ng
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4. Business Acumen			<u></u>	Rati	
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Overall Rating for Elem		ХE	ME	NI	U
Key Leadership Attrib	utes:	[A] bu	1015	131	

Name of Executive (Continue	(Rating Period: 11/4/12 to 9/30/13)	
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174.3.4	45	
KLA 4 - Business Acumen (Conti	wed)	
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		INITIAL SUMMARY the points assigned to the Ke ough 4 in the order shown.		atic Objectives and Key L	eadership Attributes
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Initial Summary Rating TOTAL POINTS Add points from		standing tent Expects Impro- tions met 9-10 6.5-8.5 4-6 2.5-3 X	rive- factory	(D)(6)	148/13
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Recommended Recommended for Pay Change for Awa		rd For		(Attach comments if desired.)	
	Yes No	Reassignment to Improve	Removal		
NAME - RATING OFFICIAL (シン・)				I REQUEST AN IND	EPENDENT REVIEW
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PROGRESS REVIEW	RATING PERIOD	FROM 10/01/2012	TO 09/30/2013
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Instructions: Discuss and provide comments on progress achieved and/or performance improve Discuss ongoing priorities as well as the status of effectiveness and efficiency measures, execuand projects completed during the performance period to date. Focus on the priorities, objective been tracking and those that you have discussed with your supervising executive throughout the other assistance, and any changes to key programmatic objectives, and/or performance require	ition targets, es, and accordistrating peri	and expected mplishments y od. Additional	l results, rou have training,
KEY LEADERSHIP ATTRIBUTES			
1. Leading Change: Exceeds Expectations			
2. Leading People: Exceeds Expectations			
3. Results Driven: Exceeds Expectations			
4. Business Acumen: Meets to Exceeds Expectations		yangangangan - Camadalan ay A <i>r Ar ar</i> I a <mark>Mag</mark> agapangan 1974 - A	
5. Building Coalitions: Exceeds Expectations			
Comments on Progress and/or Suggested Focus Area			
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	PROGRE	SS REVIEW (continued)
Check t	he appropriate box.	
[x]	Performance, if continued, will result in at least a "Meets to performance improvement needs, have been discussed via	Expectations" rating recommendation. Comments concerning performance, including with the executive.
		s Expectations" rating recommendation. Specific performance deficiencies are attached documentation. Deficiencies have been discussed with the executive and intervals throughout the remaining appraisal period.
Check t	the appropriate box.	
	• • •	anges have been discussed with the executive and documented in the performance
X	No change in performance expectations since establishm	nent of performance plan.
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Key Leadership Attributes						
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2. Leading People	TEEL LEAGUE SECTION OF THE SECTION O		enementere de distribution de l'Addition : a s'arché a una authera una com	<u></u>	Rating	
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5. Building Coalitions				F	Rating	
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Key Leadership Attribu	tes:		<u> </u>	***		L

	ANNUAL SI	UMMARY RATIN	G AND S	SIGNATURES	RATIN PERIO		012 09/30/2013	
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				INITIAL SUMMARY RA pints assigned to the Key Pi 4 in the order shown.		atic Objectives and	Key Leadership Attributes	
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	1. Key Programmatic 2. Key Leadership Objectives Attributes					(Complete this step and return this performance appraisal to your supervis within 5 workdays.)		
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	mmended ay Change	Recommen for Awar	d	Recommended For Assistance	W	(Attach comment	ts if desired.)	
Yes	No	Yes	No	Reassignment to Improve	Removal			
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omments on F	Progress and/or Suggested	Focus Area	<u>-</u>			

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Element II - Exe	cutive Core Qualifications	PERIOD	10/01/2012	09/30/2013
NAME OF EXECUTIVE (しょ)	ORGANIZATION (Office/Division)	(6,14)		
Executive Core Qualifications	A State of the sta	CEA A COMMANDE TO THE STATE OF	and the desirable and desirable and desirable and the con-	
1. Leading Change Comments			Ratio	Q NE NI LU
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2. Leading People Comments	· · · · · · · · · · · · · · · · · · ·		Ratin	
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3. Results Driven Comments			Ratin	IE NI U
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Overall Rating for Element Executive Core Qualification		K E ME	NI	

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SIGNATI (ID)(ID)		(6)	3/4/i	DATE 11/6/1	3	I DO NOT REQUES	ST AN INDEPENDENT		

PROGRESS REVIEW	RATING PERIOD	FROM 10/01/2012	09/30/2013
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Instructions: Discuss and provide comments on progress achieved and/or performance improvement new priorities as well as the status of effectiveness and efficiency measures, execution targets, and expected the performance period to date. Focus on the priorities, objectives, and accomplishments you have been discussed with your supervising executive throughout this rating period. Additional training, other assistal programmatic objectives, and/or performance requirements should be addressed.	results, and tracking and	projects complete those that you	eted during have
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Leading People – (tb)(tb) 2. (tb)(tb)			
Results Driven -[10](6) 3. (10)(6)			(5)
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Building Coalitions (D)(6) 5.			(4)
Comments on Progress and/or Suggested Focus Area			

ANNU	RATING	FROM 10/01/2012	09/30/2013	
Element II	Flomant II - Koy I andership Attributes			
NAME OF EXECUTIVE	- Key Leadership Attributes ORGANIZATION (Office/Division)	·	<u> </u>	<u> </u>
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Key Leadership Attributes				
1. Leading Change			Ratin	
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3. Results Driven	**	(1	Ratin	a
Comments		i XV	OFF	AE I NI I
4. Business Acumen		-	Ratin	·
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5. Building Coalitions Comments		G	Rating	D AE NI M
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Key Leadership Attrib	outes: x 0	E ME	NI	U

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	Step 1. R	ating Offi	icial				Step 2. Execu	tive
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Add points from 1. and 2. above	8.5		afactory rating in either y rating of Unsatisfacto					
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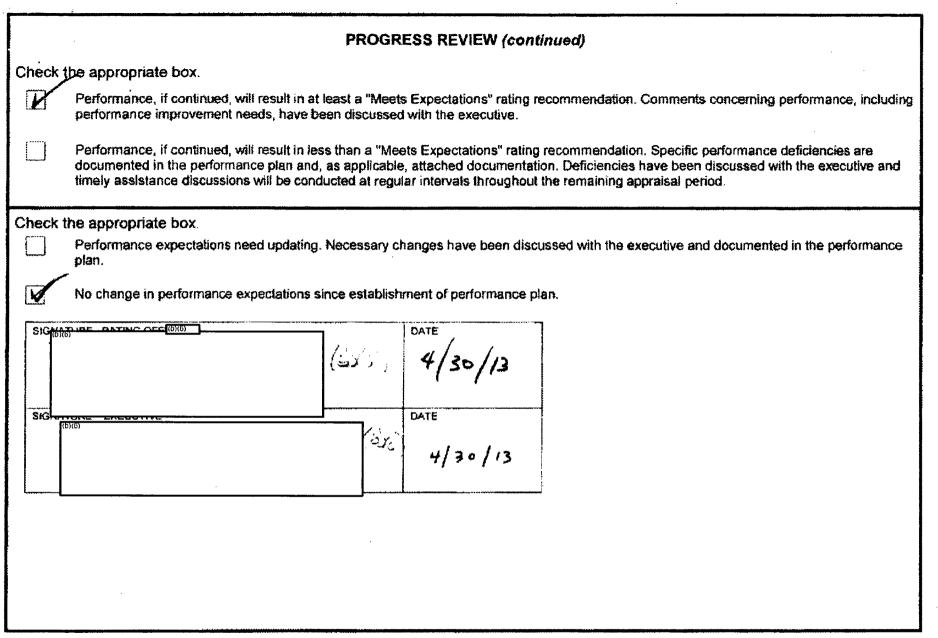
PROGRESS REVIEW	RATING PERIOD	10/1/2012	70 9/30/2013
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KEY LEADERSHIP ATTRIBUTES			
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3. Results Driven		3	
4. Business Acumen –			
5. Building Coalitions – Comments on Progress and/or Suggested Focus Area			
DIG)			

	PROGRESS REVIEW (continued)							
Check 1	the appropriate box.							
X	Performance, if continued, will result in at least a "Meets Expectations" rating recommendation. Comments concerning performance, including performance improvement needs, have been discussed with the executive.							
	Performance, if continued, will result in less than a "Meets Expectations" rating recommendation. Specific performance deficiencies are documented in the performance plan and, as applicable, attached documentation. Deficiencies have been discussed with the executive and timely assistance discussions will be conducted at regular intervals throughout the remaining appraisal period.							
Check	the appropriate box.							
	Performance expectations need updating. Necessary changes have been discussed with the executive and documented in the performance plan.							
X	No change in performance expectations since establishment of performance plan.							
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ANNUAL	A 400 A	RATING	FROM	9/30/2013		
Element II – K		PERIOD	10/1/2012	9/30/20/3		
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Key Leadership Attributes						
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2. Leading People					Ratin	9
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Comments (b)(d)				X	OFE	ME NI U
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5. Building Coalitions					Ratin	
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Overall Rating for Elements Key Leadership Attribut	nt II es:	x o	E	ME	□ NI	U .

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ANNUAL	ANNUAL SUMMARY RATING AND SIGNATURES			PERIO		9/30/2013
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Recommended for Pay Change	Recomme for Awa	ırd	Recommend For Assistance		(Attach comments if	desired.)
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` .	6707				I REQUEST AN INDE	PENDENT REVIEW
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PROGRESS REVIEW	RATING PERIOD	10/01/12	09/30/13
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nstructions: Discuss and provide comments on progress achieved and/or performance improve	ment neede	d in the belo	w areas.
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een tracking and those that you have discussed with your supervising executive throughout thi	s rating peri	od. Additiona	al training,
ther assistance, and any changes to key programmatic objectives, and/or performance require	ments shoul	d be addres	sed.
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	ANNU		RATING	FROM	то		
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NAME OF EXECUTIVE	E	ORGANIZATI	ION (Office/Division)			·	
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Business Acumen							
. Building Coalitions:						,	

	PROGRESS REVIEW (continued)								
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	Performance, if continued, will result in at least a "Meets Expectations" rating recommendation. Comments concerning performance, including performance improvement needs, have been discussed with the executive.								
	Performance, if continued, will result in less than a "Meets Expectations" rating recommendation. Specific performance deficiencies are documented in the performance plan and, as applicable, attached documentation. Deficiencies have been discussed with the executive and timely assistance discussions will be conducted at regular intervals throughout the remaining appraisal period.								
Check the	appropriate box.								
	Performance expectations need updating. Necessary changes have been discussed with the executive and documented in the performance plan.								
	No change in performance expectations since establishment of performance plan.								
SIG (D)(G)	5/20/13								
SIGNATURE	DATE (330) 5/20/2013								

	ANNUAL SUMMARY RA		RATING FROM TO				
	Élement II – Key Leadership		PERIOD	10/01/2012	9/30/2013		
	NAME OF EXECUTIVE ORGANIZATION	ON (Office/Division) (ピイン)					
	Key Leadership Attributes	44.					
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L	Overall Rating for Element II Key Leadership Attributes:	<u>x</u> 0	E [ME	NI	U	

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hom mª	POINT VALU	E		POINT VALUE	3		e does not imply that or rating. (Return	
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2. Leading People – Ex	ceeds expectations				
3. Results Driven - Exe	eeds expectations				
I. Business Acumen –	Meets to exceeds expecta	tions	aggi a maaana maada kanada kanada ka maada ji a daaba a a maada ga daababa a maada ga daababa a maada ka a maa	d. militada a annunidad. milita a a a a annud die, a d' militada a a a aid	uuuda dhee aaaa maadhada dhee a nambadanin Per
5. Building Coalitions -	Meets to exceeds expect	ations	**************************************	·	***************************************
Comments on Progress a	nd/or Suggested Focus A	rea			

	PROGRESS REVIEW (continued)								
' Check t	Check the appropriate box.								
X	Performance, if continued, will result in at least a "Meets Expectations" rating recommendation. Comments concerning performance, including performance improvement needs, have been discussed with the executive.								
	Performance, if continued, will result in less than a "Meets Expectations" rating recommendation. Specific performance deficiencies are documented in the performance plan and, as applicable, attached documentation. Deficiencies have been discussed with the executive and timely assistance discussions will be conducted at regular intervals throughout the remaining appraisal period.								
Check t	the appropriate box.								
	Performance expectations need updating. Necessary chapter.	anges have been discussed with the executive and documented in the performance							
X	No change in performance expectations since establishment	ent of performance plan.							
SIGNA		S/1/13							
SIGNA	TUES EXECUTIVE	DATE 5/1/13							

	ANNUAL SUMMARY RATING	RATING	FROM	TO
	Floment II - Kay I agglerable Attributes	PERIOD	10/01/2012	09/30/2013
	Element II – Key Leadership Attributes NAME OF EXECUTIVE [DIG] OBGANIZATION (Office/Division)		1	
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_	Overall Rating for Element II			
	Key Leadership Attributes:	ME	NI	U
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		Step 1. R	ating Off	icial		•	Step 2. Executive			
1. Key Programmatic Objectives Out- Excel- Meets Needs Unsatis- slanding tent Expectal Improve factory tions ment 6 4.5 3 1.5 0 X POINT VALUE 4.5 Initial Summary Rating TOTAL POINTS				Excel- Market Point Excel- Market Point Excel- Market Excel- Market Point	deets Needs Improve- lions Meets Meets Improve- lions Meets Meeds Improve- lions Meets Needs Improve- lions Meets Meeds Improve- lions Meets Meets Meets Improve- lions Meets Meets Meets Improve- lions Meets Mee	Unsalis- factory O Unsalis- factory O	(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.) SIGNATURE - EXECUTIVE DATE			
Add points from 1. and 2. above		8.5		y rating of Una	in either element atisfactory regard		الخرا			
Recommended Recommende for Pay Change for Award				areas a saladadh	Recommended For Assistance		(Attach comments if desired.)			
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NAME - RATING OFFICIA	1 (6)	S(V)		*				TREQUEST AN INDEPENDENT RE	VIEW	
SIGNATURE PATING O	FEMIRE		(3,6)	DATE 10/27/1	3		, I DO NOT REQUEST AN INDEPEND	DENT REVIEW	

PERIOD 10/03/12 09/30/13 NAME ORGANIZATION (Office/Division) ORGANIZATION (Office/Division)				FROM	TO
Instructions: Discuss and provide comments on progress achieved and/or performance improvement needed in the below areas. Discuss ongoing priorities as well as the status of affectiveness and efficiency measures, execution targets, and expected results, and projects completed during the performance period to date. Focus on the priorities, objectives, and complishments you have been tracking and those that you have discussed with your supervising executive throughout this rating period. Additional training, other assistance, and any charges to key programmatic objectives, and/or performance requirements should be addressed. KEY LEADERSHIP ATTRIBUTES Leading People Results Driven Business Acumen Building Coalitions Comments on Progress and/or Suggested Focus Area	•	PROGRESS REVIEW	RATING PERIOD	10/01/12	09/30/13
nstructions: Discuss and provide comments on progress achieved and/or performance improvement needed in the below areas. Discuss ongoing priorities as well as the status of effectiveness and efficiency measures, execution targets, and expected results, and projects completed during the performance period to date. Focus on the priorities, objectives, and accomplishments you have been tracking and those that you have discussed with your supervising executive throughout this rating period. Additional training, other assistance, and any changes to key programmatic objectives, and/or performance requirements should be addressed. KEY LEADERSHIP ATTRIBUTES Leading Change Leading People Business Acumen Business Acumen Building Coalitions Comments on Progress and/or Suggested Focus Area	NAME				, <u> </u>
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Leading Change Leading People Results Driven Business Acumen Building Coalitions Comments on Progress and/or Suggested Focus Area	effect and a	ctions: Discuss and provide comments on progress achieved and/or performance improvement needed in the below areas veness and efficiency measures, execution targets, and expected results, and projects completed during the performance complishments you have been tracking and those that you have discussed with your supervising executive throughout th	e period to date. F	ocus on the priorit	ies, objectives,
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3. Building Coalitions Comments on Progress and/or Suggested Focus Area	3.	Results Driven	·		,, ,, ,, ,, ,, ,, ,, ,, ,,, ,, ,
Comments on Progress and/or Suggested Focus Area	J.	Business Acumen			
	i.	Building Coalitions			

•	PROGRESS REVIEW (continued	0
Check the	appropriate box.	
	Performance, if continued, will result in at least a "Meets Expectations" rating reco- including performance improvement needs, have been discussed with the executive	
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Check the	appropriate box.	
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ANNUAL SUMMARY R	ATING		RATING	FROM	то
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Element II – Key Leadership NAME OF EXECUTIVE (5)(6) (5)(7) (6)(6) (7) (6)(6) (7) (7) (8)(7) (8)(7) (8)(8)	TION (Cifice Division)				
Key Leadership Attributes	(9).07			* ************************************	
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Overall Rating for Element II	0	x E	ME	NI	U
Key Leadership Attributes:	1	i	السسا	ii	

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NAME OF	EXECUTIVE	m)(v)	OR ®	RGANIZATION (Off)				
				INITIAL SU pints assigned to 4 in the order s	the Key		atic Objectives and Ke	y Leadership Attributes	1	
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delinagaar le leit it Majalalah al-grep brot gre-gefinish ng	Key Progra Objective	mmatic		2. Key Lea Attribi			(Complete this step a	and return this performance ervisor within 5 workdays.)		
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	ommended ay Change	Recommon for Aw		rd For Assistance Removal			(Attach comments if desired.)			
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NAME - RAT	ING OFFICIAL			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	LJ	LJ	REQUEST AN IN	IDEPENDENT REVIEW		
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P	ROGRESS REVIEW	RATING PERIOD	FROM 10/01/2013	09/30/2013
NAME (b)(d)	ORGANIZATION (Office/Division)			
Discuss ongoing priorities as well as and projects completed during the pe been tracking and those that you hav	nments on progress achieved and/or performa the status of effectiveness and efficiency meas rformance period to date. Focus on the prioriti e discussed with your supervising executive the key programmatic objectives, and/or performa	sures, execution targets, es, objectives, and acconroughout this rating peri	and expected mplishments of Additional	d results, you have training,
KEY LEADERSHIP ATTRIBUTES				
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2. Leading People 4(b)(6)			.,	
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5. Building Coalitions (0)(6)	
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Comments on Progress and/or Suggested Pochs Area	

		PROGE	RESS REVIEW (co.	ntinued)						
Check t	the appropriate box.									
7	Performance, if continued, will result in at least a "Meets Expectations" rating recommendation. Comments concerning performance, including performance improvement needs, have been discussed with the executive.									
	Performance, if continued, will result in less than a "Meets Expectations" rating recommendation. Specific performance deficiencies are documented in the performance plan and, as applicable, attached documentation. Deficiencies have been discussed with the executive and timely assistance discussions will be conducted at regular intervals throughout the remaining appraisal period.									
Check 1	he appropriate box. Performance expectations ne plan.	ed updating. Necessary o	changes have been di	scussed with the executive and documented in the performance						
1	No change in performance ex	rpectations since establis	hment of performance	plan.						
SIGNA	TURE - RATING OFFICIAL		DATE							
		(PXn)	5-9-13							
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	ANNUAL SUMMARY RATING			RATING	FROM	то	
	Element II – Key Leadership Attrib	utes		PERIOD	10/01/2012	9/30/2013	
	NAME OF EXECUTIVE ORGANIZATION (Office	e/Division)					
í	(b) (b) (b)						
	Key Leadership Attributes	••••••••••••••••••••••••••••••••••••••				· · · · · · · · · · · · · · · · · · ·	
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	Overall Rating for Element II Key Leadership Attributes:	0		ME	NI	U	
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NAME OF EX	(ECUTIVE	The second secon	OR	GANIZATIO	N (Office/	(Division)		**************************************	errerrerrerrerrerritario de de adada a de esta el esta esta esta esta esta esta esta esta	**************************************	
(b)(6)	رغ <u>[</u>	Ĵ.	(b)(6)		لألاكدة						
		ating is derived fr mplish Steps 1		ints assign	ned to th			atic Obje	ctives and Key	Leadersh	ip Attributes
		Step 1. I	Rating Off	icial		-			Step 2.	Executive	e
1.1	Key Prograi Objective				y Leade ttribute			(Complete this step and return this performance appraisal to your supervisor			
Out- Exc standing ler		Needs Unsatis- Improve- factory ment	Out- standing	Excel· lent l	Meets Expecta- tions	Needs Improve- ment	Unsatis- factory		workdays.)		
6 4.		1.5 0	4	3	2	1	ر	2	reviewed and d		~
	7				<u></u>		<u></u> j		nance appraisa re does not im		
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	4.5				3			Executi	ive.)		
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Recomm		Recomme				mended	<u> </u>				
for Pay Change for Awa					Accie	or stance		(Attac	h comments if	desired.)	
Yes	No	Yes	No	Reassignmen	P44	iprove	Removal				
		日日				<u> </u>					
NAME RATING	OFFICIAL	1 / 5	5(0)						EQUEST AN INI		IT COCUMENS
		(b)(b)] [''	EQUEST MINIMI	DEPENDEN	II KEVIEW
SIGNATURE - RA	ATING OFFICIAL	(8)(0)	(نو)	ن ً /	DATE	.29.13		XID	Ó NOT REQUES	ST AN INDE	PENDENT

173	DOCDESS DEVIEW	RATING	FROM	то
	ROGRESS REVIEW	PERIOD	10/01/2012	09/30/2013
NAME	ORGANIZATION (Office/Division)		**************************************	
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Discuss ongoing priorities as well as and projects completed during the pe been tracking and those that you hav	nments on progress achieved and/or performance impro- the status of effectiveness and efficiency measures, execu- rformance period to date. Focus on the priorities, objecti- e discussed with your supervising executive throughout to key programmatic objectives, and/or performance requi-	cution targets, ves, and acco his rating peri	and expected mplishments jod. Additional	i results, you have training,
KEY LEADERSHIP ATTRIBUTES	ricy programmente expeditives, unarel personnarios requi	ionicins ariod	NO CONTRACTOR	
Leading Change (6)(6)	· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·		
Leading People. (b)(6)				
Results Driven. (b)(6) 3.				
Business Acumen. (6)(6) 4.			-	
Building Coalitions (thick) 5.				
Comments on Progress and/or Suggested	I PAPILE ATES			

	PROGRESS REVIEW (continued)
Check	he appropriate box.
Y	Performance, if continued, will result in at least a "Meets Expectations" rating recommendation. Comments concerning performance, including performance improvement needs, have been discussed with the executive.
	Performance, if continued, will result in less than a "Meets Expectations" rating recommendation. Specific performance deficiencies are documented in the performance plan and, as applicable, attached documentation. Deficiencies have been discussed with the executive and timely assistance discussions will be conducted at regular intervals throughout the remaining appraisal period.
Check t	he appropriate box.
	Performance expectations need updating. Necessary changes have been discussed with the executive and documented in the performance plan.
	No change in performance expectations since establishment of performance plan.
SIGNO	(b) -) DATE 4/29/13
(b)(6)	1/29/26/3

ANNU	IAL SUMMARY RATING		RATING	FROM	то
Element II	- Key Leadership Attributes		PERIOD	10/01/2012	09/30/2013
NAME OF EXECUTIVE	ORGANIZATION (Office/Division) (b)(6)] (25.1)	iko anamar enda basha ama a ada 4 nda amma		
ey Leadership Attributes			**************************************	***************************************	A
. Leading Change				Ratin	
Comments			X	OEN	NE NI NI NI
. Leading People		· · · -		Ratin	
Comments					E NI U
(6)				·	,
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. Business Acumen				Ratin	
Comments				Maria (************************************	IE NI U
6)		·	 · .		
. Building Coalitions			[77]	Rating	
omments				OXE	IE NI U
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Overall Rating for Eler	nent II	XE	ME	NI	U
Key Leadership Attrib	outes:		471E		

ANNUAL S	UMMARY RATI	NG AND S	SIGNATURE	ES ·	RATIN PERIC		FROM 10/01/2012	09/30/2013
NAME OF EXECUTIVE)	OR(GANIZATION	(Office/Division)		,)		
The Initial Summary Reelement ratings. Acco	ating is derived f	rom the po	ints assigne	SUMMARY Red to the Key I		atic C	bjectives and Key Lead	ership Attributes
***************************************		Rating Off					Step 2. Exec	utive
1. Key Progra Objectiv Oul- Excel- Meets	es Needs Unsalis-	Out-	Att	Leadership ributes Meets Needs	Unsatis-	perf	mplete this step and reto ormance appraisal to yo in 5 workdays.)	
standing lent Expectations 6 4.5 3 X POINT VALL 6	Improve— factory ment 1.5 0	standing 4	3 X	improva- tions ment 2 1 IT VALUE 3	a	perf sign app Exe	ve reviewed and discustormance appraisal with atture does not imply the raisal or rating. (Return cutive.)	my supervisor. My at I agree with the
Initial Sum Rating	_	Oul- standing 9-10	tent Ex	Meets Needs pectalinprove-	Unsatis- factory 0	(b)(6)		DATE 11/4/2013
	TOTAL POINTS	$\overline{\mathbf{x}}$				H		1,7,000
Add points from 1. and 2. above	9		y rating of Uns	in either elemen satisfactory regar		rigualis, des cases de la companion de la comp		
Recommended for Pay Change	Recomme for Awa	ırd		Recommended For Assistance		(At	tach comments if desire	d.)
Yes No	Yes	No.	Reassignment	to improve	Removal	44447747444444444444444444444444444444		
NAME - RATING OFFICIAL			· ,)	The state of the s	***************************************		I REQUEST AN INDEPEN	IDENT REVIEW
(b)(6)		(0.6)		DATE 41/4/1	3	17	1 DO NOT REQUEST AN	INDEPENDENT

•	PROGRESS REVIEW		RATING PERIOD	FROM 10/01/2012	TO 09/30/2013
NAME DIGS (V)	ORGANIZATION (Office/Division))		
Discuss ongoing priorities as well as and projects completed during the p been tracking and those that you ha	omments on progress achieved and/or parties the status of effectiveness and efficient performance period to date. Focus on the live discussed with your supervising execto key programmatic objectives, and/or	cy measures, exece e priorities, objecti cutive throughout!	cution targets, ves, and acco this rating peri	and expected mptishments od. Additional	d results, you have I training,
KEY LEADERSHIP ATTRIBUTES			uranda ar		· ·
1. Leading Change					
2. Leading People					
3. Results Driven					
4. Business Acumen					
5. Building Coalitions				A A A STORY OF THE	
Comments on Progress and/or Suggest	ed Focus Area				

	PROGR	RESS REVIEW (co	ntinued)						
Check t	he appropriate box.	·	·						
X	Performance, if continued, will result in at least a "Meets Expectations" rating recommendation. Comments concerning performance, including performance improvement needs, have been discussed with the executive.								
		le, attached document	ng recommendation. Specific performance deficiencies are ation. Deficiencies have been discussed with the executive and ut the remaining appraisal period.						
Check t	ne appropriate box. Performance expectations need updating. Necessary of plan.	changes have been di	scussed with the executive and documented in the performance						
	No change in performance expectations since establish	hment of performance	plan.						
SIGNAT (D)(G)	(a)	DATE 4/23/13							
	URE - EXECUTIVE	DATE							
(D)		4/23/13							
			•						

•		IAL SUMMARY RAT			RATING PERIOD	FROM 10/01/2102	TO 09/30/2013
NAME OF EXECU	Element II	- Key Leadership A	ttributes				02,23,23
(D)(6)	(6) in	(D)(G)	I (Office/Division)	(8/0			
Key Leader	ship Attributes		***************************************	<u></u>	~~~ ~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	**************************************	
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							(E)
2. Leading Pe	ople	- · · · · · · · · · · · · · · · · · · ·				Rating	
Comments						O NE M	
3. Results Dr	lven		. Anguintage of the state of th	and the second of the second o	A.A. Article A	Rating	
Comments (b)(6)					X	OEM	E NI U
4. Business A	Acumen			11 ti		Rating	E NI U G
(b)(6)		1 - 27 - 12 - 12 - 12 - 12 - 12 - 12 - 1				0 14 = 1	E NI DU &
5. Building Co	oalitions					Rating	
Comments (D)(D)							<u> </u>
	Overall Rating for Eler Key Leadershîp Attrib		o	X E	ME	NI	U

	SUMMARY RATII	NG AND SIG	GNATURES	3	RATI PERI	•	FROM 10/01/2012	TO
NAME OF EXECUTIVE	ر رادان	ORGA	ANIZATION (C	Office/Division)		رن)	(۵	
The Initial Summary Felement ratings. Acc	Rating is derived fromplish Steps 1	om the poin through 4 i	its assigned	JMMARY R to the Key I shown.		natic C	Objectives and Key L	eadership Attributes
	Step 1. F	tating Offic	lal				Step 2. E	xecutive
1. Key Progr Objecti Out- Excel- Meets		Out-		eadership butes ets Needs	Unsalis-	peri	mplete this step and formance appraisal thin 5 workdays.)	
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Initial Sur Ratin	•		Excel- Me experient Experient 6.5-8.5 4	icta- Improve- ns ment	Unsatis- tactory	S:GN	ATURE - EXECUTIVE	10/25/13
Add points from 1. and 2. above	FOTAL POINTS			either elemen lisfactory regar				/0/ 25/15
Recommended for Pay Change	Recomme for Awa	1	Re	commended For	eenaandaadaactaaac Tayiii ja	(A	ttach comments if de	esired.)
Yes No	Yes	No F	Reassignment	Assistance to Improve	Removal	*		
X	X					4		
NAME - RATING OFFICIAL (DIG)	رن ا						REQUEST AN INDE	PENDENT REVIEW
	(المراش)			10/25/13	>	X	DO NOT REQUEST	AN INDEPENDENT
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PROGRESS REVIEW	RATING PERIOD	10/01/2012	9/30/2013
NAME ORGANIZATION (Office/Division) (b)(6) (b)(4)			
Instructions: Discuss and provide comments on progress achieved and/or performance improved Discuss ongoing priorities as well as the status of effectiveness and efficiency measures, executed and projects completed during the performance period to date. Focus on the priorities, objective been tracking and those that you have discussed with your supervising executive throughout to other assistance, and any changes to key programmatic objectives, and/or performance required.	cution targets res, and acco his rating per	, and expected implishments y iod. Additional	f results, you have training,
KEY LEADERSHIP ATTRIBUTES			
Leading Change – Exceeds Expectations			
2. Leading People – Exceeds Expectations			
3. Results Driven - Exceeds Expectations	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
4. Business Acumen – Exceeds Expectations			
6. Building Coalitions - Exceeds Expectations			
Comments on Progress and/or Suggested Focus Area			

PROGRESS REVIEW (continued) Check the appropriate box. Performance, if continued, will result in at least a "Meets Expectations" rating recommendation. Comments concerning performance, including performance improvement needs, have been discussed with the executive.
Performance, if continued, will result in less than a "Meets Expectations" rating recommendation. Specific performance deficiencies are documented in the performance plan and, as applicable, attached documentation. Deficiencies have been discussed with the executive and timely assistance discussions will be conducted at regular intervals throughout the remaining appraisal period.
Check the appropriate box. Performance expectations need updating. Necessary changes have been discussed with the executive and documented in the performance plan. No change in performance expectations since establishment of performance plan.
SIGNATURE - RATING OFFICIAL SIGNATURE - EXECUTIVE (6) DATE 4/29/13 4/29/13

ANNUAL S Element II – Key	RATING PERIOD	FROM 10/01/2012	To 9/30/2013			
NAME OF EXECUTIVE (ん)	ORGANIZATION (Office/Division)	(a)	***************************************		
Key Leadership Attributes						
Loading Change Comments				n	Ratio	ng ⊫ Ni U
(b)(6)						
2. Leading People			Andrew Comments of the Comment		Rati	
Comments (6)(6)				<u> </u>	OEN	HE NI U
3. Results Driven			. . <u>-</u> .		Rati	ng
Comments (b)(6)				X	ODEDW	u∏ M∏u
4. Business Acumen		····			Rati	
Comments					O X E N	A"[-] AN [] AL
						RELINITION
5. Building Coalitions					Rati	
Comments (b)(b)		,				ME [] MI [] U
Overall Rating for Element Key Leadership Attributes	: II		ΧE	ME	NI	
		-17-			*	

7-17 V					
ANNUAL SUMMAF	RY RATING AND	SIGNATURES	RATING PERIOD		TO 9/30/2013
NAME OF EXECUTIVE	OR	GANIZATION (Office/Division)	<u></u>		
(b)(6)	(0)(6)		$\langle \rangle$		
					
		INITIAL SUMMARY RA			
The Initial Summary Rating is o			rogrammat	tic Objectives and Key Lea	dership Attributes
element ratings. Accomplish					
	Step 1. Rating Of	ficial		Step 2. Exc	ecutive
1. Key Programmatic		2. Key Leadership		(Complete this step and a	
Objectives		Attributes		performance appraisal to	your supervisor
Out- Excel- Meets Needs standing lent Expecta- Improve-	Unsatis- Out-	Excel- Meets Needs lent Expecta- Improve-	Unsalis- factory	within 5 workdays.)	
tions ment		tions ment	-	I have reviewed and disc	useed my
6 4.5 3 1.5		\mathbf{X} \mathbf{X}	Ô	performance appraisal w	7
				signature does not imply	
POINT VALUE		POINT VALUE		appraisal or rating. (Retu	
4.5		3		Executive.)	
***	Out-	Excel- Meets Needs	Unsatis-	SIGNATURE - EXECUTIVE	DATE
Initial Summary	standing	lent Expecta- Improve-	factory	(当)	A)
Rating	9-10	tions ment 6.5-8,5 4-6 2,5-3,5	0	(D)(6)	
TOTAL	POINTS	\mathbf{x}		נטונט)	10/27/13
Add points from	An Unsai	isfactory rating in either element	results in a		10/20/13
1. and 2. above 7.	.5 summary	rating of Unsatisfactory regards	ess of total		
	points				
Recommended F	ecommended	Recommended]		
for Pay Change	for Award	For		(Attach comments if des	sired.)
Yes No Yes	No	Reassignment Assistance to Improve	Removal		
X 🗆	X _				
NAME - RATING OFFICIAL				I REQUEST AN INDEPENDE	AIT OEUMRAI
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SIGNATURE PATING OFFICIAL	(634	DATE	· · · · · · · · · · · · · · · · · · ·	S	
1 /	(67.0	10/28/	/3	1 DO NOT REQUEST AN IND	EPENDENT REVIEW

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PR	OGRESS REVIEW		RATING PERIOD	08/12/12	09/30/13
AME	ORGANIZATION (Office/Divisi	· ·	<u> </u>		
(2)(4)	(b)(6)	(60.)			
structions: Discuss and provide comr scuss ongoing priorities as well as th	nents on progress achieved a	and/or performance impro	vement needs	d in the belo	w areas.
nd projects completed during the perf	ormance period to date. Focu	is on the priorities, objecti	ves, and acco	mplishments	you have
een tracking and those that you have ther assistance, and any changes to be	discussed with your supervis	ing executive throughout	this rating peri	iod. Additions	al training,
KEY LEADERSHIP ATTRIBUTES	cy programmano objectives,	and or periormance requ	scillette stou	id be addres	seu.
Leading Change:					
(D)(b)		. , , , , , , , , , , , , , , , , , , ,			
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Leading People:					
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Results Driven:					
S- /					
Business Acumen:			· · · · · · · · · · · · · · · · · · ·		
I. (1000)	,				İ
Ц					
Building Coalitions:					
5. [
<u> </u>					
comments on Progress and/or Suggested l	ocus Area				6/67
					-2.4)

PROGRESS REVIEW (continued)										
Check the appropriate box.										
中	Performance, if continued, will result in at least a "Meets Expectations" rating recommendation. Comments concerning performance, including performance improvement needs, have been discussed with the executive.									
	Performance, if continued, will result in less than a "Meets Expectations" rating recommendation. Specific performance deficiencies are documented in the performance plan and, as applicable, attached documentation. Deficiencies have been discussed with the executive and timely assistance discussions will be conducted at regular intervals throughout the remaining appraisal period.									
Check the appropriate box. Performance expectations need updating. Necessary changes have been discussed with the executive and documented in the performance plan.										
	No change in performance expectations since establishment of performance plan.									
EIGNA (b)(b)	TURE - RATING OFFICIAL	(6)(4)		DATE 4/29/13						
(b)(6)	THE PERSONNEL STATE OF THE PERSONNEL STATE OF		(4)رط)	4/29/13						

4 24 -4		UMMARY RATING			RATING		TO
NAME OF EXECUTIVE	Element II – Ke	V Leadership Attribu	ites		PERIOD	08/12/2012	09/30/2012
	(250)	(D)(6)					
Key Leadership At	tributes						
i. Leading Change Comments					ſ	Ratin O⊠E∏A	
5)(6)							
2. Leading People Comments					ſ	Ratin	
7(6)					•		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
3. Results Driven Comments	•					Ratin	AE HA U
4. Business Acumen Comments			·	 		Ratin	8 ME () NI (11
(6)	:			_		1-1-1-1-1-1	
5. Building Coalitions						Ratin	g
Comments (6)						IDIXIEI I	NE NI U
	all Rating for Element Leadership Attributes		<u> </u>	ΧE	ME		

<u> </u>										
ANNUAL SUMMARY RATING AND SIGNATURES RATING PERIOR							G		ТО	
									09/30/2013	
NAME OF EXECUTIVE ORGANIZATION (Office/Division)									<u> </u>	
(b)(6)	7/6	(4)	(6)(6)	T (656)						
	INITIAL SUMMARY RATING							·····		
- 4-1-4	'-1 C	arii i taa ahaa ahaa ahaa ahaa ahaa ahaa a	-41 - ~ 4							
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. Accomplish Steps 1 through 4 in the order shown.										
CIGITION	Claumys. Acco	Step 1. R	Step 2. Executive							
	1. Key Progra				danakin		.			
1	Objective			2. Key Leadership Attributes				(Complete this step and return this performance appraisal to your supervisor		
Out-	Excel- Meets	Needs Unsails-	Out-	, , ,			within 5 workdays.)			
standing	fent Expecta- tions	Improve- factory ment	standing	lent Expects	 Improve- ment 	factory		• •		
8	4.5 3	1.5 0	4	3 2	1	6		e reviewed and discuss		
								mance appraisal with n		
POINT VALUE			POINT VALUE			signature does not imply that I agree with the appraisal or rating. (Return to Supervising				
4.5				3			Executive.)			
 		· · · · · · · · · · · · · · · · · · ·	Out-	Excel- Moets	Needs	Unsatis-	SIGNAT	URE - EXECUTIVE	TOATE	
	Initial Sumr	nary	standing	lent Expects	- Improve-	factory (b)((
	Rating		9-10	tions 6.5-8.5 4-8	ment 2.5-3.5	0				
FOTAL POINTS				X					1311	
Add points from			An Linsalisfactory rating in either element results in						142.1	
1. a	nd 2. above	7.5	a summary rating of Unsatisfactory regardless of total points							
tom ponte										
Recommended Recommend			1							
for Pay Change		for Award		For Assistance		Removal	(Added Comments it desired)		न	
_	146		170	Reassignment	Improve	Later (Age)				
X		X		Ш			J			
NAME - RATING OFFICIAL							I REQUEST AN INDEPENDENT REVIEW			
							"	(1) Frankrithing & Little Haller (1)	Property apply 1 Property	
SIGNATUR (D)(G) DATE (D)(2)(12)							1 DO NOT REQUEST AN INDEPENDENT			
	J	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	الرثبيا المد	/	0/31/13	•	M	DO INO I MEGOES I NO II	ANELEIANGIAI	