

Employee Performance Appraisal Form

| | | |
|-----------------------------------|------------------------------|------------------------------|
| Employee Name: | Job Title: | Department: |
| Performance Review Period: | From: JANUARY 1, 2013 | To: DECEMBER 31, 2013 |
| Written By: | Title: | Department: |

PERFORMANCE STANDARDS

Complete each performance area described below and assign the appropriate performance rating and point factor. Rating descriptions are provided below. Provide supporting rationale and/or examples for each area of review where applicable.

Providing supporting rationale and/or examples for each area of review is optional, except in the cases of 'Exceptional', 'Improvement Required', or 'Unsatisfactory.'

Each area should be assigned one of the following ratings & assigned point factors:

| Rating | Performance Point Factor |
|----------------------|--------------------------|
| Exceptional | 9 – 10 |
| Highly Effective | 7 – 8 |
| Effective | 5 – 6 |
| Improvement Required | 3 – 4 |
| Unsatisfactory | 1 – 2 |

****Note:** Point factors should only be assigned to category ratings. An employee's overall rating is determined by calculating the simple average of the review categories.

Exceptional – Contributions and excellent work are widely recognized. Performance consistently exceeds all defined expectations, producing important and impactful results, through superior planning, execution or creativity.

Highly Effective - Most performance objectives exceed expectations. Projects and objectives are completed in a manner that expands the day-to-day scope of position and increases the impact on the Research Foundation business. The employee is viewed as having made notable contributions to the department.

Effective – Performance is competent and effective along established expectations. Initiative, resourcefulness and good judgment are generally/consistently exercised. Employee makes a solid, reliable and meaningful contribution to the department.

Improvement Required - Performance falls below expectations of position and below the job requirements and responsibilities. A Performance Improvement Plan (PIP) may be required.

Unsatisfactory - Performance falls below expectations on several critical job requirements and responsibilities. A Performance Improvement Plan (PIP) is required. Without significant improvement within a documented timeline, reassignment or separation of employment will occur.

Sample Payroll Specialist Performance Review

G Thomas



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