AGENCY PENNOCMANCE EVALUATION FORM For the rating period _NUTY _ to Dec. 2003 an unt

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Wilfredo T. Decere

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OFFICE/DIVISION: LSU_RETDO

ERFORMANCE	responsibility produces an operator and consistent annual		-			Marie Santa Santa and Assessment and A	OCCUPATION TO SERVICE		UNI	T: R	edio :	Stat	ion.	DYAC		
Work/Activity		TARGETS AND ACCOMPLISHMENTS						RATINGS								
* *VOIK/ACTIVITY	Unit of Measure/Indicator	Colorada (Colorada Antonio	ANTITY	CUALITY	Till	AE .	1	SUP	ERVI	SOR		T	-	EME	LOYER	Marie Administrações de la compansa
	Paradalarina nama manana and an ang an ang an an and an ananang an ananang an an an an	Target	The the section has been about the section of	Target Accomp		Accomp	NEX	Tal	TT	TAPS	EPS	ON	TOL	TT	TAPS	Migray programme of
Incharge of the sign on/ off of the transmitter an	no. of times per- d studio. formed per day.	2	8	No va No va lid lid complaint.	Daily	Daily	6	10	6		3 2.1		10	6	and the same of th	2.
wintain and repairs roadcast equipment.	no. of broadcast equipment maintaine per day.	3. od.	5	No va-No va- lid lid com- com-		Deily	10	10	6	8.6	12.16	10	10	6	8,66	2.
wintains transmitter in cood condition.	no. of broadcast transmitter main- tained per day.	1	1	plaint plain No va No wa- lid lid com- compla plaint.	Deily	Daily	6	10	6	7.3	31.8	6	10	6	7.3	4 m
bnitors operating logs buring broadcast hours.	monitored meter readings.	1	1	No va-No wa lid lid	Daily	Daily	a	10	6	6.69	(86)	10	10	6	8.66	
Provide technical support huring special coverages and events.	no. of special coverages and even	2	2	com- complant. No va- lid com- plaint.	int:		9	10	6	237	£86	10	10	6	8.66	•
		1	Makiphy by	alent Point Score Percentage Weight A	location(7	0%)		1	-		7.89 .70 5.52	1				7.89
AGREE ON THE ABOVE TAMELS: HE RANIREZ WILLREDO T.	DACERA . alim hort of	Legen an - Qu al - Qu	d:	APS - Average Pol EPS - Equivalent			PERC	Actio	n:		2029	25 1	2		to the same of the	5.5

PART II: CRITICAL FACTORS

	CRITICAL FACTORS	RATII Supervisor	THE PERSON NAMED IN COLUMN TWO IS NOT THE OWNER.	SUMN	MARY OF RA	ATINGS					
COURTESY	Polite, kind and thoughtful behaviors toward the public/clientele in manner of speech & actions	10	10	RATER	Weighted /	Ave. Scores	Overall	1	Overali		
. HUMAN RELATIONS	Integrates concern for people at work, office clientele, and supervisor-subordinate relationship	10	10	TATE Toward &	(70%)	(30%)	Scores	Weight	Weighted Scores		
PUNCTUALITY AND	into work station.	10		Supervisor Rater	(5.52)	2.64	(8.16)	52.5%	(4078)4		
ATTENDANCE	Observed behavior of coming to office on time or to be present at work to complete assigned responsibilities	8	8	Self Rater	(5.52)	2.64	8.19	22.9%	(1.83)		
INITIATIVE	Starts action, projects and performs assigned tasks without being told and under minimal supervision	8	8	Subordinate Rates (a)	5037	598	7.96	-	-		
LEADERSHIP	The manner of guiding, influencing, motivating and			Peer Rater (s)	7.00	3.00	10.00	12.5%	1.25		
(for supervisors only)	developing confidence of subordinate work as a team and accomplish tasks, leading the organizational unit to achieve its goals and objectives enthusiastically		849	Client Rater (s)	7.00	3.00	10.00	12.5%	1.25		
JUDISEMENT/ DECISION MAKING (for supervisors only)	Ability to develop alternative solutions to problems, to evaluate fact or courses of actions, and reach sound decision and readmess to take action or commit oneself		500	Total Overall Score Add: Rating on intervence task (if any)							
STRESS TOLERANCE	Stability of performance under pressure or opposition	8	8	FINAL NUMERICAL							
OTHERS (Specify)		Asset	986	PERFORMANCE RAT	NG '						
A Balling Comment on the Comment of	Total Point Scores Divide by # Entries	44	44	EQUIVALENT ADJECT	ifactor	y					
	Average Point Scores Multiply by Part II Weight (30%) Weight Average Scores	. 8.8 . 30 2.64	8.8 .30 2.64	WEGIGUSS AND AGREE	W.T.DAC		T. ALES	A	3/19/20		
OMMENTS AND RECOMI	MENDATIONS:			RATER	/ Ratee		nfirmed by Higher Su		Date		
02.7	The second secon			PERC Action		<u>a</u>	riigher Suj	pervisor			

PERFORMANCE EVALUATION FORM to June 2003

-	PERFORMANCE			TARCET	C AND	1000140	ICI IL acci											
nt	Work/Activity	Unit of Measure/Indicator	OU	ANTITY		ACCOMP	TIN	BORONO MANAGEMENT AND A	-	D. 100			RATI	NGS				
		7000 70		-	-	Market Control of the		Accomp	QN	SUPE	RVIS	-	Tema	-	T	EMP	LOYE	
	Incharge of the sign on/of of the transmitter and studio.	f no. of time per- formed per day.	2	2	No va-		Doily	Deily	6	10	6		EPS 32.19		10 10	6	APS 7•3.	
100000000000000000000000000000000000000	Neinteins and repairs broadcast equipment.	no. of broadcast equipment maintained per day.	3	4	lid og	No va-	Deily	Deily	8	10	6	8.0	02.00	8	10	6	8.00	2.0
	Mediateins transmitter in good condition.	no. of troadcast transmitter main- tained per day.	1	1	No vs	No vo-	Deily	Deily	6	10	6	7.33	1,83	6	10	6	7.3	1.
-	Monitors operating logs during broadcast hours.	monitored meter reading.	1	1	No va-	* compl No vs-	August Street	-	6	10	6	7.33	•73	6	10	6	7.3	n.
	Provide technical support during special coverages and events.	takan sa mala pagan	2	2	pl@int	No va-	ache- dul ed	dos an		10	6	7.33	.73	6	10	6	7.3	
-	3-3-E	or of easile we assumed a				pleint.		LOGICANOS LOGICANOS NACIONAS LOGICANOS NACIONAS	100 mg	6			4					
	to 65 your property and the start	a and	3			10.1	100	The same of the	1			88 III	A CHIE	MA.				SHO
	Constant and	754 JRG	٧.	Total Equiv Multiply by Weighted A	Percentag	e Weight Al	location(7	0's)					7.48			ure l		7.48
Ì,	ND AGREE ON THE ABOVE TARGETS:	BREERA	Weighted Average Score (WAS) Legend: QN - Quantity						PERC	Actio	n:		5+23					5.2

PART II: CRITICAL FACTORS

	The second secon	RATINGS		SUMM	MARY OF R	ATINGS .				
	CRITICAL FACTORS	Supervisor	Employer							
1 COURTESY	Polite, kind and thoughtful behaviors toward the public/clientele in manner of speech & actions		8	RATER	Weighted Ave. Scores Part I Part II		Overall Point	Weight	Overall Weighted	
2. HUMAN RELATIONS	Integrates concern for people at work, office clientele, and supervisor-subordinate relationship				(70%)	(30%)	Scores	104 10	Scores	
	into work station.	8	8	Supervisor Rater	5,03	2.20	7-51	50.00	3-94	
3. PUNCTUALITY AND ATTENDANCE	Observed behavior of coming to office on time or to be present at work to complete assigned	8	8	Self Rater	5.03	24	7.63	22.5	1.71	
4. INITIATIVE	responsibilities Starts action, projects and performs assigned tasks			Subordinate Rater (s)			0.0528			
5. LEADERSHIP	The manner of guiding, influencing, motivating and developing contidence of subordinate work as a	6	-8-	Peer Rater (s)	7.00	3.00	10-00	10.5	1.25	
(for supervisors only)	team and accomplish tasks, leading the organizational unit to achieve its goals and objectives enthusiastically	-	-	Client Rater (s)	6.53	2-79.	9-22	12.5	1.16	
6. JUDGEMENT/	Ability to develop alternative solutions to problems, to			Total Overall Score					8-06	
DECISION MAKING (for supervisors only)	evaluate fact or courses of actions, and reach sound decision and readiness to take action or commit oneself	-	-	Add: Rating on interve	ting on intervening task (if any)					
7. STRESS TOLERANCE	Stability of performance under pressure or opposition	8	8	FINAL NUMERICAL						
8. OTHERS (Specify)	En to the land of the land of	-60%	-	PERFORMANCE RATING :						
	Total Point Scores Divide by # Entries	38	40	EQUIVALENT ADJECTIVAL RATING WE DISCUSS AND AGREE TO THE ABOVE RATINGS						
	Average Point Scores Multiply by Part II Weight (30%) Weight Average Scores	7.6	8,00							
COMMENTS AND RECOM	MENDATIONS:	Advances of		RATER	Rate	e Co	onfirmed by Higher Su		Date	
				PERC Action:			bu.	godini Godini	taget :	