

A-191

GPC Exh. II-191

Georgia Power

Performance Appraisal

Page 1 of 3

Employee Name (Last, First, Middle) Mosbaugh, A. L.	Employee No. 64237	Current Job Title Ass't. General Manager Plant Support
Division/Department Management Staff	Annual Review Date 01/90	Location Nuclear Plant Vogtle

Accountability #1 Weight: 90%

95 OCT 20 P4:41

1990 Organizational Plan Goals (attached)

Goal When possible, four acceptable levels of performance should be described for each goal.

See attachment.

DOCKETING & SERVICE BRANCH

Performance Evaluation 4.6

Objective evaluation based upon organizational performance. See attached for specific ratings.

NUCLEAR REGULATORY COMMISSION

EXHIBIT NO. II-191

Doclet No. 50-424/425-OLA-3

In the matter of Georgia Power Co. et al., Vogtle Units 1 & 2

Staff  Applicant  Intervenor  Other

Identified  Received  Rejected  Reporter SP

Date 9/15/95 Witness G. FOCKHELD

- Goals Clearly Exceeded by a Wide Margin
- Goals More Than Fully Achieved
- Goals Fully Achieved
- Goals Met Minimally
- Goals Achievement Clearly Below Expected Level

Accountability #2 Weight: 10%

Provide management leadership as the Acting Ass't. General Manager - Plant Support

Goal When possible, four acceptable levels of performance should be described for each goal.

This accountability will be rated by the General Manager based on communication, leadership and teamwork skills displayed. Special attention will be paid to inter-departmental and site/corporate areas to observe these skills.

Performance Evaluation

Allen and Skip achieved peaceful coexistence and their organizations worked effectively together. To achieve complete synergy, more effort will be required.

- Goals Clearly Exceeded by a Wide Margin
- Goals More Than Fully Achieved
- Goals Fully Achieved
- Goals Met Minimally
- Goals Achievement Clearly Below Expected Level

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PDR ADOCK 05000424  
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# Performance Appraisal

Employee Name (Last, First, Middle) <b>Mosbaugh, A. L.</b>	Employee No. <b>64237</b>	Annual Review Date <b>01/90</b>
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**Overall Performance Rating** **4.5**

Goals Clearly Exceeded by a Wide Margin    
  Goals More Than Fully Achieved    
  Goals Fully Achieved    
  Goals Met Adequately    
  Goals Achievement Clearly Below Expected Level

**Employee Development**

**Strengths**     Allen is an extremely intelligent, logical, responsible and hard-working manager. He contributed to our impressive performance by directing appropriate streamlining of our procedure system to allow staffing reductions without compromising quality. His engineering expertise enabled us to quickly resolve many problems. By his personal involvement and expertise, he prevented a significant problem from developing in Security when we lost our manager.

**Developmental Needs**

Allen can improve his management style by working on organizational synergy. His personal follow-up on corrective action can improve our accountability and performance.

**Future Utilizations**     *early*

Allen plans to retire in ~~approximately three years~~. Our plans are to use Allen's skills in the area he is best suited - technical, engineering management.

**Developmental Action Plan**

Developmental Goals	Action Steps	Target Completion Date	Person Responsible

**Goals for the Review Period**     (This section to be completed at the beginning of the Review Period.)

The employee has been presented goals for the review period and these goals have been discussed in relation to department and/or organizational goals.

Employee Signature	Date	Rater (Immediate Supervisor)	Date
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(This section to be completed at time of review)

Employee Signature <i>Allen L. Mosbaugh</i>	Date <i>2-23-90</i>	Employee Comments
Rater (Immediate Supervisor) <i>Bochwald</i>	Date <i>2/23/90</i>	
Endorser (Second Level Supervisor) <i>EX M G</i>	Date <i>3/6/90</i>	

The Performance Appraisal has been reviewed with the employee and approved by the endorser (second level supervisor)

Employee Name (Please type or print)	Emp No	Date
Rater (Immediate Supervisor)	Emp No	Date

1989 YEAR END PERFORMANCE

GOAL NO.	INDICATOR	VALUE	LEVEL	t
NG-1	INPO RATING	2	4	26
NG-2	NUCLEAR SAFETY SALP RATING	1.66	4	12
NG-3	PLANT RELIABILITY EQUIVALENT AVAILABILITY	91.96%	5	26
NG-4	UNPLANNED AUTOMATIC REACTOR TRIPS	2	5	6
NG-5	INDUSTRIAL SAFETY LOST TIME ACCIDENTS	0	5	6
NG-6	RADIATION EXPOSURE COLLECTIVE MANREMS	30.52	5	6
NG-7	O & M BUDGET	-19.64	5	15
NG-8	CAPITAL BUDGET	-12.38	5	7

SALARY RECOMMENDATION/JOB CHANGE NOTIFICATION

EMPLOYEE NUMBER: 64237      EMPLOYEE NAME: MOSBAUGH, A L

CURRENT JOB TITLE: AST PL SUPP MGR

CURRENT SALARY: 6488      CURRENT COMPA-RATIO: 97

PERFORMANCE RATING: 4.50

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BASE PAY

PRORATE FACTOR: 1.00      PREMIUM AMOUNT: 0

BASE PLV: 6686 (03/01/90 MONTHLY PLV)

BASE INCREASE %: 4.47      2/12 ADJ \$: 48      BASE INCREASE \$: 338  
(% OF SALARY)

03/01/90 SALARY: 6826      03/01/90 COMPA-RATIO: 101      PAYOUT: 03/16/90

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INCENTIVE PAY

PRORATE FACTOR: 1.00

INCENTIVE PLV: 78276 (12/31/89 YEARLY PLV)

INCENTIVE AWARD %: 6.00      INCENTIVE AWARD \$: 4697      PAYOUT: 03/09/90  
(% OF PLV)

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03/02/90 JOB TITLE: Asst Plt Supp Mgr

03/02/90 PLV: 6686

03/02/90 POSITION LEVEL: 17      TARGET POSITION LEVEL: \_\_\_\_\_

03/02/90 SALARY: 6826      03/02/90 COMPA-RATIO: 101

*Alvin L. McKinstry* 2-25-90