

RAS 6220

50-390-CIVP, et al. Staff Exhibit 102-Rec'd u.s. 4/25/02

PERFORMANCE REVIEW AND DEVELOPMENT PLAN

Name WILSON G. McARTHUR

Social Security Number [REDACTED]

Position Manager, Radiological Control

Organization Radiological Control

Review Period 10/1/94 to 9/30/95

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

1st
 Manager Employee
WGA *WGA*
 Initials
2/2/95
 Date Discussed

2nd
 Manager Employee

 Initials

 Date Discussed

3rd
 Manager Employee

 Initials

 Date Discussed

4th
 Manager Employee
[Signature] *signature within*
 Initials
4/17/96
 Date Discussed

TVA 4535 (GG 1-93) [2-93] 1.....1108G

27115

Template=SECY-028

SECY-02

2003 MAR 11 AM 12:00

CLEAR REGULATORY COMMISSION

Case No. 50-390 Official File No. Staff 102
 In the matter of TVA
 Staff IDENTIFIED
 Applicant RECEIVED
 Intervenor OBJECTED
 Other WITHDRAWN
 DATE 4/25/02 WITNESSES
 Clerk BTM

2003 MAR 11 AM 12:00
 OFFICE OF THE SECRETARY
 RULEMAKING AND
 ADJUDICATIONS STAFF

DOCKETED
 USHRC



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**PERFORMANCE
OBJECTIVES**

PERFORMANCE OBJECTIVES	PERFORMANCE SUMMARY	WEIGHT	EXPECTATIONS				TOTAL
			4 EXCEEDS	3 MEETS	2 MEETS SOME	1 UNACCEPTABLE	
1. The incumbent will meet the expectations of the Operations Services (Radcon) Business Plan, Corporate Radcon Expectations and Goals as determined by the Corporate Radcon Task List. Attention to safety standards and good house-keeping practices will be maintained. Meet management expectations as described by the General Manager, Operations Services.		10%		x			30
2. Maintain focus on the top priorities listed for TVAN and the Top Priorities listed for Operations Services and Corporate Radcon.		10%	x				40
3. Meet budget requirements for FY95 and continually look for effective ways to reduce costs.		10%		x			30
4. Support the TVAN standardization effort by providing review of standardization documents and involvement in process reviews as required.		10%		x			30
5. Visit the sites on a routine basis and exhibit a high level of support for the activities at the sites.							
6. Maintain emphasis on the principal responsibilities of Operations Services: <ul style="list-style-type: none"> • Programmatic activities • Long-standing problems • Industry Initiatives • Standardization/benchmarking 		10%	x				40
						Subtotal	170

**PERFORMANCE
OBJECTIVES**

PERFORMANCE OBJECTIVES	PERFORMANCE SUMMARY	WEIGHT	EXPECTATIONS				TOTAL
			4 EXCEEDS	3 MEETS	2 SOME	1 UNACCEPTABLE	
<p>Establish specific results or goals that this employee is expected to achieve during this rating period. (Additional pages may be used as necessary).</p> <p>7. Maintain a high level of productivity and effectiveness in all areas of Radcon. Works aggressively to instill a competitive spirit and to recognize that we must continuously evaluate our resources to be the best we can be.</p> <p>8. Support professionally the functions of the WBH and BFM NSRB sub-committee responsibilities.</p> <p>9. Resolve the interface problems with the Resource Group.</p> <p>10. Pursue a high level of technical capability by personal development and attendance at appropriate conferences/meetings.</p>	<p>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.</p>	5X	x				20
		5X	x				20
		5X	x				20
		5X		x			15
<p>TVA 4535 (GG 1-93) [2-93] 3</p> <p>Performance Objectives = 70 Percent of Total Weight _____ 1</p>		<p align="right">Total</p>				75	

PERFORMANCE BEHAVIORS

BEHAVIORS	PERFORMANCE SUMMARY	* WEIGHT %	EXPECTATIONS				TOTAL
			4	3	2	-1	
			EXCEEDS	MEETS	MEETS SOME	UNACCEPTABLE	
<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>		5%	x				20
<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>		5%	x				20
<p>3. 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>		5%		x			15

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>4. 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>		5%		X			15	
<p>5. 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>		5%	X				20	
<p>6. Planning and Organizing</p> <p>Sets goals and develops strategies for meeting goals.</p>		5%		X			15	

*Performance Behaviors = 30 Percent of Total Weight

Total 50

OVERALL PERFORMANCE

FORMULA

Objectives Rating Total = 245

Behaviors Rating Total = 105

Overall Rating Total = 350 Divided by 100 = 3.50

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 background in both education and experience. Knows TVA systems and processes well. He is well connected in the industry and draws on other operating experience to improve TVA Radcon performance.

Overall Dev. Needs: Continue to follow new methods & techniques within the industry relative to Radcon. Expand his input to areas outside the Radcon arena. I believe he can take on more responsibility in the chemistry and environmental area as well as training and other technical expertise.

CAREER OBJECTIVES (0 - 3 years)

Employee's stated Career Objectives: (Priority order)

(1) Radcon Chemistry Manager (3) _____

(2) Operations Support General Manager (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)
1. Continue to develop technical capabilities. 2. Increase ability to make timely decisions regarding employees. 3. Negotiations	1) Attend PEP courses at the Annual Health Physics Society Meeting 2) Take a technical course in radwaste Take a management skills course in managing employees Take a course in the art of negotiations	July 1995 September 1995 September 1995 September 1995	

OVERALL SUMMARY OF PERFORMANCE:

Performance has been excellent throughout FY 95. Wilson has dealt with many changing priorities and handled these well in utilization of resources both in manpower and dollars. He has contributed significantly to the standardization effort and been heavily involved in resolving problems. Examples are REX errors, consolidation of TLD facilities, interface with resource group and SCAR resolution. He had demonstrated good leadership, sets an excellent example, and always looks for a quality product.

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

Employee's Comments: _____

EMPLOYEE SIGNATURE: Wilson C. McArthur DATE: 1/16/96

APPROVALS:
SUPERVISOR SIGNATURE: J. M. Smith DATE: 1/17/96
ERD REVIEW: Don B. Foley DATE: 1/17/96
NEXT LEVEL SUPERVISOR REVIEW AND ENDORSEMENT: _____ DATE: _____