

Employee Name _____

Job Title _____

7(c)

Due to the delay in the roll-out and implementation of the CFR process in 1997, and due to the overall changes in individual responsibilities and focus, a streamlined process will be used to complete the 1997 performance appraisals for Operations Department employees.

This sheet must be filled out for each management employee. The categories that are required include an overall assessment of an individual's performance (based on results achieved – not number of activities involved in), as well as an evaluation of said employee's performance in the leadership categories. These two ratings will then be rolled into the assessment matrix for determination of a final rating.

Individual Job Performance

Please provide a written statement regarding this employee's performance during 1997. To reiterate, assessment must be based on results achieved, not on how busy the employee was:

SEE ATTACHED

Overall Job Performance Rating:
(Please Circle One)

[]

7c

Information in this record was deleted
in accordance with the Freedom of Information
Act, exemptions 7c
FOIA 2001-0210

EXHIBIT 8
PAGE 1 OF 4 PAGE(S)

C/12

Leadership Behaviors

Please provide an assessment of the employee's ability regarding each of the leadership behaviors listed below. This assessment should be based on behavioral observations noted during 1997. Base the overall assessment rating on a compilation of the individual categorical ratings. The ratings for each category are as follows: (A) Demonstrates Highly Effective Behaviors, (B) Demonstrates Effective Behaviors, (C) Needs Development.

EXHIBIT 8 2
PAGE 3 OF 4 PAGE(S)

1997 Commit For Results Program
Zion Operations Department Assessment Sheet

Employee's Comments (Optional)

Employee's Signature



Date

12/17/97

7(c)

Supervisor's Signature



Date

12/17/97

Manager's Signature

Date