



# ACROBAT OUTSOURCING

## TSC GROUP

### Employee Performance Review

#### EMPLOYEE INFORMATION

Employee Name Raymond Harden  
 Job Title AM Porter/Trainer  
 Department TuckShop Porter Team  
 Review Period 5/21/18 to 5/21/19

Date of Review 5/20/2019

Date

Manager Jaime Barnhart

#### RATINGS

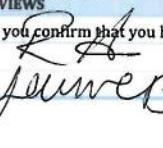
	1 Unacceptable	1.5 Needs Improvement	2 Meets Expectations	2.5 Exceeds Expectation	3.5 Outstanding	4 4.5 5 Outstanding
<b>Work Quality &amp; Job Knowledge</b>						
Technical Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments	Ray is able to fill in and perform all porter team roles. He is a great asset to the team					
Work Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments	Ray is thoughtful during all task assignments and consistently completes and fulfills his responsibilities.					
Job Knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments	Ray has knowledge of responsibilities for all job positions on the porter team. He is one of our designated					
Creativity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments	Ray is very thoughtful in finding new creative ways to help train incoming team members					
Productivity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments						
	1 Unacceptable	1.5 Needs Improvement	2 Meets Expectations	2.5 Exceeds Expectation	3.5 Outstanding	4 4.5 5 Outstanding
<b>Dependability</b>						
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments	Ray has very few call-outs and is frequently early so he's ready to go at his shift start time.					
Reliability/Timeliness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments	While Ray could work a little faster, we appreciate his work quality over speed. He is still consistently able to					
Consistency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments	Ray oftentimes remembers the correct way to do things, so he can pass it onto the team. He also makes a conscious effort to					
	1 Unacceptable	1.5 Needs Improvement	2 Meets Expectations	2.5 Exceeds Expectation	3.5 Outstanding	4 4.5 5 Outstanding
<b>Professionalism</b>						
Teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments/ Specific Accomplishments	Ray is the ultimate team player and will even volunteer to help cover before being asked. Amazing at this!					
Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments	Ray makes a great effort to use the correct verbiage when communicating to limit mistakes. He can benefit from continuing to practice this					
Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments	Ray is the first to volunteer to help a teammate. He is able to identify who needs more help and makes a point to help them first					
Time Management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/ Specific Accomplishments	Ray is able to manage his time appropriately and will also inquire about a new team mates break times to help ensure they stay on track.					
<b>Overall Rating</b>						
Work Quality & Job Knowledge	3.3	Dependability	3.7	Professionalism	3.6	3.5 - slightly exceeds
						Average Rating exceeds

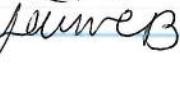
#### EVALUATION

Additional Comments	Ray is a tremendous asset to the team. A great team player and very reliable. His positive attitude has been very valuable and the entire team benefits from his presence.
Action Plan	It would be beneficial for Ray to continue to practice using precise language and words to train new team members. There are solid plans in place for Ray to supervise a small team to operate compactors for Recology and assist in managing storage.

#### VERIFICATION OF REVIEWS

By signing this form, you confirm that you have discussed this review in detail with your supervisor. Signing this form does not necessarily indicate that you agree with this evaluation.

Employee Signature 

Manager Signature 

Date

5/22/19

Date

5/22/19