

RA 56154 50-390 CIN, et al.

PERFORMANCE REVIEW AND DEVELOPMENT PLAN

Staff Exhibit 46-Rec'd 5/8/02

Name GARY L. FISER

Social Security Number [REDACTED]

Position Program Manager

Organization Chemistry

Review Period 4/07/94 10/1/93 to 9/30/94

Date of Annual Performance Review _____

PERFORMANCE RATINGS DEFINITIONS

- Exceeds Expectations** Individual far exceeds expectations for this objective or expectation. Frequently makes significant contributions well beyond job responsibilities.
- Meets Expectations** Individual consistently meets expectations for this objective or expectation. Employee knows and performs the job well. May occasionally exceed expectations in some areas. Fully competent and valuable employee.
- Meets Some Expectations** Individual partially meets expectations for this objective or expectation. Improvement in this area is necessary for the employee to fully meet expectations. Performance does not indicate successful completion of all assigned responsibilities.
- Unacceptable** Individual consistently below expectations and performance is unacceptable for this objective or expectation. May require more supervision than expected. Improvement required to meet expectations.

QUARTERLY REVIEW DISCUSSIONS

<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>
<u>Manager</u> <u>Employee</u>	<u>Manager</u> <u>Employee</u>	<u>Manager</u> <u>Employee</u>	<u>Manager</u> <u>Employee</u>
_____ Initials	_____ Initials	_____ Initials	<u>NOY</u> _____ Initials
_____ Date Discussed	_____ Date Discussed	_____ Date Discussed	<u>10/24/94</u> _____ Date Discussed

Template = SELY-028

SELY-02

NUCLEAR REGULATORY COMMISSION

License No. 50-390 Official Ex. No. Staff 46

In the matter of TVA

Staff ✓ IDENTIFIED ✓

Applicant _____ RECEIVED _____

Intervenor _____ REJECTED _____

Other _____ WITHDRAWN _____

DATE 5/8/02 Witness _____

Clerk BHM

DOCKETED
USNRC

2003 MAR 11 AM 11:39

OFFICE OF THE SECRETARY
RULEMAKINGS AND
ADJUDICATIONS STAFF



PERFORMANCE OBJECTIVES

PERFORMANCE OBJECTIVES	PERFORMANCE SUMMARY	WEIGHT	EXPECTATIONS				TOTAL
			4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
Establish specific results or goals that this employee is expected to achieve during this rating period. (Additional pages may be used as necessary).	Review performance against each objective. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.						
1. Function as lead chemical engineer in support of the WBN site chemistry program with primary emphasis on startup preparations.	Excellent effort; Gary has made a significant contribution in getting the program ready for operations. This has been acknowledged by the NRC, ORR teams.	20%	X			80	
2. Renew/manage multi-site contracts as required.	All expectations were met satisfactorily.	10%		X		30	
3. Assist in developing an effective FY 1995 Business Plan for Chemistry.	Put forth an excellent effort in this area, and the product was delivered on schedule.	10%	X			40	
4. Coordinate the development of an FY 1995 Chemistry Improvement Plan for WBN (as applicable).	Satisfactory performance to date.	15%		X		45	
5. Assist in the development of an improved CDM System at WBN, consistent with other sites.	Satisfactory performance to date.	15%		X		45	

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	WEIGHT	EXPECTATIONS				TOTAL
			4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
<p>These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.</p>	<p>Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.</p>						
<p>1. High Performance</p> <p>Sets clear goals for self and others; includes the needs of customers in setting these goals; shows persistence and dependability in accomplishing goals; looks for ways to make projects successful rather than finding reasons for failure; takes personal responsibility for ensuring results are achieved.</p>	<p>Gary established clear goals and direction for his program at WBN. He assumes personal responsibility for chemistry program performance.</p>	10%	X			40	
<p>2. Teamwork</p> <p>Shows a team orientation by placing team goals over individual goals; effectively communicates information needed for task completion; contributes actively to group projects and meetings; develops positive and productive relationships with other team members; works to turn conflict into "win-win" situations; looks for shared goals with other workgroups.</p>	<p>Excellent effort; Gary works very hard at establishing and maintaining a team approach and spirit with his counterparts at the sites (example: Operational Chemistry Package developed for WBN).</p>	5%	X			20	
<p>3. Diversity</p> <p>Seeks and uses a broad range of experiences, backgrounds, and points of view to achieve organizational goals; treats co-workers with dignity and respect; encourages and supports actions to ensure a representative demographic mix in the workforce.</p>							
<p>4. Innovation</p> <p>Develops original, cost effective, and resourceful approaches to work situations; encourages and recognizes the initiative and creativity of others; takes appropriate levels of action to get the job done right.</p>	<p>Excellent effort; Gary's primary focus in this area has been to help develop a Chemistry Program at WBN that gets the job done right with input from all available resources.</p>	2%	X			8	
						Total	68

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	* WEIGHT X	EXPECTATIONS				TOTAL
			4 EXCEEDS	3 MEETS	2 MEETS SOME	-1 UNACCEPTABLE	
<p>These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.</p>	<p>Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.</p>						
<p>5. Continuous Improvement</p> <p>Determines customer expectations; identifies strengths and weaknesses in present work methods; uses Quality problem-solving tools and techniques to develop new and more effective methods; creates a non-blaming atmosphere while exploring past mistakes and future methods changes; evaluates continuous improvement for self, suppliers, and customers by: determining performance benchmarks, setting explicit, measurable goals, and measuring progress toward goals.</p>	<p>Excellent effort, very good problem solver, strives to perform a task correctly and delivers a complete product.</p>	5%	X			20	
<p>6. Coaching and Developing</p> <p>Sets clear performance expectations with each employee; provides ongoing feedback; works with employees to prepare individual development plans; provides support and resources for implementation of development plans; evaluates performance based on established expectations.</p>							
<p>7. Leadership</p> <p>Consistently communicates a clear direction for the workgroup; gains commitment and participation by modeling actions necessary to accomplish the direction; implements an organizational or cultural change that gives action to organizational vision; recognizes and rewards others for their contributions.</p>							
<p>8. Communication</p> <p>Sends and receives information clearly, accurately, thoroughly, and effectively; verbal, written, up, down, lateral, one-to-one, and group communication.</p>	<p>Very good communicator, interacts well with all levels of management of the sites.</p>	3%	X			12	
						Total	32

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	WEIGHT %	EXPECTATIONS				TOTAL
			4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
<p>These behaviors come directly from TVA's workforce mission. Employee and supervisor jointly decide which of these behaviors specifically apply for the review period. Choose up to six behaviors, with no behavior receiving a weight of less than 5.</p>	<p>Review performance against each behavior. Discuss results achieved, areas of success, and improvements needed. Cite examples where appropriate below. Then mark (X) in the column on the right which best describes the employee's performance.</p>						
<p>9. Interpersonal Skills Interacts with others in ways that enhance understanding and respect.</p>	<p>Excellent effort as stated previously.</p>	2%	X				8
<p>10. Judgement and Decision Making Shows readiness to take action based on factual information and logical assumptions.</p>	<p>Makes sound and well thought out decisions. Discusses issues with all affected parties prior to formulating a response/solution to an issue (good judgement).</p>	3%	X				12
<p>11. Planning and Organizing Sets goals and develops strategies for meeting goals.</p>							
<p>12. Technical Shows familiarization and utilization of tools, equipment, concepts, methods, and procedures which are discipline specific and necessary for professional excellence.</p>							

*Performance Behaviors = 30 Percent of Total Weight

Total

20

OVERALL PERFORMANCE

FORMULA

Objectives Rating Total = 240

Behaviors Rating Total = 100

Overall Rating Total = 340 Divided by 100 = 3.4

RATING

EXCEEDS

4/3.6

MEETS

3.5/2.6

MEETS SOME

2.5/2.0

UNACCEPTABLE

1.9 and Below

STRENGTHS/DEVELOPMENTAL NEEDS (To be completed by supervisor with employee input.)

Overall Strengths: Excellent with working with site counterparts; good hands-on ability, total team player.

Overall Dev. Needs: Areas for continued focus/improvement: continue to place emphasis on work planning, scheduling and timely task completion.

CAREER OBJECTIVES (0 - 3 years)

Employee's stated Career Objectives: (Priority order)

(1) Corporate Chemistry Manager (3) _____

(2) _____ (4) _____

INDIVIDUAL DEVELOPMENT PLAN

AREAS FOR DEVELOPMENT List specific knowledges, skills, and behaviors to be developed. Indicate areas of current performance which need to be developed with an asterisk (*).	ACTION List steps which can and will be taken to address these development needs.	TARGET DATE FOR COMPLETION (12-18 mo.)	COMPLETION (X)
Develop computer skills	1. Windows 2. M.S. Word 3. Freelance 4. Excell 5. M.S. Project 6. Harvard Graphics 7. Access 8. Power Point	Depends on course schedule	Completed item #1; others could not be completed due to budget constraints

OVERALL SUMMARY OF PERFORMANCE:

Gary's overall performance has been very good during this reporting period. His high level of involvement with the WBN chemistry program has been a key factor in its recent improving trend. He has made a significant contribution during a critical phase of operational readiness. He has been very involved in working with the technicians and chemistry staff personnel on a personal basis to improve performance.

EMPLOYEE ACKNOWLEDGEMENT: (My signature means that I have been advised of my performance)

Employee's Comments:

Just a note to say thanks — and to look forward to working with the WBN staff, and to getting the plant on line.

EMPLOYEE SIGNATURE:

[Handwritten Signature]

DATE:

10-24-94

APPROVALS:

SUPERVISOR SIGNATURE:

[Handwritten Signature]

DATE:

10/26/94

ER&D REVIEW:

[Handwritten Signature]

DATE:

10/28/94

NEXT LEVEL SUPERVISOR REVIEW AND ENDORSEMENT:

[Large Handwritten Signature]

DATE:

10/26/94