

GROUP A

FOIA/PA NO: 2014-00147

RECORDS BEING RELEASED IN PART

The following types of information are being withheld:

- Ex. 3: Information about the design, manufacture, or utilization of nuclear weapons
 Information about the protection or security of reactors and nuclear materials
 Contractor proposals not incorporated into a final contract with the NRC
 Other _____
- Ex. 4: Proprietary information provided by a submitter to the NRC
 Other _____
- Ex. 5: Draft documents or other pre-decisional deliberative documents (D.P. Privilege)
 Records prepared by counsel in anticipation of litigation (A.W.P. Privilege)
 Privileged communications between counsel and a client (A.C. Privilege)
 Other _____
- Ex. 6: Agency employee PII, including SSN, contact information, birthdates, etc.
 Third party PII, including names, phone numbers, or other personal information
- Ex. 7(A): Copies of ongoing investigation case files, exhibits, notes, ROI's, etc.
 Records that reference or are related to a separate ongoing investigation(s)
- Ex. 7(C): Special Agent or other law enforcement PII
 PII of third parties referenced in records compiled for law enforcement purposes
- Ex. 7(D): Witnesses' and Allegers' PII in law enforcement records
 Confidential Informant or law enforcement information provided by other entity
- Ex. 7(E): Law Enforcement Technique/Procedure used for criminal investigations
 Technique or procedure used for security or prevention of criminal activity
- Ex. 7(F): Information that could aid a terrorist or compromise security

Other/Comments: OCHCO Response is being delivered in hard copy with much of the information bracketed for ~~exclusion~~ based on EX 6

Exemption

FOIA/PA-2014-00147 RESPONSE

**"Annual Summary Ratings and Signatures" Pages
(From NRC Form 351, Senior Executive Service Performance Plan and Appraisal)**

**Executives in Position Groups A and B
FY 2009 – FY 2013 SES Performance Appraisal Cycles**

FOIA/PA-2014-00147 RESPONSE

**"Annual Summary Ratings and Signatures" Pages
(From NRC Form 351, Senior Executive Service Performance Plan and Appraisal)**

**Executives in Position Groups A and B
FY 2009 SES Performance Appraisal Cycle**

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

7

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	8.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/20/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

11/19/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TOTAL POINTS				
7.5				

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/20/09

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/20/09

Group A004 of 227

Group A005 of 227

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10-1-08	TO 9-30-09	
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)				
INITIAL SUMMARY RATING						
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>						
Step 1. Rating Official			Step 2. Executive			
1. Key Programmatic Accomplishments		2. Executive Core Qualifications			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)	
Outstanding 6 <input checked="" type="checkbox"/>	Excel- lent 4.5 <input type="checkbox"/>	Meets Expecta- tions 3 <input type="checkbox"/>	Needs Improve- ment 1.5 <input type="checkbox"/>	Unsatis- factory 0 <input type="checkbox"/>		SIGNATURE - EXECUTIVE (b)(6) DATE 11-2-09
POINT VALUE 6		POINT VALUE 4				
Initial Summary Rating		Out- standing 9-10 <input checked="" type="checkbox"/>	Excel- lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta- tions 4-8 <input type="checkbox"/>	Needs Improve- ment 2.5-3.5 <input type="checkbox"/>	Unsatis- factory 0 <input type="checkbox"/>
Add points from 1. and 2. above TOTAL POINTS 10		An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				
Recommended for Pay Change		Recommended for Award		Recommended For Assistance to Improve		
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Removal <input type="checkbox"/>	
NAME RATING OFFICIAL (b)(6)		(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT				
SIG (b)(6)						
				DATE 11-2-09		

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

Step 2. Executive

1. Key Programmatic Accomplishments

2. Executive Core Qualifications

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/27/09

Add points from 1. and 2. above

TOTAL POINTS
10

Recommended for Pay Change

Recommended for Award

Recommended For

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/26/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A006 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2008

TO

09/30/09

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/27/09

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For Assistance to Improve

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/23/09

Group A007 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	8.5-8.6	4-6	2.5-3.5	0
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/28/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/28/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A008 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/08

TO
9/30/09

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Executive Core Qualifications

Out-standing 3	Excel-lent 2	Meets Expecta-tions 1	Needs Improve-ment 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/20/09

Initial Summary Rating

Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS

8.5

Add points from 1. and 2. above

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/20/09

Group A009 of 227

Group A010 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10-01-08	TO 09-30-09			
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)						
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official				Step 2. Executive					
1. Key Programmatic Accomplishments		2. Executive Core Qualifications			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)				
Outstanding 6 <input checked="" type="checkbox"/>	Excellent 4.5 <input type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>			Outstanding 4 <input checked="" type="checkbox"/>	Excellent 3 <input type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>
POINT VALUE 6		POINT VALUE 4			SIGNATURE - EXECUTIVE (b)(6)		DATE 10/20/09		
Initial Summary Rating Add points from 1. and 2. above TOTAL POINTS 10		Outstanding 9-10 <input checked="" type="checkbox"/>							(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW
Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Recommended For Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>			NAME - RATING OFFICIAL (b)(6)		
SIGNATURE - RATING OFFICIAL (b)(6)		DATE 10/20/09			NAME - RATING OFFICIAL (b)(6)				DATE 10/20/09

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/28/09

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/28/2009

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A011 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD	FROM 10/01/2008	TO 09/30/2009
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official					Step 2. Executive (Complete this step and return this performance appraisal to your supervisor within 5 workdays.)				
1. Key Programmatic Accomplishments					2. Executive Core Qualifications				
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE 4.5					POINT VALUE 4				

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating					SIGNATURE - EXECUTIVE					DATE	
Add points from 1. and 2. above					Out-standing 6-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0	(b)(6) 4/28/2009	
TOTAL POINTS 8.5					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

Recommended for Pay Change		Recommended for Award		Recommended For		
Yes	No	Yes	No	Reassignment	Assistance to Improve	Removal
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL (b)(6)			<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT		
SIGNATURE - RATING OFFICIAL (b)(6)					
			DATE 10/28/2009		

Group A012 of 227

Group A013 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2008	TO 09/30/2009	
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)					
INITIAL SUMMARY RATING							
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>							
Step 1. Rating Official				Step 2. Executive (Complete this step and return this performance appraisal to your supervisor within 5 workdays.)			
1. Key Programmatic Accomplishments			2. Executive Core Qualifications			<p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p> <p>SIGNATURE - EXECUTIVE (b)(6)</p> <p>DATE 10/29/09</p>	
Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>		Meets Expectations 2 <input type="checkbox"/>
				Needs Improvement 1 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>		
POINT VALUE 4.5			POINT VALUE 4				
Initial Summary Rating		Out-standing 0-10 <input type="checkbox"/>	Excel-lent 8.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	
Add points from 1. and 2. above		TOTAL POINTS 8.5					
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points							
Recommended for Pay Change		Recommended for Award		Recommended for			
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>	
NAME - RATING OFFICIAL (b)(6)							
SIGNATURE - RATING OFFICIAL (b)(6)				DATE 10/29/2009			
<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>							

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2008

TO
9/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/23/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/23/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expec-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expec-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.0				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expec-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/3/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/30/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A015 of 227

Group A016 of 227

ANNUAL SUMMARY RATING AND SIGNATURES					RATING PERIOD	FROM 10/01/2008	TO 09/30/2009				
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)								
INITIAL SUMMARY RATING											
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>											
Step 1. Rating Official					Step 2. Executive						
1. Key Programmatic Accomplishments					2. Executive Core Qualifications			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)			
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>				
POINT VALUE 6					POINT VALUE 3						
Initial Summary Rating					Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6)	DATE 10/23/09
Add points from 1. and 2. above					TOTAL POINTS 9					(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT	
Recommended for Pay Change		Recommended for Award		Recommended for							
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>					
NAME - RATING OFFICIAL (b)(6)											
SIGNATURE - RATING OFFICIAL (b)(6)								DATE 10/23/2009			

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM	TO																																																		
					10/01/2008	09/30/2009																																																		
NAME OF EXECUTIVE			ORGANIZATION (Office/Division)																																																					
(b)(6)			(b)(6)																																																					
INITIAL SUMMARY RATING																																																								
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>																																																								
Step 1. Rating Official				Step 2. Executive																																																				
1. Key Programmatic Accomplishments <table border="1"> <tr> <th>Out-standing</th> <th>Excel-lent</th> <th>Meets Expecta-tions</th> <th>Needs Improve-ment</th> <th>Unsatis-factory</th> </tr> <tr> <td>6</td> <td>4.5</td> <td>3</td> <td>1.5</td> <td>0</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">4.5</td> </tr> </table>				Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	6	4.5	3	1.5	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					4.5					2. Executive Core Qualifications <table border="1"> <tr> <th>Out-standing</th> <th>Excel-lent</th> <th>Meets Expecta-tions</th> <th>Needs Improve-ment</th> <th>Unsatis-factory</th> </tr> <tr> <td>4</td> <td>3</td> <td>2</td> <td>1</td> <td>0</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">3.0</td> </tr> </table>			Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	4	3	2	1	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					3.0				
Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory																																																				
6	4.5	3	1.5	0																																																				
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																				
POINT VALUE																																																								
4.5																																																								
Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory																																																				
4	3	2	1	0																																																				
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																				
POINT VALUE																																																								
3.0																																																								
				(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)																																																				
Initial Summary Rating Add points from 1. and 2. above <table border="1"> <tr> <td>TOTAL POINTS</td> </tr> <tr> <td>7.5</td> </tr> </table>				TOTAL POINTS	7.5	<table border="1"> <tr> <th>Out-standing</th> <th>Excel-lent</th> <th>Meets Expecta-tions</th> <th>Needs Improve-ment</th> <th>Unsatis-factory</th> </tr> <tr> <td>9-10</td> <td>6.5-8.5</td> <td>4-6</td> <td>2.5-3.5</td> <td>0</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points			Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	9-10	6.5-8.5	4-6	2.5-3.5	0	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																	
TOTAL POINTS																																																								
7.5																																																								
Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory																																																				
9-10	6.5-8.5	4-6	2.5-3.5	0																																																				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																				
				SIGNATURE - EXECUTIVE																																																				
				(b)(6)																																																				
				DATE																																																				
				11/6/09																																																				
Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Recommended for Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>																																																				
<i>(Attach comments if desired.)</i>																																																								
<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT																																																								
NAME - RATING OFFICIAL																																																								
(b)(6)																																																								
SIGNATURE - RATING OFFICIAL				DATE																																																				
(b)(6)				10/30/2009																																																				

Group A017 of 227

TOTAL P. 02

NDJ-04-2009 1.1.02

P. 02

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2008	TO 09/30/2009					
NAME OF EXECUTIVE <small>(b)(6)</small>		ORGANIZATION (Office/Division) <small>(b)(6)</small>									
INITIAL SUMMARY RATING											
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>											
Step 1. Rating Official				Step 2. Executive							
1. Key Programmatic Accomplishments			2. Executive Core Qualifications								
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0	<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
POINT VALUE 4.5			POINT VALUE 4.0								
Initial Summary Rating				Out-standing 0-10	Excel-lent 5.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0	SIGNATURE - EXECUTIVE		
Add points from 1. and 2. above				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	DATE		
TOTAL POINTS 8.5				An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points					<small>(b)(6)</small>		10/30/09
Recommended for Pay Change		Recommended for Award		Recommended for			<i>(Attach comments if desired.)</i>				
Yes	No	Yes	No	Reassignment	Assistance to Improve	Removal					
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW				
NAME - RATING OFFICIAL <small>(b)(6)</small>				NAME - RATING OFFICIAL <small>(b)(6)</small>			<input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT				
SIGNATURE - RATING OFFICIAL <small>(b)(6)</small>				SIGNATURE - RATING OFFICIAL <small>(b)(6)</small>			DATE 10/30/2009				

Group A018 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/08

TO
9/30/09

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
1

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS
10

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Assistance to Improve

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

DATE

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A019 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4-5	3	1-5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

DATE

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A020 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/21/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIG (b)(6)

OFFICIAL

DATE

11/24/09

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/08

TO
09/30/09

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Outstanding	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Executive Core Qualifications

Outstanding	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
5	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)
10/28/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Retention

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE
10/28/09

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/08

TO
9/30/09

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
4.5				

2. Executive Core Qualifications

Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
7.5

Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	--	--	---	--

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

Recommended for Pay Change

Yes <input checked="" type="checkbox"/>	No <input checked="" type="checkbox"/>
--	---

Recommended for Award

Yes <input type="checkbox"/>	No <input type="checkbox"/>
---------------------------------	--------------------------------

Recommended for

Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
--	---	-------------------------------------

(Attach comments if desired.)

NAME - RATING OFFICIAL

SIGNATURE - RATING OFFICIAL

DATE

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A023 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/08

TO
9/30/09

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
0	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

Recommended for Pay Change

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Assistance to Improve

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

I REQUEST AN INDEPENDENT REVIEW

SIGNATURE - RATING OFFICIAL

DATE

I DO NOT REQUEST AN INDEPENDENT

Group A024 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/08

TO
9/30/09

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4.6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/4/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

NAME - RATING

(b)(6)

SIGNATURE - RA

(b)(6)

DATE

3 NOV 2009

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/08

TO
9/30/09

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

7.5

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/23/08

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

SIGNATURE - RATING OFFICIAL

DATE

11/23/09

I REQUEST AN INDEPENDENT REVIEW

Group A026 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
10				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
10				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE EXECUTIVE

(b)(6)

DATE

12/7/09

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIC

(b)(6)

DATE

11/30/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A027 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

2. Executive Core Qualifications

Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

10

Out-standing 9-10	Excel-lent 8.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/24/09

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIG (b)(6)

DATE

11/24/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/08

TO
09/30/09

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
1				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
0-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/29/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

SIGNATURE - RATING OFFICIAL

DATE

10/28/09

(b)(6)

I DO NOT REQUEST AN INDEPENDENT

Group A029 of 227

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/1/08	TO 09/30/09
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
-----------------------------	--

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive (Complete this step and return this performance appraisal to your supervisor within 5 workdays.)																														
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Accomplishments</th> <th colspan="5" style="text-align: center;">2. Executive Core Qualifications</th> </tr> <tr> <td style="text-align: center;">Out-standing 6 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 4.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 3 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> <td style="text-align: center;">Out-standing 4 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 3 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 2 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 4.5</td> <td colspan="5" style="text-align: center;">POINT VALUE 4</td> </tr> </table>	1. Key Programmatic Accomplishments					2. Executive Core Qualifications					Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	POINT VALUE 4.5					POINT VALUE 4					<p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
1. Key Programmatic Accomplishments					2. Executive Core Qualifications																										
Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																						
POINT VALUE 4.5					POINT VALUE 4																										

<p style="text-align: center;">Initial Summary Rating</p> <p>Add points from 1. and 2. above</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">TOTAL POINTS 8.5</td> </tr> </table>	TOTAL POINTS 8.5	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 6.5-8.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 4-6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> </table> <p style="font-size: small;">An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">SIGNATURE - EXECUTIVE (b)(6)</td> <td style="width: 30%;">DATE 11/5/09</td> </tr> </table>	SIGNATURE - EXECUTIVE (b)(6)	DATE 11/5/09
TOTAL POINTS 8.5										
Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>						
SIGNATURE - EXECUTIVE (b)(6)	DATE 11/5/09									

Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Assistance to Improve Reassignment <input type="checkbox"/> Removal <input type="checkbox"/>
--	---	--

NAME - RATING OFFICIAL (b)(6)	DATE 11-5-9	(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW
----------------------------------	----------------	---

Group A030 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2008

TO
9/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/19/09

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For Assistance to Improve

Reassignment	For Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

11/6/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improv-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improv-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improv-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/20/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/20/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A032 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
7.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	8.5-8.6	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/5/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SI (b)(6)

DATE

11/5/9

Group A033 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2008

TO

09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
5	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/29/09

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/29/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A034 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/08

TO
9/30/09

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
9-10	8.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/23/09

Recommended for Pay Change

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/23/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A035 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10-01-08

TO
09-30-09

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
8	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10-30-09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME (b)(6)

SIGNATURE (b)(6)

DATE

10/27/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW
Review

Group A036 of 227

Group A037 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2008	TO 09/30/2009
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)			
INITIAL SUMMARY RATING						
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>						
Step 1. Rating Official				Step 2. Executive		
1. Key Programmatic Accomplishments			2. Executive Core Qualifications			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	
POINT VALUE 6			POINT VALUE 3			SIGNATURE - EXECUTIVE (b)(6) DATE 11/2/09
Initial Summary Rating		Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	
Add points from 1. and 2. above		TOTAL POINTS 9		An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points		
Recommended for Pay Change		Recommended for Award		Recommended For		
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
NAME - RATING OFFICIAL (b)(6)				(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT		
(b)(6)			DATE 11/2/09			

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2008

TO
9/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6.0

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9.0

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE EXECUTIVE

DATE

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

SIGNATURE - RATING OFFICIAL

DATE

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A038 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/08

TO
9/30/09

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

DATE

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

DATE

Group A039 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2008

TO

09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/5/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

11/5/2009

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/08

TO
09/30/09

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Executive Core Qualifications

Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

9

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/30/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/30/09

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/01/2008	TO 09/30/2009
---	---------------	--------------------	------------------

NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive (Complete this step and return this performance appraisal to your supervisor within 5 workdays.)																																																		
<p>1. Key Programmatic Accomplishments</p> <table border="1"> <tr> <td>Out-standing</td> <td>Excel-lent</td> <td>Meets Expectations</td> <td>Needs Improvement</td> <td>Unsatis-factory</td> </tr> <tr> <td>6</td> <td>4.5</td> <td>3</td> <td>1.5</td> <td>0</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">4.5</td> </tr> </table>	Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory	6	4.5	3	1.5	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					4.5					<p>2. Executive Core Qualifications</p> <table border="1"> <tr> <td>Out-standing</td> <td>Excel-lent</td> <td>Meets Expectations</td> <td>Needs Improvement</td> <td>Unsatis-factory</td> </tr> <tr> <td>4</td> <td>3</td> <td>2</td> <td>1</td> <td>0</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">4</td> </tr> </table>	Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory	4	3	2	1	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					4				
Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory																																															
6	4.5	3	1.5	0																																															
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																															
POINT VALUE																																																			
4.5																																																			
Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory																																															
4	3	2	1	0																																															
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																															
POINT VALUE																																																			
4																																																			
<p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>																																																			

<p>Initial Summary Rating</p> <p>Add points from 1. and 2. above</p> <table border="1"> <tr> <td>TOTAL POINTS</td> </tr> <tr> <td style="text-align: center;">8.5</td> </tr> </table>	TOTAL POINTS	8.5	<table border="1"> <tr> <td>Out-standing</td> <td>Excel-lent</td> <td>Meets Expectations</td> <td>Needs Improvement</td> <td>Unsatis-factory</td> </tr> <tr> <td>9-10</td> <td>6.5-8.5</td> <td>4-6</td> <td>2.5-3.5</td> <td>0</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory	9-10	6.5-8.5	4-6	2.5-3.5	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>SIGNATURE - EXECUTIVE (b)(6)</p> <p>DATE 11/4/09</p>
TOTAL POINTS																			
8.5																			
Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory															
9-10	6.5-8.5	4-6	2.5-3.5	0															
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>															

<p>Recommended for Pay Change</p> <p>Yes No</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/></p>	<p>Recommended for Award</p> <p>Yes No</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/></p>	<p>Recommended For Assistance to Improve</p> <p>Reassignment Removal</p> <p><input type="checkbox"/> <input type="checkbox"/></p>	<p>(Attach comments if desired.)</p>
--	---	--	--------------------------------------

NAME - RATING OFFICIAL (b)(6)	DATE 11/3/09	<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT
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Group A042 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>
POINT VALUE				
6				

2. Executive Core Qualifications

Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>
---	---	---	--	---

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/28/09

Recommended for Pay Change

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
--	--------------------------------

Recommended for Award

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
--	--------------------------------

Recommended for

Reassignment <input type="checkbox"/>	Assistance to improve <input type="checkbox"/>	Removal <input type="checkbox"/>
--	---	-------------------------------------

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10-18-09

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsa-tis-factory
8	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2: Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsa-tis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsa-tis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/22/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICER (b)(6)

(b)(6)

DATE

10/20/09

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2008

TO
09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
8	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

(b)(6)

DATE

10/21/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10/20/09

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

09/30/2009

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Executive Core Qualifications

Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/29/09

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10/28/2009

I REQUEST AN INDEPENDENT REVIEW

DO NOT REQUEST AN INDEPENDENT

Group A046 of 227

FOIA/PA-2014-00147 RESPONSE

**"Annual Summary Ratings and Signatures" Pages
(From NRC Form 351, Senior Executive Service Performance Plan and Appraisal)**

**Executives in Position Groups A and B
FY 2010 SES Performance Appraisal Cycle**

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM	TO
		10/01/2009	09/30/2010

NAME OF EXECUTIVE <small>(b)(6)</small>	ORGANIZATION (Office/Division) <small>(b)(6)</small>
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive																																								
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 4.5 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 3 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> <td style="text-align: center;">Out-standing 4 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 3 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 2 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">6</td> <td colspan="5" style="text-align: center;">4</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	POINT VALUE					POINT VALUE					6					4					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
1. Key Programmatic Objectives					2. Key Leadership Attributes																																				
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																																
POINT VALUE					POINT VALUE																																				
6					4																																				

<p style="text-align: center;">Initial Summary Rating</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 6.5-8.5 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 4-6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">TOTAL POINTS</td> </tr> <tr> <td colspan="5" style="text-align: center;">10</td> </tr> </table> <p>Add points from 1. and 2. above</p> <p style="font-size: small;">An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	TOTAL POINTS					10					<p>SIGNATURE - EXECUTIVE <small>(b)(6)</small></p> <p>DATE 11/29/10</p>
Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>												
TOTAL POINTS																
10																

Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Assistance to Improve Reassignment <input type="checkbox"/> Removal <input type="checkbox"/>	
---	--	---	--

NAME - RATING OFFICIAL <small>(b)(6)</small>	SIGNATURE <small>(b)(6)</small>	DATE 11/22/10	<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>
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Group A048 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
4.5				

2. Executive Core Qualifications

Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
3.0				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
7.5

Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/21/10

Recommended for Pay Change

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
--	--------------------------------

Recommended for Award

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
--	--------------------------------

Recommended For

Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
--	---	-------------------------------------

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/19/10

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A049 of 227

Group A050 of 227

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10/1/09	TO 9/30/10	
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)				
INITIAL SUMMARY RATING						
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>						
Step 1. Rating Official			Step 2. Executive			
1. Key Programmatic Accomplishments		2. Executive Core Qualifications			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)	
Outstanding 6 <input type="checkbox"/>	Excel- lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta- tions 3 <input type="checkbox"/>	Needs Improve- ment 1.5 <input type="checkbox"/>	Unsatis- factory 0 <input type="checkbox"/>		Outstanding 4 <input checked="" type="checkbox"/>
POINT VALUE 4.5		POINT VALUE 4				
Initial Summary Rating		Outstanding 9-10 <input type="checkbox"/>	Excel- lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta- tions 4-6 <input type="checkbox"/>	Needs Improve- ment 2.5-3.5 <input type="checkbox"/>	Unsatis- factory 0 <input type="checkbox"/>
Add points from 1. and 2. above TOTAL POINTS 8.5		An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points			SIGNATURE - EXECUTIVE (b)(6)	DATE 10/20/10
Recommended for Pay Change Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	Recommended for Award Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	Recommended For Reassignment Assistance to Improve Removal <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>			(Attach comments if desired.)	
NAME - RATING OFFICIAL (b)(6)		<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW				
SI (b)(6)						DATE 10/20/10

Group A051 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2009	TO 09/30/10																																			
NAME OF EXECUTIVE <small>(b)(6)</small>		ORGANIZATION (Office/Division) <small>(b)(6)</small>																																							
INITIAL SUMMARY RATING																																									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>																																									
Step 1. Rating Official				Step 2. Executive																																					
1. Key Programmatic Objectives		2. Key Leadership Attributes			<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>																																				
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 6</td> <td style="text-align: center;">Excel-lent 4.5</td> <td style="text-align: center;">Meets Expecta-tions 3</td> <td style="text-align: center;">Needs Improve-ment 1.5</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">6</td> </tr> </table>	Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5			Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					6					<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 4</td> <td style="text-align: center;">Excel-lent 3</td> <td style="text-align: center;">Meets Expecta-tions 2</td> <td style="text-align: center;">Needs Improve-ment 1</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">4</td> </tr> </table>	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					4		
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0																																					
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
POINT VALUE																																									
6																																									
Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0																																					
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
POINT VALUE																																									
4																																									
Initial Summary Rating		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2" style="text-align: center;">SIGNATURE - EXECUTIVE <small>(b)(6)</small></td> <td style="text-align: center;">DATE 11/1/10</td> </tr> </table>		SIGNATURE - EXECUTIVE <small>(b)(6)</small>		DATE 11/1/10																								
Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0																																					
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
SIGNATURE - EXECUTIVE <small>(b)(6)</small>		DATE 11/1/10																																							
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Add points from 1. and 2. above</td> <td style="text-align: center;">TOTAL POINTS 10</td> </tr> </table>		Add points from 1. and 2. above	TOTAL POINTS 10	<p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>			<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>																																		
Add points from 1. and 2. above	TOTAL POINTS 10																																								
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Recommended for Pay Change</td> <td style="text-align: center;">Recommended for Award</td> <td colspan="3" style="text-align: center;">Recommended For</td> </tr> <tr> <td style="text-align: center;">Yes No</td> <td style="text-align: center;">Yes No</td> <td style="text-align: center;">Reassignment</td> <td style="text-align: center;">Assistance to Improve</td> <td style="text-align: center;">Removal</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/> <input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/> <input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	Recommended for Pay Change	Recommended for Award	Recommended For			Yes No	Yes No	Reassignment	Assistance to Improve	Removal	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																										
Recommended for Pay Change	Recommended for Award	Recommended For																																							
Yes No	Yes No	Reassignment	Assistance to Improve	Removal																																					
<input checked="" type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
NAME - RATING OFFICIAL <small>(b)(6)</small>																																									
SIGNATURE <small>(b)(6)</small>				DATE 10-29-10																																					

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2009

TO

09/30/10

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsolis-factory 0 <input type="checkbox"/>
POINT VALUE				
6				

2. Executive Core Qualifications

Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsolis-factory 0 <input type="checkbox"/>
POINT VALUE				
1				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsolis-factory 0 <input type="checkbox"/>
---	---	--	---	--

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/2/10

Recommended for Pay Change

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
--	--------------------------------

Recommended for Award

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
--	--------------------------------

Recommended For

Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
--	---	-------------------------------------

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

11-1-10

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A052 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

DATE

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A053 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/09

TO
9/30/10

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10-27-10

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

DO NOT REQUEST AN INDEPENDENT REVIEW

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/21/10

Group A054 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.6	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE	POINT VALUE		POINT VALUE	
	6			

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE	POINT VALUE		POINT VALUE	
	3			

Step 2. Executive

1. Key Programmatic Objectives

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.6	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

(b)(6)

DATE

10/22/10

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/22/10

Group A055 of 227

Group A056 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/1/2009	TO 9/30/2010
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)			
INITIAL SUMMARY RATING						
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>						
Step 1. Rating Official				Step 2. Executive		
1. Key Programmatic Objectives			2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	
POINT VALUE 6			POINT VALUE 3			SIGNATURE - EXECUTIVE (b)(6)
Initial Summary Rating Add points from 1. and 2. above TOTAL POINTS 9			Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points			Unsatis-factory 0 <input type="checkbox"/>			DATE 10/29/2010
Recommended for Pay Change		Recommended for Award		Recommended For		
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
NAME - RATING OFFICIAL (b)(6)				(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT		
SIGNATURE - RATING OFFICIAL (b)(6)		DATE 10/29/10				

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
9/30/2010

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.0				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tious	Needs Improvement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/25/2010

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For Assistance to Improve

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/25/10

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A057 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2009

TO
9/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/21/10

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Retention

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/21/10

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A056 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
9/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

SIGNATURE - EXECUTIVE

DATE

(b)(6)
10/29/10

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

10

Out-standing 9-10	Excel-lent 8.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

11/3/10

Group AD59 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/2/2010

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

11/3/10

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A060 of 227

ORIGINAL

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM	TO
		10/01/2009	9/30/2010

NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
-----------------------------	--

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official					Step 2. Executive					
1. Key Programmatic Objectives					2. Key Leadership Attributes					(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)
Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	
6	4.5	3	1.5	0	4	3	2	1	0	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
POINT VALUE					POINT VALUE					
4.5					4					

Initial Summary Rating		Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	SIGNATURE - EXECUTIVE	DATE
Add points from 1. and 2. above	TOTAL POINTS	9-10	6.5-8.5	4-6	2.5-3.5	0		
	8.5	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(b)(6)	10/25/2010
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points								

Recommended for Pay Change	Recommended for Award	Recommended For Reassignment Assistance to Improve Removal	<i>(Attach comments if desired.)</i>
Yes	Yes		
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
No	No		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

NAME - RATING OFFICIAL (b)(6)	DATE

SIGNATURE - RATING OFFICIAL (b)(6)	DATE	<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT
	10/26/10	

Group A061 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2009

TO
9/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

DATE

(b)(6)

9/20/10

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For Assistance to Improve

Reassignment Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

09/20/10

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A063 of 227

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10/01/09	TO 9/30/10																																																					
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)																																																								
INITIAL SUMMARY RATING																																																										
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>																																																										
Step 1. Rating Official			Step 2. Executive																																																							
<p style="text-align: center;">1. Key Programmatic Objectives</p> <table style="width: 100%; text-align: center;"> <tr> <td>Out-standing</td> <td>Excel-lent</td> <td>Meets Expectations</td> <td>Needs Improvement</td> <td>Unsatisfactory</td> </tr> <tr> <td>6</td> <td>4.5</td> <td>3</td> <td>1.5</td> <td>0</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5">POINT VALUE</td> </tr> <tr> <td colspan="5">4.5</td> </tr> </table>			Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory	6	4.5	3	1.5	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					4.5					<p style="text-align: center;">2. Key Leadership Attributes</p> <table style="width: 100%; text-align: center;"> <tr> <td>Out-standing</td> <td>Excel-lent</td> <td>Meets Expectations</td> <td>Needs Improvement</td> <td>Unsatisfactory</td> </tr> <tr> <td>4</td> <td>3</td> <td>2</td> <td>1</td> <td>0</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5">POINT VALUE</td> </tr> <tr> <td colspan="5">3</td> </tr> </table>			Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory	4	3	2	1	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					3					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>		
Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory																																																						
6	4.5	3	1.5	0																																																						
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																						
POINT VALUE																																																										
4.5																																																										
Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory																																																						
4	3	2	1	0																																																						
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																						
POINT VALUE																																																										
3																																																										
<p style="text-align: center;">Initial Summary Rating</p> <table style="width: 100%; text-align: center;"> <tr> <td>Out-standing</td> <td>Excel-lent</td> <td>Meets Expectations</td> <td>Needs Improvement</td> <td>Unsatisfactory</td> </tr> <tr> <td>9-10</td> <td>6.5-8.5</td> <td>4-5</td> <td>2.5-3.5</td> <td>0</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5">TOTAL POINTS</td> </tr> <tr> <td colspan="5">7.5</td> </tr> </table> <p>Add points from 1. and 2. above</p>			Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory	9-10	6.5-8.5	4-5	2.5-3.5	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	TOTAL POINTS					7.5					<p>SIGNATURE - EXECUTIVE (b)(6)</p> <p>DATE 11/17/10</p>																														
Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory																																																						
9-10	6.5-8.5	4-5	2.5-3.5	0																																																						
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																						
TOTAL POINTS																																																										
7.5																																																										
<p style="text-align: center;">Recommended for Pay Change</p> <table style="width: 100%; text-align: center;"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>		Yes	No	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p style="text-align: center;">Recommended for Award</p> <table style="width: 100%; text-align: center;"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>		Yes	No	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p style="text-align: center;">Recommended For Assistance to Improve</p> <table style="width: 100%; text-align: center;"> <tr> <td>Reassignment</td> <td>Assistance to Improve</td> <td>Removal</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>		Reassignment	Assistance to Improve	Removal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																							
Yes	No																																																									
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Reassignment	Assistance to Improve	Removal																																																								
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																								
NAME - RATING OFFICIAL (b)(6)			<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>																																																							
NAME - RATING OFFICIAL (b)(6)		DATE 11/17/10																																																								

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2009

TO

09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Officer/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improv-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improv-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

7

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improv-ment	Unsatis-factory
9-10	6.5-8.5	4.6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/21/2010

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - (b)(6)

DATE

10/21/10

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A064 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD FROM 10/1/09 TO 9/30/10

TO 9/30/10

NAME OF EXECUTIVE (b)(6)

ORGANIZATION (Office/Division) (b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

Step 2. Executive

1. Key Programmatic Objectives

2. Key Leadership Attributes

Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
6				

Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
4				

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	---	--	---	--

Add points from 1. and 2. above

TOTAL POINTS
10

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/8/2010

Recommended for Pay Change

Recommended for Award

Recommended For Assistance to Improve

Yes No

Yes No

Reassignment Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL (b)(6)

SIGNATURE (b)(6)

DATE
8 NOVEMBER 2010

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A065 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/1/09	TO 9/30/10
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)			
INITIAL SUMMARY RATING						
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>						
Step 1. Rating Official				Step 2. Executive		
1. Key Programmatic Objectives			2. Key Leadership Attributes			
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>
POINT VALUE 6			POINT VALUE 4			
				(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)		
Initial Summary Rating			Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>
Add points from 1. and 2. above			Unsatis-factory 0 <input type="checkbox"/>			
TOTAL POINTS 10			An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points			
Recommended for Pay Change		Recommended for Award		Recommended For		
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
NAME - RATING OFFICIAL (b)(6)				DATE 8 Nov 2010		
SIGNATURE (b)(6)				DATE 8 Nov 2010		
				(Attach comments if desired.)		
				<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW		
				<input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT		

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/1/2009	TO 9/30/2010
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive (Complete this step and return this performance appraisal to your supervisor within 5 workdays.)																														
<table border="1" style="width: 100%;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 4.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 3 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> <td style="text-align: center;">Out-standing 4 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 3 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 2 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 4.5</td> <td colspan="5" style="text-align: center;">POINT VALUE 3</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	POINT VALUE 4.5					POINT VALUE 3					<p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
1. Key Programmatic Objectives					2. Key Leadership Attributes																										
Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																						
POINT VALUE 4.5					POINT VALUE 3																										

Initial Summary Rating Add points from 1. and 2. above <table border="1" style="margin-left: auto; margin-right: auto;"> <tr><th style="text-align: center;">TOTAL POINTS</th></tr> <tr><td style="text-align: center;">7.5</td></tr> </table>	TOTAL POINTS	7.5	<table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 6.5-8.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 4.6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> </table> <p style="font-size: small;">An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4.6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	<table border="1" style="width: 100%;"> <tr> <td style="width: 80%;">SIGNATURE - EXECUTIVE (b)(6)</td> <td style="width: 20%;">DATE 11/23/10</td> </tr> </table>	SIGNATURE - EXECUTIVE (b)(6)	DATE 11/23/10
TOTAL POINTS											
7.5											
Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4.6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>							
SIGNATURE - EXECUTIVE (b)(6)	DATE 11/23/10										

Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>	(Attach comments if desired.)
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NAME - RATING OFFICIAL (b)(6)	<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT
SIGNA (b)(6)	DATE

Group A067 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	---	--	---	--

POINT VALUE
6

2. Key Leadership Attributes

Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	---	--	---	--

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
---	---	--	---	--

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/16/10

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For Assistance to Improve

Reassignment Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A068 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

09/30/10

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3.0				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
7.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

10/29/2010

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

DATE

10/29/2010

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A069 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10-1-09

TO
9/30/10

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
7.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

SIGNATURE - RATING OFFICIAL

DATE

I DO NOT REQUEST AN INDEPENDENT

Group A070 of 227

Group A071 of 227

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10/01/2009	TO 09/30/2010	
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)				
INITIAL SUMMARY RATING						
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>						
Step 1. Rating Official			Step 2. Executive			
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)	
Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>		SIGNATURE - EXECUTIVE (b)(6)
POINT VALUE 4.5		POINT VALUE 3			DATE 10/15/2010	
Initial Summary Rating		Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
Add points from 1. and 2. above		TOTAL POINTS 7.5			An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points	
Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Reassignment <input type="checkbox"/>		For Assistance to Improve <input type="checkbox"/>		Removal <input type="checkbox"/>
NAME - RATING OFFICIAL (b)(6)						
SIGNATURE (b)(6)			DATE 10/14/10			
(Attach comments if desired.)						
<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT						

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Accomplishments

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
7.5

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	8.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/3/10

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - R (b)(6)

SI (b)(6)

DATE

11/3/10

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A072 of 227

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM	TO
		10/1/09	9/30/10

NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive																																								
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 4.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 3 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improvment 1.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> <td style="text-align: center;">Out-standing 4 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 3 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 2 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">4.5</td> <td colspan="5" style="text-align: center;">4</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improvment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	POINT VALUE					POINT VALUE					4.5					4					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
1. Key Programmatic Objectives					2. Key Leadership Attributes																																				
Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improvment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																																
POINT VALUE					POINT VALUE																																				
4.5					4																																				

<p style="text-align: center;">Initial Summary Rating</p> <p>Add points from 1. and 2. above</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th style="text-align: center;">TOTAL POINTS</th> </tr> <tr> <td style="text-align: center;">8.5</td> </tr> </table>	TOTAL POINTS	8.5	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 6.5-8.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 4-6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">SIGNATURE - EXECUTIVE (b)(6)</td> <td style="width: 30%;">DATE 10/25/10</td> </tr> </table>	SIGNATURE - EXECUTIVE (b)(6)	DATE 10/25/10
TOTAL POINTS											
8.5											
Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>							
SIGNATURE - EXECUTIVE (b)(6)	DATE 10/25/10										

<p>Recommended for Pay Change</p> <p>Yes No</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/></p>	<p>Recommended for Award</p> <p>Yes No</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/></p>	<p>Recommended For</p> <p>Reassignment Assistance to improve Removal</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p>(Attach comments if desired.)</p>
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NAME - RATING OFFICIAL (b)(6)		
SIGNATURE - RATING OFFICIAL (b)(6)	DATE 10/25/10	<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT

Group A073 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4.5	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/28/10

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to improve Removal

(Attach comments if desired.)

- I REQUEST AN INDEPENDENT REVIEW
- I DO NOT REQUEST AN INDEPENDENT REVIEW

NAME - RATING OFFICIAL

(b)(6)

DATE
10/28/10

Group AD74 OT 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2009

TO
9/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6.0

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9.0

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

10/26/2010

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

SIGNATURE - RATING OFFICIAL

DATE

10/26/2010

I DO NOT REQUEST AN INDEPENDENT

Group A075 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2009

TO
9/30/2010

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6.0				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
2.0				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.0

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

10/28/2010

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For Assistance to Improve

Reassignment Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

SIGNATURE - RATING OFFICIAL

DATE
10/26/2010

I DO NOT REQUEST AN INDEPENDENT

Group A076 of 227

Group A07 / of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2009	TO 09/30/2010												
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)															
INITIAL SUMMARY RATING																		
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>																		
Step 1. Rating Official				Step 2. Executive														
1. Key Programmatic Objectives			2. Key Leadership Attributes															
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>												
POINT VALUE 6			POINT VALUE 3															
Initial Summary Rating				Out-standing 9-10 <input checked="" type="checkbox"/>			Excel-lent 6.5-8.5 <input type="checkbox"/>			Meets Expecta-tions 4-6 <input type="checkbox"/>			Needs Improve-ment 2.5-3.5 <input type="checkbox"/>			Unsatis-factory 0 <input type="checkbox"/>		
				TOTAL POINTS 9			An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points											
Recommended for Pay Change			Recommended for Award			Recommended For				(Attach comments if desired.)								
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>		Removal <input type="checkbox"/>									
NAME - RATING OFFICIAL (b)(6)												<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT						
SIGNATURE - RATING OFFICIAL (b)(6)						DATE 10/27/10												

Group A078 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2009	TO 09/30/2010			
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)						
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official				Step 2. Executive					
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)				
Outstanding 6 <input checked="" type="checkbox"/>	Excellent 4.5 <input type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>			Outstanding 4 <input type="checkbox"/>	Excellent 3 <input checked="" type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>
POINT VALUE 6		POINT VALUE 3			SIGNATURE - EXECUTIVE (b)(6)		DATE 11/2/10		
Initial Summary Rating Add points from 1. and 2. above TOTAL POINTS 9		Outstanding 9-10 <input checked="" type="checkbox"/>	Excellent 6.5-8.5 <input type="checkbox"/>	Meets Expectations 4.0 <input type="checkbox"/>					Needs Improvement 2.5-3.5 <input type="checkbox"/>
Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Reassignment Assistance to Improve Removal <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>			(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT				
NAME - RATING OFFICIAL (b)(6)				SIGNATURE - RATING OFFICIAL (b)(6)				DATE 11/3/10	

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
8	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/18/10

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Assistance to Improve

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

DATE

10/18/10

Group A079 of 227

Group A080 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2009	TO 09/30/2010																																			
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)																																							
INITIAL SUMMARY RATING																																									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>																																									
Step 1. Rating Official				Step 2. Executive																																					
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating (Return to Supervising Executive.)																																				
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing</td> <td style="text-align: center;">Excel-lent</td> <td style="text-align: center;">Meets Expectations</td> <td style="text-align: center;">Needs Improvement</td> <td style="text-align: center;">Unsatisfactory</td> </tr> <tr> <td style="text-align: center;">5</td> <td style="text-align: center;">4.5</td> <td style="text-align: center;">3</td> <td style="text-align: center;">1.5</td> <td style="text-align: center;">0</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 4.5</td> </tr> </table>	Out-standing	Excel-lent	Meets Expectations	Needs Improvement			Unsatisfactory	5	4.5	3	1.5	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE 4.5					<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing</td> <td style="text-align: center;">Excel-lent</td> <td style="text-align: center;">Meets Expectations</td> <td style="text-align: center;">Needs Improvement</td> <td style="text-align: center;">Unsatisfactory</td> </tr> <tr> <td style="text-align: center;">4</td> <td style="text-align: center;">3</td> <td style="text-align: center;">2</td> <td style="text-align: center;">1</td> <td style="text-align: center;">0</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 3</td> </tr> </table>	Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory	4	3	2	1	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE 3		
Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory																																					
5	4.5	3	1.5	0																																					
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
POINT VALUE 4.5																																									
Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory																																					
4	3	2	1	0																																					
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
POINT VALUE 3																																									
Initial Summary Rating		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing</td> <td style="text-align: center;">Excel-lent</td> <td style="text-align: center;">Meets Expectations</td> <td style="text-align: center;">Needs Improvement</td> <td style="text-align: center;">Unsatisfactory</td> </tr> <tr> <td style="text-align: center;">8-10</td> <td style="text-align: center;">6.5-8.5</td> <td style="text-align: center;">4-6</td> <td style="text-align: center;">2.5-3.5</td> <td style="text-align: center;">0</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>			Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory	8-10	6.5-8.5	4-6	2.5-3.5	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6)																					
Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory																																					
8-10	6.5-8.5	4-6	2.5-3.5	0																																					
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
Add points from 1. and 2. above <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">TOTAL POINTS 7.5</td> </tr> </table>		TOTAL POINTS 7.5	An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points.			DATE 10/26/10																																			
TOTAL POINTS 7.5																																									
Recommended for Pay Change	Recommended for Award	Recommended For			(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT																																				
Yes No	Yes No	Reassignment	Assistance to Inquire	(Retire)																																					
<input checked="" type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
NAME - RATING OFFICIAL (b)(6)		NAME - RATING OFFICIAL (b)(6)			DATE 10/27/10																																				

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6.0				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3.0				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9.0

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/27/2010

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10/25/2010

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A081 of 227

Group A082 of 227

ANNUAL SUMMARY RATING AND SIGNATURES					RATING PERIOD	FROM 10/1/09	TO 09/30/10				
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)								
INITIAL SUMMARY RATING											
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>											
Step 1. Rating Official					Step 2. Executive						
1. Key Programmatic Objectives					2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)			
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>				
POINT VALUE 6					POINT VALUE 9						
Initial Summary Rating					Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 8.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-8 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6)	DATE 11/8/10
Add points from 1. and 2. above					TOTAL POINTS 9			An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points			
Recommended for Pay Change		Recommended for Award		Recommended For			(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT Review				
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>					
NAME - RATING OFFICIAL (b)(6)											
SI (b)(6)											

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM	TO
		10/01/2009	09/30/2010

NAME OF EXECUTIVE	ORGANIZATION (Office/Division)
(b)(6)	(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Accomplishments and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive (Complete this step and return this performance appraisal to your supervisor within 5 workdays.)																																								
<table border="1" style="width: 100%;"> <tr> <th colspan="5">1. Key Programmatic Accomplishments</th> <th colspan="5">2. Executive Core Qualifications</th> </tr> <tr> <td style="text-align: center;">Out-standing 6</td> <td style="text-align: center;">Excel-lent 4.5</td> <td style="text-align: center;">Meets Expecta-tions 3</td> <td style="text-align: center;">Needs Improve-ment 1.5</td> <td style="text-align: center;">Unsat-isfactory 0</td> <td style="text-align: center;">Out-standing 4</td> <td style="text-align: center;">Excel-lent 3</td> <td style="text-align: center;">Meets Expecta-tions 2</td> <td style="text-align: center;">Needs Improve-ment 1</td> <td style="text-align: center;">Unsat-isfactory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 6</td> <td colspan="5" style="text-align: center;">POINT VALUE 3</td> </tr> </table>	1. Key Programmatic Accomplishments					2. Executive Core Qualifications					Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsat-isfactory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsat-isfactory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE 6					POINT VALUE 3					<p>I have reviewed and discussed my performance-appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
1. Key Programmatic Accomplishments					2. Executive Core Qualifications																																				
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsat-isfactory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsat-isfactory 0																																
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																
POINT VALUE 6					POINT VALUE 3																																				

Initial Summary Rating	<table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5</td> <td style="text-align: center;">Unsat-isfactory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsat-isfactory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">SIGNATURE - EXECUTIVE</td> <td style="text-align: center;">DATE</td> </tr> <tr> <td style="height: 100px; vertical-align: bottom;">(b)(6)</td> <td style="vertical-align: bottom;">(b)(6)</td> </tr> </table>	SIGNATURE - EXECUTIVE	DATE	(b)(6)	(b)(6)
Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsat-isfactory 0												
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												
SIGNATURE - EXECUTIVE	DATE															
(b)(6)	(b)(6)															
<table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">Initial Summary Rating</td> <td style="text-align: center;">TOTAL POINTS</td> </tr> <tr> <td style="text-align: center;">Add points from 1. and 2. above</td> <td style="text-align: center;">9</td> </tr> </table>	Initial Summary Rating	TOTAL POINTS	Add points from 1. and 2. above	9												
Initial Summary Rating	TOTAL POINTS															
Add points from 1. and 2. above	9															

Recommended for Pay Change	Recommended for Award	Recommended for Assistance to Improve
Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Resignment <input type="checkbox"/> Assistance to improve <input type="checkbox"/> Removal <input type="checkbox"/>

NAME - RATING OFFICIAL	
(b)(6)	
Sig: (b)(6)	DATE 10/1/10

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A083 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2009

TO
09/30/2010

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6.0

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9.0

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

(b)(6)

DATE

10/27/10

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

SIGNATURE

DATE

10/28/10

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

FOIA/PA-2014-00147 RESPONSE

**"Annual Summary Ratings and Signatures" Pages
(From NRC Form 351, Senior Executive Service Performance Plan and Appraisal)**

**Executives in Position Groups A and B
FY 2011 SES Performance Appraisal Cycle**

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2010

TO
09/30/2011

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

Step 2. Executive

1. Key Programmatic Objectives

2. Key Leadership Attributes

Outstanding	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

Outstanding	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Outstanding	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
6-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

(b)(6)

DATE

12-5-2011

Recommended for Pay Change

Recommended for Award

Recommended For

Yes No

Yes No

Reassignment Assistance to Improve Removal

N/A

<input checked="" type="checkbox"/>	<input type="checkbox"/>
-------------------------------------	--------------------------

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------

(Attach comments if desired.)

Independent Review

NAME OF RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

12/8/11

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A086 of 227

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10/01/2010	TO 09/30/2011				
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)							
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official			Step 2. Executive						
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)				
Outstanding 6 <input checked="" type="checkbox"/>	Excellent 4.5 <input type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>		Outstanding 4 <input checked="" type="checkbox"/>	Excellent 3 <input type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>
POINT VALUE 6		POINT VALUE 4			SIGNATURE - EXECUTIVE (b)(6)	DATE 11/3/11			
Initial Summary Rating Add points from 1. and 2. above TOTAL POINTS 10		Outstanding 9-10 <input checked="" type="checkbox"/>	Excellent 6.5-8.5 <input type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>			Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points
Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Assistance to Improve Reassignment <input type="checkbox"/> Removal <input type="checkbox"/>			(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT				
NAME - RATING OFFICIAL (b)(6)		DATE 11-2-11							

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2010

TO
09/30/2010

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

Step 2. Executive

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/4/11

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

11/4/11

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A088 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2010

TO
9/30/2011

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
0	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/2/11

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For Assistance to Improve

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

11-2-11

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A009 01 221

Group AD90 01 221

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10/01/2010	TO 09/30/2011																																																					
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)																																																								
INITIAL SUMMARY RATING																																																										
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1. Key Programmatic Objectives <table style="width: 100%; text-align: center;"> <tr> <td>Out-standing</td> <td>Excel-lent</td> <td>Meets Expecta-tions</td> <td>Needs Improve-ment</td> <td>Unsatis-factory</td> </tr> <tr> <td>6</td> <td>4.5</td> <td>3</td> <td>1.5</td> <td>0</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5">POINT VALUE</td> </tr> <tr> <td colspan="5">6.0</td> </tr> </table>			Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	6	4.5	3	1.5	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					6.0					2. Key Leadership Attributes <table style="width: 100%; text-align: center;"> <tr> <td>Out-standing</td> <td>Excel-lent</td> <td>Meets Expecta-tions</td> <td>Needs Improve-ment</td> <td>Unsatis-factory</td> </tr> <tr> <td>4</td> <td>3</td> <td>2</td> <td>1</td> <td>0</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5">POINT VALUE</td> </tr> <tr> <td colspan="5">4.0</td> </tr> </table>			Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	4	3	2	1	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					4.0					(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)		
Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory																																																						
6	4.5	3	1.5	0																																																						
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																						
POINT VALUE																																																										
6.0																																																										
Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory																																																						
4	3	2	1	0																																																						
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																						
POINT VALUE																																																										
4.0																																																										
Initial Summary Rating Add points from 1. and 2. above <table style="width: 100%; text-align: center;"> <tr> <td>TOTAL POINTS</td> </tr> <tr> <td>10.0</td> </tr> </table>			TOTAL POINTS	10.0	<table style="width: 100%; text-align: center;"> <tr> <td>Out-standing</td> <td>Excel-lent</td> <td>Meets Expecta-tions</td> <td>Needs Improve-ment</td> <td>Unsatis-factory</td> </tr> <tr> <td>9-10</td> <td>6.5-8.5</td> <td>4-6</td> <td>2.5-3.5</td> <td>0</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points			Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	9-10	6.5-8.5	4-6	2.5-3.5	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6) DATE 10-26-11																																			
TOTAL POINTS																																																										
10.0																																																										
Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory																																																						
9-10	6.5-8.5	4-6	2.5-3.5	0																																																						
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																						
Recommended for Pay Change Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>		Recommended for Award Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>		Recommended For Reassignment Assistance to Improve Removal <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW																																																				
NAME - RATING OFFICIAL (b)(6)																																																										
SIGNATURE (b)(6)				DATE 10/26/11																																																						

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM 10/01/10

TO 09/30/11

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Outstanding	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
5	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

2

2. Key Leadership Attributes

Outstanding	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Outstanding	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
5	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/28/11

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment As a means to improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

DATE

10/21/11

Group A091 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2010

TO
9/30/2011

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6.0

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9.0

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
8-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/24/11

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For Assistance to Improve

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/24/11

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A092 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/10

TO
09/30/11

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	8.5-8.5	4-8	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/26/11

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

11/26/11

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A093 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD FROM 10/01/2010	TO 09/30/2011
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)			
INITIAL SUMMARY RATING					
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>					
Step 1. Rating Official			Step 2. Executive		
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)
Outstanding 6 <input checked="" type="checkbox"/>	Excellent 4.5 <input type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	
POINT VALUE 6		POINT VALUE 3			Outstanding 9-10 <input checked="" type="checkbox"/>
Add points from 1. and 2. above TOTAL POINTS 9		Excellent 6.5-8.5 <input type="checkbox"/>			
Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Needs Improvement 2.5-3.5 <input type="checkbox"/>		Unsatisfactory 0 <input type="checkbox"/>	
		Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points	
Recommended For Reassignment <input type="checkbox"/>		Recommended For Assistance to Improve <input type="checkbox"/>		Recommended For Removal <input type="checkbox"/>	
NAME - RATING OFFICIAL (b)(6)				(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT	
SIGNATURE - RATING OFFICIAL (b)(6)			DATE 10/25/11		

Group A095 of 227

ANNUAL SUMMARY RATING AND SIGNATURES		RATING PERIOD	FROM 10/01/2010	TO 09/30/2011				
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)						
INITIAL SUMMARY RATING								
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>								
Step 1. Rating Official			Step 2. Executive					
1. Key Programmatic Objectives		2. Key Leadership Attributes						
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expectations - 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>			
POINT VALUE 6		POINT VALUE 3						
Initial Summary Rating		Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6)	DATE 10/25/11
Add points from 1. and 2. above		TOTAL POINTS 9			An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points			
Recommended for Pay Change		Recommended for Award		Recommended For			<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>	
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to improve <input type="checkbox"/>	Removal <input type="checkbox"/>		
NAME - RATING OFFICIAL (b)(6)								
SIGNATURE - R (b)(6)			DATE 10/25/11					

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

09/30/2011

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Executive Core Qualifications

Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing 9-10	Excel-lent 8.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/27/11

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for Assistance to Improve

Reassignment Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

10/27/11

Group A096 of 227

Group A097 of 227

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10/01/2010	TO 09/30/2011
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)			
INITIAL SUMMARY RATING					
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>					
Step 1. Rating Official			Step 2. Executive		
1. Key Programmatic Objectives Outstanding 6 <input checked="" type="checkbox"/> Excellent 4.5 <input type="checkbox"/> Meets Expectations 3 <input type="checkbox"/> Needs Improvement 1.5 <input type="checkbox"/> Unsatisfactory 0 <input type="checkbox"/> POINT VALUE 6		2. Key Leadership Attributes Outstanding 4 <input type="checkbox"/> Excellent 3 <input checked="" type="checkbox"/> Meets Expectations 2 <input type="checkbox"/> Needs Improvement 1 <input type="checkbox"/> Unsatisfactory 0 <input type="checkbox"/> POINT VALUE 3		(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)	
Initial Summary Rating Add points from 1. and 2. above TOTAL POINTS 9		Outstanding 9-10 <input checked="" type="checkbox"/> Excellent 6.5-8.5 <input type="checkbox"/> Meets Expectations 4-6 <input type="checkbox"/> Needs Improvement 2.5-3.5 <input type="checkbox"/> Unsatisfactory 0 <input type="checkbox"/> An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points.	SIGNATURE - EXECUTIVE (b)(6)		DATE 10/25/2011
Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>		(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT	
NAME - RATING OFFICIAL (b)(6)					
SIGNATURE (b)(6)		DATE 10/25/11			

RECEIVED OCT 31 2011

Group A098 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2010	TO 09/30/2011
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)			
INITIAL SUMMARY RATING						
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>						
Step 1. Rating Official				Step 2. Executive		
1. Key Programmatic Objectives			2. Key Leadership Attributes			
Out-standing 8 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>
POINT VALUE 6			POINT VALUE 3			
			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)			
			I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)			
Initial Summary Rating			Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 8.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-8 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>
Add points from 1. and 2. above			An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points			
TOTAL POINTS 9			SIGNATURE - EXECUTIVE (b)(6)		DATE 6 10/24/2011	
Recommended for Pay Change		Recommended for Award		Recommended For		
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
NAME - RATING OFFICIAL (b)(6)				(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT		
SIGNATURE - RATING OFFICIAL (b)(6)			DATE 10/25/11			

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/01/2010	TO 09/30/2011
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive (Complete this step and return this performance appraisal to your supervisor within 5 workdays.)																															
<p style="text-align: center;">1. Key Programmatic Objectives</p> <table style="width:100%; text-align: center;"> <tr> <td>Out-standing 6</td> <td>Excel-lent 4.5</td> <td>Meets Expecta-tions 3</td> <td>Needs Improve-ment 1.5</td> <td>Unsatis-factory 0</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5">POINT VALUE 4.5</td> </tr> </table>	Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE 4.5					<p style="text-align: center;">2. Key Leadership Attributes</p> <table style="width:100%; text-align: center;"> <tr> <td>Out-standing 4</td> <td>Excel-lent 3</td> <td>Meets Expecta-tions 2</td> <td>Needs Improve-ment 1</td> <td>Unsatis-factory 0</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5">POINT VALUE 4</td> </tr> </table>	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE 4					<p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0																												
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																												
POINT VALUE 4.5																																
Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0																												
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																												
POINT VALUE 4																																

<p>Initial Summary Rating</p> <p>Add points from 1. and 2. above</p> <table style="width:100%; text-align: center;"> <tr> <td>TOTAL POINTS</td> </tr> <tr> <td>8.5</td> </tr> </table>	TOTAL POINTS	8.5	<table style="width:100%; text-align: center;"> <tr> <td>Out-standing 9-10</td> <td>Excel-lent 8.5-8.5</td> <td>Meets Expecta-tions 4-6</td> <td>Needs Improve-ment 2.5-3.5</td> <td>Unsatis-factory 0</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10	Excel-lent 8.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6)	DATE 11/9/2011
TOTAL POINTS															
8.5															
Out-standing 9-10	Excel-lent 8.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0											
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>											

<p>Recommended for Pay Change</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A</p>	<p>Recommended for Award</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p>Recommended For</p> <p>Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/></p>	<p>(Attach comments if desired.)</p>
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NAME - RATING OFFICIAL (b)(6)		DATE 12/9/11	<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT
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Group A099 of 227

Group A100 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/1/10	TO 09/30/11
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)			
INITIAL SUMMARY RATING						
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>						
Step 1. Rating Official				Step 2. Executive		
1. Key Programmatic Objectives			2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)
Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	
POINT VALUE 4.5			POINT VALUE 4			SIGNATURE - EXECUTIVE (b)(6) DATE 10/2/11
Initial Summary Rating			Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	
Add points from 1. and 2. above			TOTAL POINTS 8.5			(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT
Recommended for Pay Change		Recommended for Award		Recommended For		
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
(b)(6)			(b)(6)			DATE 10/2/11
(b)(6)			(b)(6)			

Group A101 of 227

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10/01/2010	TO 09/30/2011																										
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)																													
INITIAL SUMMARY RATING																															
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>																															
Step 1. Rating Official			Step 2. Executive																												
1. Key Programmatic Objectives		2. Key Leadership Attributes			<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>																										
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 6 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 4.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 3 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">4.5</td> </tr> </table>	Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>		Unsatis-factory 0 <input type="checkbox"/>	POINT VALUE					4.5					<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 4 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 3 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 2 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">4</td> </tr> </table>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	POINT VALUE					4			
Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																											
POINT VALUE																															
4.5																															
Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																											
POINT VALUE																															
4																															
Initial Summary Rating		Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																									
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">TOTAL POINTS</td> </tr> <tr> <td style="text-align: center;">8.5</td> </tr> </table>		TOTAL POINTS	8.5	<p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>			<p>SIGNATURE - EXECUTIVE (b)(6)</p>	<p>DATE 10/27/11</p>																							
TOTAL POINTS																															
8.5																															
<p>Recommended for Pay Change</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p>Recommended for Award</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p>Recommended For</p> <p>Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/></p>			<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>																										
NAME - RATING OFFICIAL (b)(6)		SIGNATURE (b)(6)				DATE 10/22/11																									

Group A102 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/1/2010	TO 9/30/2011			
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)						
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official				Step 2. Executive					
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)				
Outstanding 6 <input type="checkbox"/>	Excellent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>			Outstanding 4 <input checked="" type="checkbox"/>	Excellent 3 <input type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>
POINT VALUE 4.5		POINT VALUE 4			SIGNATURE - EXECUTIVE (b)(6)		DATE 10/25/11		
Initial Summary Rating Add points from 1. and 2. above TOTAL POINTS 8.5		Outstanding 9-10 <input type="checkbox"/>	Excellent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>			
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points									
Recommended for Pay Change Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	Recommended for Award Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	Recommended For Assistance to Improve Reassignment For Assistance to Improve Removal <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>			(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW				
NAME - RATING OFFICIAL (b)(6)				DATE 10/25/11					
SIGNATURE (b)(6)									

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD: FROM 10/1/2010 TO 9/30/11

NAME OF EXECUTIVE:

(b)(6)

ORGANIZATION (office/division):

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Obj. standing	Exec. Eval	Goals Exceeded	Probs. Resolved	Unsat. Factory
4	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				

2. Key Leadership Attributes

Self-standing	Exec. Eval	Goals Exceeded	Probs. Resolved	Unsat. Factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS: 8.5

Self-standing	Exec. Eval	Goals Exceeded	Probs. Resolved	Unsat. Factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assigment to Ingrave Removal

NAME: RATING OFFICIAL:

(b)(6)

SIGNATURE: RATING OFFICIAL:

DATE:

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 work-days.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

SIGNATURE: Executive:

DATE:

(b)(6)

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW.

I DO NOT REQUEST AN INDEPENDENT

ANNUAL SUMMARY RATING AND SIGNATURES		RATING PERIOD	FROM 10/1/2010	TO 9/30/2011
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official					Step 2. Executive					
1. Key Programmatic Objectives					2. Key Leadership Attributes					(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsats-actory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsats-actory 0 <input type="checkbox"/>	
POINT VALUE 6					POINT VALUE 4					

Initial Summary Rating		Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsats-actory 0 <input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6)	DATE 2/22/11	
Add points from 1. and 2. above	TOTAL POINTS 10	An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points							

Recommended for Pay Change	Recommended for Award	Recommended For	(Attach comments if desired.)		
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>			

NAME - RATING OFFICIAL (b)(6)	DATE 12/22/11
SIG (b)(6)	

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A104 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/10

TO
9/30/11

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE EXECUTIVE

DATE

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

SIGNATURE - RATING OFFICIAL

DATE

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A105 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2010

TO
9/30/2011

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
8	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/2/2011

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For Assistance to Improve

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/31/2011

				PERIOD	10/1/10	9/30/11
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)			
INITIAL SUMMARY RATING						
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>						
Step 1. Rating Official				Step 2. Executive		
1. Key Programmatic Objectives			2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	
POINT VALUE 6			POINT VALUE 4			
Initial Summary Rating			Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>
Add points from 1. and 2. above			TOTAL POINTS 10			An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points
Recommended for Pay Change		Recommended for Award		Recommended For		
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
NAME - RATING OFFICIAL (b)(6)				(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT		
SIGNATURE (b)(6)						
				DATE 10/29/2011		

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM	TO			
NAME OF EXECUTIVE			ORGANIZATION (Office/Division)						
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official				Step 2. Executive					
1. Key Programmatic Objectives			2. Key Leadership Attributes				(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)		
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>		Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>
POINT VALUE 6			POINT VALUE 4						
Initial Summary Rating			Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>		
Add points from 1. and 2. above			TOTAL POINTS 10			SIGNATURE - EXECUTIVE (b)(6)		DATE 12/5/11	
Recommended for Pay Change		Recommended for Award		Recommended For Assistance to Improve			(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT		
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>			
NAME - RATING OFFICIAL (b)(6)		NAME - RATING OFFICIAL (b)(6)		NAME - RATING OFFICIAL (b)(6)					
NAME - RATING OFFICIAL (b)(6)				DATE 12/9/11					

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM	TO
		(b)(6)	09/30/2011

NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive (Complete this step and return this performance appraisal to your supervisor within 5 workdays.)																																																												
<table border="1" style="width: 100%;"> <tr> <th colspan="5">1. Key Programmatic Objectives</th> <th colspan="5">2. Executive Core Qualifications</th> </tr> <tr> <td>Out-standing</td> <td>Excellent</td> <td>Meets Expectations</td> <td>Needs Improvement</td> <td>Unsatisfactory</td> <td>Out-standing</td> <td>Excellent</td> <td>Meets Expectations</td> <td>Needs Improvement</td> <td>Unsatisfactory</td> </tr> <tr> <td>6</td> <td>4.5</td> <td>3</td> <td>1.5</td> <td>0</td> <td>4</td> <td>3</td> <td>2</td> <td>1</td> <td>0</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">6</td> <td colspan="5" style="text-align: center;">4</td> </tr> </table>	1. Key Programmatic Objectives					2. Executive Core Qualifications					Out-standing	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory	Out-standing	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory	6	4.5	3	1.5	0	4	3	2	1	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					POINT VALUE					6					4					<p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
1. Key Programmatic Objectives					2. Executive Core Qualifications																																																								
Out-standing	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory	Out-standing	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory																																																				
6	4.5	3	1.5	0	4	3	2	1	0																																																				
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																				
POINT VALUE					POINT VALUE																																																								
6					4																																																								

<p style="text-align: center;">Initial Summary Rating</p> <p>Add points from 1. and 2. above</p>	<table border="1"> <tr> <td style="text-align: center;">TOTAL POINTS</td> </tr> <tr> <td style="text-align: center;">10</td> </tr> </table>	TOTAL POINTS	10	<table border="1"> <tr> <td>Out-standing</td> <td>Excellent</td> <td>Meets Expectations</td> <td>Needs Improvement</td> <td>Unsatisfactory</td> </tr> <tr> <td>9-10</td> <td>6.5-8.5</td> <td>4-6</td> <td>2.5-3.5</td> <td>0</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory	9-10	6.5-8.5	4-6	2.5-3.5	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>SIGNATURE - EXECUTIVE</p> <p>(b)(6)</p>	<p>DATE</p> <p>10/31/2011</p>
TOTAL POINTS																					
10																					
Out-standing	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory																	
9-10	6.5-8.5	4-6	2.5-3.5	0																	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																	

<p style="text-align: center;">Recommended for Pay Change</p> <p>Yes No</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/></p>	<p style="text-align: center;">Recommended for Award</p> <p>Yes No</p> <p><input checked="" type="checkbox"/> <input type="checkbox"/></p>	<p style="text-align: center;">Recommended for Assistance to Improve</p> <p>Reassignment Removal</p> <p><input type="checkbox"/> <input type="checkbox"/></p>	<p style="text-align: center;">(Attach comments if desired.)</p>
--	---	--	---

<p>NAME - RATING OFFICIAL</p> <p>(b)(6)</p>	<p>DATE</p> <p>10/31/2011</p>
<p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW</p>	

Group A109 of 227

P. 04

62:51 1102-28-100

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10/1/2010	TO 9/30/2011																																											
NAME OF EXECUTIVE <small>(b)(6)</small>		ORGANIZATION (Office/Division) <small>(b)(6)</small>																																														
INITIAL SUMMARY RATING																																																
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>																																																
Step 1. Rating Official			Step 2. Executive																																													
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Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0																																												
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NAME - RATING OFFICIAL <small>(b)(6)</small>																																																
SIGNATURE - RATING OFFICIAL <small>(b)(6)</small>				DATE 09/21/11																																												

Group A110 of 227

Group A111 of 227

ANNUAL SUMMARY RATING AND SIGNATURES										RATING PERIOD		FROM	TO				
												10/1/10	09/30/11				
NAME OF EXECUTIVE					ORGANIZATION (Office/Division)												
(b)(6)					(b)(6)												
INITIAL SUMMARY RATING																	
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Step 1. Rating Official										Step 2. Executive							
1. Key Programmatic Objectives					2. Key Leadership Attributes					(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)							
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsalis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsalis-factory 0								
<input checked="" type="checkbox"/>						<input checked="" type="checkbox"/>											
POINT VALUE					POINT VALUE												
6					3												
Initial Summary Rating					Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-5	Needs Improve-ment 2.5-3.5	Unsalis-factory 0	SIGNATURE - EXECUTIVE		DATE					
					<input checked="" type="checkbox"/>					(b)(6)		12/2/11					
Add points from 1. and 2. above			TOTAL POINTS 9		An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points												
Recommended for Pay Change		Recommended for Award			Recommended For			(Attach comments if desired.)									
Yes	No	Yes	No	Reassignment	Assistance to Improve	Removal											
	N/A		<input checked="" type="checkbox"/>														
NAME - RATING OFFICIAL																	
(b)(6)										<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW							
(b)(6)										DATE		<input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW					
										12/9/11							

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10/01/10	TO 09/30/11																														
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)																																	
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SIGNATURE - RATING OFFICIAL (b)(6)		DATE 10/24/2011																																	

Group A113 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2010	TO 09/30/2011
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)			
INITIAL SUMMARY RATING						
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Step 1. Rating Official				Step 2. Executive		
1. Key Programmatic Objectives			2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)
Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	
POINT VALUE 6			POINT VALUE 3			SIGNATURE - EXECUTIVE (b)(6) DATE 11/2/11
Initial Summary Rating		Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.6 <input type="checkbox"/>	
Add points from 1. and 2. above		TOTAL POINTS 9		An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points		
Recommended for Pay Change		Recommended for Award		Recommended For Assistance to Improve		
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
NAME - RATING OFFICIAL (b)(6)			(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT			
SIGNATURE - RATING OFFICIAL (b)(6)						

Group A114 of 227

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM: 10/01/10	TO 09/30/11																																											
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)																																														
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Out-standing 6	Excel-lent 4.5	Meets Expectations 3	Needs Improvement 1.5	Unsatisfactory 0																																												
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NAME - RATING OFFICIAL (b)(6)																																																
				DATE 10/27/11																																												

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM 10/01/2010

TO 09/30/2011

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
8	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive)

Initial Summary Rating

Out-standing	Excellent	Meets Expectations	Needs Improvement	Unsatisfactory
9-10	8.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS

9

Add points from 1. and 2. above

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/25/2011

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

SIGNATURE - RATING OFFICIAL

DATE
10/31/2011

I DO NOT REQUEST AN INDEPENDENT

Group A115 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

09/30/2011

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/25/2011

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for Assistance to Improve

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10/25/11

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A117 of 227

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM 10/01/2010	TO 09/30/2011				
NAME OF EXECUTIVE <div style="border: 1px solid black; padding: 2px;">(b)(6)</div>		ORGANIZATION (Office/Division) <div style="border: 1px solid black; padding: 2px;">(b)(6)</div>							
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official			Step 2. Executive						
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)				
Outstanding 6 <input type="checkbox"/>	Excel- lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta- tions 3 <input type="checkbox"/>	Needs Improve- ment 1.5 <input type="checkbox"/>	Unsatis- factory 0 <input type="checkbox"/>		Outstanding 4 <input checked="" type="checkbox"/>	Excel- lent 3 <input type="checkbox"/>	Meets Expecta- tions 2 <input type="checkbox"/>	Needs Improve- ment 1 <input type="checkbox"/>
POINT VALUE 4.5		POINT VALUE 4			SIGNATURE - EXECUTIVE <div style="border: 1px solid black; padding: 2px;">(b)(6)</div>	DATE 12/5/11			
Initial Summary Rating Add points from 1. and 2. above TOTAL POINTS 8.5		Outstanding 9-10 <input type="checkbox"/>					An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points		
Recommended for Pay Change Yes No <input type="checkbox"/> <i>N/A</i> <input type="checkbox"/>		Recommended for Award Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>		Recommended For Reassignment Assistance to Improve Removal <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT			
NAME - RATING OFFICIAL <div style="border: 1px solid black; padding: 2px;">(b)(6)</div>									
SIGNATURE <div style="border: 1px solid black; padding: 2px;">(b)(6)</div>				DATE 12/4/11					

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2010

TO
09/30/2011

NAME OF EXECUTIVE
(b)(6)

ORGANIZATION (Office/Division)
(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
5	4.5	3	2.5	2
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	8.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TOTAL POINTS				
8.5				

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A119 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM (b)(6)	TO 09/30/11																																					
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)																																									
INITIAL SUMMARY RATING																																											
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>																																											
Step 1. Rating Official				Step 2. Executive																																							
1. Key Programmatic Objectives		2. Key Leadership Attributes			<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>																																						
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 6</td> <td style="text-align: center;">Excel-lent 4.5</td> <td style="text-align: center;">Meets Expecta-tions 3</td> <td style="text-align: center;">Needs Improve-ment 1.5</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">4.5</td> </tr> </table>	Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5			Unsatis-factory 0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					4.5					<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 4</td> <td style="text-align: center;">Excel-lent 3</td> <td style="text-align: center;">Meets Expecta-tions 2</td> <td style="text-align: center;">Needs Improve-ment 1</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">4</td> </tr> </table>	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					4				
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0																																							
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																							
POINT VALUE																																											
4.5																																											
Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0																																							
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																							
POINT VALUE																																											
4																																											
Initial Summary Rating		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2" style="text-align: center;">TOTAL POINTS</td> </tr> <tr> <td colspan="2" style="text-align: center;">8.5</td> </tr> </table> <p>Add points from 1. and 2. above</p>	TOTAL POINTS		8.5		SIGNATURE - EXECUTIVE (b)(6)	DATE 11/01/11																								
Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0																																							
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																							
TOTAL POINTS																																											
8.5																																											
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2" style="text-align: center;">Recommended for Pay Change</td> <td colspan="2" style="text-align: center;">Recommended for Award</td> <td colspan="2" style="text-align: center;">Recommended For Assistance to Improve</td> </tr> <tr> <td style="text-align: center;">Yes</td> <td style="text-align: center;">No</td> <td style="text-align: center;">Yes</td> <td style="text-align: center;">No</td> <td style="text-align: center;">Reassignment</td> <td style="text-align: center;">Removal</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	Recommended for Pay Change		Recommended for Award		Recommended For Assistance to Improve		Yes	No	Yes	No	Reassignment	Removal	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>(Attach comments if desired.)</i>																								
Recommended for Pay Change		Recommended for Award		Recommended For Assistance to Improve																																							
Yes	No	Yes	No	Reassignment	Removal																																						
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																						
NAME - RATING OFFICIAL (b)(6)						<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW																																					
SIG (b)(6)				DATE 11/01/11		<input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT																																					

Group A120 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2010	TO 09/30/2011
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)			
INITIAL SUMMARY RATING						
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>						
Step 1. Rating Official				Step 2. Executive		
1. Key Programmatic Objectives			2. Key Leadership Attributes			
Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>
POINT VALUE 4.5			POINT VALUE 4			
Initial Summary Rating			Out-standing 9-10 <input type="checkbox"/>		Excel-lent 8.5-8.5 <input checked="" type="checkbox"/>	
Add points from 1. and 2. above			Meets Expectations 4-6 <input type="checkbox"/>		Needs Improvement 2.5-3.5 <input type="checkbox"/>	
TOTAL POINTS 8.5			Unsatisfactory 0 <input type="checkbox"/>			
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points						
Recommended for Pay Change			Recommended for Award		Recommended For Assistance to Improve	
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		Reassignment <input type="checkbox"/>
			Removal <input type="checkbox"/>		Removal <input type="checkbox"/>	
NAME - RATING OFFICIAL (b)(6)				(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT		
SIGNATURE (b)(6)			DATE 11/4/11			

Group A121 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/1/10	TO 9/30/11			
NAME OF EXECUTIVE (b)(6) [Redacted]			ORGANIZATION (Office/Division) (b)(6) [Redacted]						
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official				Step 2. Executive					
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)				
Outstanding 6 <input type="checkbox"/>	Excellent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>			Outstanding 4 <input checked="" type="checkbox"/>	Excellent 3 <input type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>
POINT VALUE 4.5		POINT VALUE 4			SIGNATURE - EXECUTIVE		DATE		
Initial Summary Rating Add points from 1. and 2. above TOTAL POINTS 8.5		Outstanding 9-10 <input type="checkbox"/>	Excellent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	(b)(6) [Redacted]	10/27/2011	
Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Recommended For Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>			(Attach comments if desired.)		
NAME - RATING OFFICIAL (b)(6) [Redacted]							<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW		
SIGNATURE (b)(6) [Redacted]				DATE 11/11/11		<input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW			

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2010

TO
09/30/2011

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
9-10	6.5-8.5	4-8	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/25/2011

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

DATE

10/26/2011

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A122 of 227

Group A123 of 227

ANNUAL SUMMARY RATING AND SIGNATURES			RATING PERIOD	FROM (b)(6)	TO 10/31/2011				
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)							
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official			Step 2. Executive						
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)				
Outstanding 6 <input type="checkbox"/>	Excellent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>		Outstanding 4 <input checked="" type="checkbox"/>	Excellent 3 <input type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>
POINT VALUE 4.5		POINT VALUE 4.0			SIGNATURE - EXECUTIVE (b)(6)				
Initial Summary Rating Add points from 1. and 2. above TOTAL POINTS 8.5		Outstanding 9-10 <input type="checkbox"/>	Excellent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>		Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	DATE 11/3/11	
Recommended for Pay Change Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>		Recommended for Award Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>		Recommended For Assistance to Improve Reassignment Remove <input type="checkbox"/> <input type="checkbox"/>		(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT			
NAME - RATING OFFICIAL (b)(6)		SIGNATURE - RATING OFFICIAL (b)(6)		DATE 11/3/11					

Overall Rating for Element II
Key Leadership Attributes:

S E ME NI U

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

(b)(6)

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

Step 2. Executive

1. Key Programmatic Objectives

Out-standing	Excell-ent	Meets Expects-tions	Needs Improve-ment	Unsatis-factory
0	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Key Leadership Attributes

Out-standing	Excell-ent	Meets Expects-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing	Excell-ent	Meets Expects-tions	Needs Improve-ment	Unsatis-factory
4.0	0.5	4.5	2.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TOTAL POINTS				
8.5				

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

(b)(6)
DATE
6
10/12/11

Add points from 1. and 2. above

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

NAME - RATING OFFICIAL

REQUEST AN INDEPENDENT REVIEW

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2010	TO 09/30/2011			
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)						
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official				Step 2. Executive					
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)				
Outstanding 6 <input type="checkbox"/>	Excellent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>			Outstanding 4 <input checked="" type="checkbox"/>	Excellent 3 <input type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>
POINT VALUE 4.5		POINT VALUE 4			SIGNATURE - EXECUTIVE		DATE		
Initial Summary Rating		Outstanding 9-10 <input type="checkbox"/>	Excellent 8.5-8.9 <input checked="" type="checkbox"/>	Meets Expectations 4-8 <input type="checkbox"/>	Needs Improvement 2.5-3.9 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	(b)(6)		
Add points from 1. and 2. above		TOTAL POINTS 8.5			An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points.				
Recommended for Pay Change Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>		Recommended for Award Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>		Recommended For Reassignment Assistance to Improve Removal <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>			(Attach comments if desired.)		
NAME - RATING OFFICIAL (b)(6)							<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW		
SIGNATURE (b)(6)				DATE 11/1/11		<input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW			

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM (b)(6)	TO 09/30/2011					
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)								
INITIAL SUMMARY RATING											
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>											
Step 1. Rating Official				Step 2. Executive							
1. Key Programmatic Objectives		2. Executive Core Qualifications			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)						
Outstanding 6 <input type="checkbox"/>	Excellent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>			Outstanding 4 <input checked="" type="checkbox"/>	Excellent 3 <input type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>
POINT VALUE 4.5		POINT VALUE 4.0									
Initial Summary Rating				SIGNATURE - EXECUTIVE	DATE						
Add points from 1. and 2. above		Outstanding 9-10 <input type="checkbox"/>	Excellent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>					
TOTAL POINTS 8.5		An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				(b)(6) 31-2011					
Recommended for Pay Change		Recommended for Award		Recommended for							
Yes	No	Yes	No	Reassignment	Assistance to Improve	Removal					
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
NAME - RATING OFFICIAL				(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT							
(b)(6)											
SIGNATURE				DATE							
(b)(6)				October 24, 2011							

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM 10/01/10

TO 09/30/11

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

Step 2. Executive

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsats- factory
9	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improve- ment	Unsats- factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3.0				

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

TOTAL POINTS

Add points from 1. and 2. above

7.5

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE EXECUTIVE

DATE

(b)(6)

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME RATING OFFICIAL

(b)(6)

SIGN (b)(6)

(b)(6)

DATE

12/9/10

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A127 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2010

TO
09/30/2011

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsat-isfactory
5	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsat-isfactory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
7.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsat-isfactory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

(b)(6)

DATE

12/12/11

Recommended for Pay Change

Yes No *N/A*

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

12/19/11

Group A 128 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/10

TO
9/30/11

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
5	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

SIGNATURE - EXECUTIVE

(b)(6)

DATE

Initial Summary Rating

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
5.0	4.5	4.5	2.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS

7.5

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

Add points from 1. and 2. above

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistant to Reports Retention

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME RATING OFFICIAL

(b)(6)

DATE

10/2/11

Group A129 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2010

TO
09/30/2011

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3.8

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
7.5

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	8.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/25/2011

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For Assistance to Improve

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10/27/11

Group A130 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

09/30/2011

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

7.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/26/11

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SI (b)(6)

DATE

10/26/11

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A131 of 227

FOIA/PA-2014-00147 RESPONSE

**"Annual Summary Ratings and Signatures" Pages
(From NRC Form 351, Senior Executive Service Performance Plan and Appraisal)**

**Executives in Position Groups A and B
FY 2012 SES Performance Appraisal Cycle**

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

9/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
5	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

12/3/12

Recommended for Pay Change

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

12/3/12

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A133 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2011

TO
09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS
9

Add points from 1. and 2. above

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

(b)(6)

DATE

10/25/2012

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10/25/12

Group A134 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2011

TO
09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-8	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TOTAL POINTS				
9				

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/18/12

Recommended for Pay Change

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME, RATING OFFICIAL

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

DATE
10/18/12

Group A135 of 227

ANNUAL SUMMARY RATING AND SIGNATURES		RATING PERIOD	FROM	TO
			10/01/2011	09/30/2012

NAME OF EXECUTIVE	ORGANIZATION (Office/Division)
(b)(6)	(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official					Step 2. Executive					
1. Key Programmatic Objectives					2. Executive Core Qualifications					(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)
Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	
6	4.5	3	1.5	0	4	3	2	1	0	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
POINT VALUE					POINT VALUE					
6					3					

Initial Summary Rating		Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	(b)(6) 10/17/12
		9-10	6.5-8.5	4-6	2.5-3.5	0	
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Add points from 1. and 2. above TOTAL POINTS <div style="border: 1px solid black; width: 50px; height: 30px; margin: 0 auto; text-align: center;">9</div>		An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points					

Recommended for Pay Change	Recommended for Award	Recommended for	(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT
Yes	No	Yes	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
		Reassignment	Assistance to Improve
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>

NAME - RATING REGION	DATE
(b)(6)	10/31/12

Group A136 of 227

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/01/2011	TO 09/30/2012
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive																																																		
<table border="1" style="width: 100%;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6</td> <td style="text-align: center;">Excel-lent 4.5</td> <td style="text-align: center;">Meets Expecta-tions 3</td> <td style="text-align: center;">Needs Improve-ment 1.5</td> <td style="text-align: center;">Unsatis-factory 0</td> <td style="text-align: center;">Out-standing 4</td> <td style="text-align: center;">Excel-lent 3</td> <td style="text-align: center;">Meets Expecta-tions 2</td> <td style="text-align: center;">Needs Improve-ment 1</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">6</td> <td colspan="5" style="text-align: center;">3</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					POINT VALUE					6					3					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
1. Key Programmatic Objectives					2. Key Leadership Attributes																																														
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0																																										
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																										
POINT VALUE					POINT VALUE																																														
6					3																																														

<p style="text-align: center;">Initial Summary Rating</p> <p>Add points from 1. and 2. above</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr><th style="text-align: center;">TOTAL POINTS</th></tr> <tr><td style="text-align: center;">9</td></tr> </table>	TOTAL POINTS	9	<table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>SIGNATURE - EXECUTIVE</p> <p style="text-align: center;">(b)(6)</p> <p>DATE</p> <p style="text-align: center;">10/29/2012</p>
TOTAL POINTS														
9														
Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0										
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										

<p style="text-align: center;">Recommended for Pay Change</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p style="text-align: center;">Recommended for Award</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p style="text-align: center;">Recommended For Assistance to Improve</p> <p>Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/></p>
--	---	---

<p>NAME - (b)(6)</p> <p>Sig (b)(6)</p> <p>DATE 10/29/12</p>	<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>
---	---

Group A137 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/11

TO
9/30/12

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. Above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/16/12

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME (b)(6)

SIG (b)(6)

DATE

10/16/12

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A130 of 227

Group A139 of 227

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/01/2011	TO 09/30/2012
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive																														
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 4.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 3 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> <td style="text-align: center;">Out-standing 4 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 3 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 2 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 4.5</td> <td colspan="5" style="text-align: center;">POINT VALUE 4</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	POINT VALUE 4.5					POINT VALUE 4					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
1. Key Programmatic Objectives					2. Key Leadership Attributes																										
Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																						
POINT VALUE 4.5					POINT VALUE 4																										

<p style="text-align: center;">Initial Summary Rating</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;"></td> <td style="width: 50%; text-align: center;"> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 6.5-8.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 4-6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> </table> <p style="font-size: small;">An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p> </td> </tr> </table> <p>Add points from 1. and 2. above</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">TOTAL POINTS 8.5</td> </tr> </table>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 6.5-8.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 4-6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> </table> <p style="font-size: small;">An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	TOTAL POINTS 8.5
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 6.5-8.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 4-6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> </table> <p style="font-size: small;">An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>		
Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>				
TOTAL POINTS 8.5								
<p>SIGNATURE - EXECUTIVE (b)(6)</p> <p>DATE 12/3/12</p>								

Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>	<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>
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NAME - RATING OFFICIAL (b)(6)	DATE 12/3/12	
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ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2011

TO
09/30/2012

NAME OF EXECUTIVE
10/01/2011

ORGANIZATION (Office/Division)
09/30/2012

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
4.5				

2. Key Leadership Attributes

Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
4.0				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10-26-12

Recommended for Pay Change

Recommended for Award

Recommended For Assistance to Improve

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
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(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

(b)(6)

(b)(6)

DATE

10-25-12

Group A 149 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
---	--	--	---	--

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	---	--	---	--

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
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TOTAL POINTS

8.5

Add points from 1. and 2. above

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE
(b)(6)

DATE

10/25/12

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10-24-12

Group A141 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2011

TO
09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
---	--	--	---	--

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	---	--	---	--

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above:

TOTAL POINTS
8.5

Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	--	--	---	--

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/24/12

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

NAME - RATING OFFICIAL

(b)(6)

SIG:

(b)(6)

DATE

10.25.12

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD
FROM 10/01/11

TO 9/30/12

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS

8.5

Add points from 1. and 2. above

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/22/12

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For Assistance to Improve

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGN (b)(6)

DATE

10/22/12

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A143 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2011

TO

09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10-24-12

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGN

(b)(6)

DATE

10/24/12

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A144 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

09/30/12

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/25/12

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10/25/12

Group A 145 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2011

TO

9/30/2012

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsalis-factory 0 <input type="checkbox"/>
POINT VALUE				
4.5				

2. Key Leadership Attributes

Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsalis-factory 0 <input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-5 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsalis-factory 0 <input type="checkbox"/>
--	--	--	---	--

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/24/12

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

DATE

10/24/12

Group A140 of 227

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/01/2011	TO 09/30/2012
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING
 The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive (Complete this step and return this performance appraisal to your supervisor within 5 workdays.)																																		
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Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																															
POINT VALUE																																			
4.5																																			
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POINT VALUE																																			
4																																			

Initial Summary Rating	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 6.5-8.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 4-6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6)	DATE 10/24/12
Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>				
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Add points from 1. and 2. above</td> <td style="text-align: center;">TOTAL POINTS</td> </tr> <tr> <td></td> <td style="text-align: center;">8.5</td> </tr> </table>	Add points from 1. and 2. above	TOTAL POINTS		8.5				
Add points from 1. and 2. above	TOTAL POINTS							
	8.5							

Recommended for Pay Change	Recommended for Award	Recommended For	<i>(Attach comments if desired.)</i>
Yes No	Yes No	Reassignment Assistance to Improve Removal	
<input checked="" type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

NAME - RATING OFFICIAL (b)(6)	SIGNATURE (b)(6)	DATE 10/24/12	<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW
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Group A147 of 227

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM (b)(6)	TO 10/01/2012
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive																														
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 4.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 3 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> <td style="text-align: center;">Out-standing 4 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 3 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 2 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 4.5</td> <td colspan="5" style="text-align: center;">POINT VALUE 4</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	POINT VALUE 4.5					POINT VALUE 4					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
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Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																						
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<p style="text-align: center;">Initial Summary Rating</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 6.5-8.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 4-6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">TOTAL POINTS 8.5</td> </tr> </table> <p>Add points from 1. and 2. above</p> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	TOTAL POINTS 8.5					<p>SIGNATURE - EXECUTIVE (b)(6)</p> <p>DATE 11/31</p>
Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>							
TOTAL POINTS 8.5											

<p style="text-align: center;">Recommended for Pay Change</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p style="text-align: center;">Recommended for Award</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p style="text-align: center;">Recommended For</p> <p style="text-align: center;">Assistance to Improve</p> <p>Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/></p>	<p>(Attach comments if desired.)</p>
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<p>NAME - RATING OFFICIAL (b)(6)</p>	<p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>
<p>DATE 11/8/12</p>	

GROUP A 146 OF 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

9/30/12

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

7.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/16/2012

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10/16/2012

(b)(6)

GROUP A149 OF 227

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/01/2011	TO 9/30/2012
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive																														
<table border="1" style="width: 100%;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 4.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expectations 3 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improvement 1.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatisfactory 0 <input type="checkbox"/></td> <td style="text-align: center;">Out-standing 4 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 3 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expectations 2 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improvement 1 <input type="checkbox"/></td> <td style="text-align: center;">Unsatisfactory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 4.5</td> <td colspan="5" style="text-align: center;">POINT VALUE 3</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	POINT VALUE 4.5					POINT VALUE 3					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
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Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>																						
POINT VALUE 4.5					POINT VALUE 3																										

<p>Initial Summary Rating</p> <table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 8.5-8.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expectations 4-6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improvement 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatisfactory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">TOTAL POINTS 7.5</td> </tr> </table> <p>Add points from 1. and 2. above</p> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10 <input type="checkbox"/>	Excel-lent 8.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	TOTAL POINTS 7.5					<p>SIGNATURE - EXECUTIVE (b)(6)</p> <p>DATE 10/25/12</p>
Out-standing 9-10 <input type="checkbox"/>	Excel-lent 8.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>							
TOTAL POINTS 7.5											

<p>Recommended for Pay Change</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p>Recommended for Award</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p>Recommended For</p> <p>Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/></p>
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<p>NAME - RATING OFFICIAL (b)(6)</p>	<p>DATE 10/26/12</p>
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(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

GROUP A150 OF 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2011

TO
09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6.0

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

10

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	6.5-8.5	4.6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/7/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

DATE

11/7/13

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/11

TO
9/30/12

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/24/2012

Recommended for Pay Change

Yes No
Yes - subject to 1/2 of pay freeze

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

DATE

10/25/12

Group A 152 of 227

Group A13301227

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/1/2011	TO 9/30/2012
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official	Step 2. Executive																																																			
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Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory																																																
6	4.5	3	1.5	0																																																
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Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory																																																
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<p style="text-align: center;">Initial Summary Rating</p> <p>Add points from 1. and 2. above</p> <table style="width: 100%; text-align: center;"> <tr> <td>TOTAL POINTS</td> </tr> <tr> <td>10</td> </tr> </table>	TOTAL POINTS	10	<table style="width: 100%; text-align: center;"> <tr> <td>Out-standing</td> <td>Excel-lent</td> <td>Meets Expecta-tions</td> <td>Needs Improve-ment</td> <td>Unsatis-factory</td> </tr> <tr> <td>9-10</td> <td>6.5-8.5</td> <td>4-6</td> <td>2.5-3.5</td> <td>0</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory	9-10	6.5-8.5	4-6	2.5-3.5	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>SIGNATURE - EXECUTIVE (b)(6)</p> <p>DATE 10/25/12</p>
TOTAL POINTS																			
10																			
Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory															
9-10	6.5-8.5	4-6	2.5-3.5	0															
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>															

Recommended for Pay Change	Recommended for Award	Recommended For Assistance to Improve	Remove
Yes* <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Reassignment <input type="checkbox"/> / Assistance to Improve <input type="checkbox"/>	Remove <input type="checkbox"/>

NAME - RATING OFFICIAL (b)(6)	DATE 10/24/12	<p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW</p>
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ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/11

TO
9/30/12

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	---	---	--	--

POINT VALUE
6

2. Key Leadership Attributes

Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	---	---	--	--

POINT VALUE
1

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
---	---	---	--	--

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

12/10/12

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

12/10/12

Group A154 of 227

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM <input type="text" value="(b)(6)"/>	TO 09/30/2012
---	---------------	---	------------------

NAME OF EXECUTIVE <input type="text" value="(b)(6)"/>	ORGANIZATION (Office/Division) <input type="text" value="(b)(6)"/>
--	---

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official	Step 2. Executive																														
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 4.5 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expectations 3 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improvement 1.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatisfactory 0 <input type="checkbox"/></td> <td style="text-align: center;">Out-standing 4 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 3 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expectations 2 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improvement 1 <input type="checkbox"/></td> <td style="text-align: center;">Unsatisfactory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 4.5</td> <td colspan="5" style="text-align: center;">POINT VALUE 4</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	POINT VALUE 4.5					POINT VALUE 4					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
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TOTAL POINTS 8.5								
Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>				

Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>	<p>(Attach comments if desired.)</p>
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NAME - RATING OFFICIAL <input type="text" value="(b)(6)"/>		DATE 11/30/12
<input type="text" value="(b)(6)"/>		<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT

Group A155 of 227

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/01/2011	TO 09/30/2012
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive																																												
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Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0																																									
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4																																													

Initial Summary Rating Add points from 1. and 2. above <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">TOTAL POINTS</td> </tr> <tr> <td style="text-align: center;">10</td> </tr> </table>	TOTAL POINTS	10	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6) DATE 10/26/12
TOTAL POINTS														
10														
Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0										
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										

Recommended for Pay Change Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	Recommended for Award Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	Recommended For Reassignment Assistance to Improve Removal <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT
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NAME - RATING OFFICIAL (b)(6)	DATE 10/26/2012
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Group A150 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2011

TO
09/30/2012

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expectations	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXE (b)(6)

DATE

(b)(6)

10/16/12

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10/18/2012

Group A157 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2011

TO
09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

12/20/12

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

12/20/12

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/01/11	TO 09/30/12
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING
 The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive																																								
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6</td> <td style="text-align: center;">Excel-lent 4.5</td> <td style="text-align: center;">Meets Expecta-tions 3</td> <td style="text-align: center;">Needs Improve-ment 1.5</td> <td style="text-align: center;">Unsatis-factory 0</td> <td style="text-align: center;">Out-standing 4</td> <td style="text-align: center;">Excel-lent 3</td> <td style="text-align: center;">Meets Expecta-tions 2</td> <td style="text-align: center;">Needs Improve-ment 1</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 6</td> <td colspan="5" style="text-align: center;">POINT VALUE 3</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE 6					POINT VALUE 3					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
1. Key Programmatic Objectives					2. Key Leadership Attributes																																				
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0																																
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																
POINT VALUE 6					POINT VALUE 3																																				

<p style="text-align: center;">Initial Summary Rating</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width: 40%;">Add points from 1. and 2. above</td> <td style="width: 20%; text-align: center;">TOTAL POINTS 9</td> <td style="width: 40%;"> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.8</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p> </td> </tr> </table>	Add points from 1. and 2. above	TOTAL POINTS 9	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.8</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.8	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">SIGNATURE - EXECUTIVE (b)(6)</td> <td style="width: 30%;">DATE 10/31/12</td> </tr> </table>	SIGNATURE - EXECUTIVE (b)(6)	DATE 10/31/12
Add points from 1. and 2. above	TOTAL POINTS 9	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.8</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.8	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.8	Unsatis-factory 0												
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												
SIGNATURE - EXECUTIVE (b)(6)	DATE 10/31/12															

<p style="text-align: center;">Recommended for Pay Change</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Yes</td> <td style="text-align: center;">No</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	Yes	No	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p style="text-align: center;">Recommended for Award</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Yes</td> <td style="text-align: center;">No</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	Yes	No	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p style="text-align: center;">Recommended For</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Reassignment</td> <td style="text-align: center;">Assistance to Improve</td> <td style="text-align: center;">Removal</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	Reassignment	Assistance to Improve	Removal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>
Yes	No																
<input checked="" type="checkbox"/>	<input type="checkbox"/>																
Yes	No																
<input checked="" type="checkbox"/>	<input type="checkbox"/>																
Reassignment	Assistance to Improve	Removal															
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>															
NAME - RATING OFFICIAL (b)(6)																	
SIGNATOR (b)(6)		DATE 10/31/12															

Group A159 of 227

Group A160 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2011	TO 09/30/2012			
NAME OF EXECUTIVE (b)(6)			ORGANIZATION (Office/Division) (b)(6)						
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official				Step 2. Executive					
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)				
Outstanding 6 <input checked="" type="checkbox"/>	Excellent 4.5 <input type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>			Outstanding 4 <input type="checkbox"/>	Excellent 3 <input checked="" type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>
POINT VALUE 6		POINT VALUE 3			SIGNATURE - EXECUTIVE		DATE		
Initial Summary Rating Add points from 1. and 2. above		Outstanding 9-10 <input checked="" type="checkbox"/>	Excellent 6.5-8.5 <input type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatisfactory 0 <input type="checkbox"/>	(b)(6)	10/25/12	
TOTAL POINTS 9		An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points							
Recommended for Pay Change Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	Recommended for Award Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	Recommended For Assistance to Improve Reassignment Removal <input type="checkbox"/> <input type="checkbox"/>			(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT				
NAME - RATING OFFICIAL (b)(6)			DATE 10/25/2012						

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/01/2011	TO 9/30/2012
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive																																								
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 4.5 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 3 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> <td style="text-align: center;">Out-standing 4 <input type="checkbox"/></td> <td style="text-align: center;">Excel-lent 3 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 2 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 1 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">6</td> <td colspan="5" style="text-align: center;">3</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	POINT VALUE					POINT VALUE					6					3					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
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Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>																																
POINT VALUE					POINT VALUE																																				
6					3																																				

Initial Summary Rating Add points from 1. and 2. above <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th style="text-align: center;">TOTAL POINTS</th> </tr> <tr> <td style="text-align: center;">9</td> </tr> </table>	TOTAL POINTS	9	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10 <input checked="" type="checkbox"/></td> <td style="text-align: center;">Excel-lent 6.5-8.5 <input type="checkbox"/></td> <td style="text-align: center;">Meets Expecta-tions 4-6 <input type="checkbox"/></td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5 <input type="checkbox"/></td> <td style="text-align: center;">Unsatis-factory 0 <input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th style="width: 80%;">SIGNATURE - EXECUTIVE</th> <th style="width: 20%;">DATE</th> </tr> <tr> <td style="height: 50px;">(b)(6)</td> <td style="text-align: center; vertical-align: middle;">11/7/12</td> </tr> </table>	SIGNATURE - EXECUTIVE	DATE	(b)(6)	11/7/12
TOTAL POINTS													
9													
Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>									
SIGNATURE - EXECUTIVE	DATE												
(b)(6)	11/7/12												

Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Assistance to Improve Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>	<i>(Attach comments if desired.)</i>
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NAME - RATING OFFICIAL (b)(6)	<input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT
SIGNATURE (b)(6)	DATE 11/7/12

Group A161 of 227

Group A162 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/1/2011	TO 9/30/2012			
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)							
INITIAL SUMMARY RATING									
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>									
Step 1. Rating Official				Step 2. Executive					
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)				
Outstanding 6 <input checked="" type="checkbox"/>	Excel- lent 4.5 <input type="checkbox"/>	Meets Expecta- tions 3 <input type="checkbox"/>	Needs Improve- ment 1.5 <input type="checkbox"/>	Unsatis- factory 0 <input type="checkbox"/>			Outstanding 4 <input type="checkbox"/>	Excel- lent 3 <input checked="" type="checkbox"/>	Meets Expecta- tions 2 <input type="checkbox"/>
POINT VALUE 6		POINT VALUE 3			SIGNATURE - EXECUTIVE (b)(6)				
Initial Summary Rating		Outstanding 9-10 <input checked="" type="checkbox"/>	Excel- lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta- tions 4-6 <input type="checkbox"/>			Needs Improve- ment 2.5-3.5 <input type="checkbox"/>	Unsatis- factory 0 <input type="checkbox"/>	
Add points from 1. and 2. above TOTAL POINTS 9		An Unsatisfactory rating in either element results a summary rating of Unsatisfactory regardless of total points				DATE 11/6/12			
Recommended for Pay Change		Recommended for Award		Recommended For					
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Reassignment <input checked="" type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>			
NAME - RATING (b)(6)		(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT							
SIGNATURE -							DATE 11/6/12		

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2011

TO
09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input checked="" type="checkbox"/>	Excel-lent 4.5 <input type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
6				

2. Executive Core Qualifications

Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing 9-10 <input checked="" type="checkbox"/>	Excel-lent 6.5-8.5 <input type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/31/12

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/26/12

Group A164 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM 10/01/2011	TO 09/30/2012																																			
NAME OF EXECUTIVE <small>(b)(6)</small>		ORGANIZATION (Office/Division) <small>(b)(6)</small>																																							
INITIAL SUMMARY RATING																																									
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Step 1. Rating Official				Step 2. Executive																																					
1. Key Programmatic Objectives		2. Key Leadership Attributes			<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>																																				
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Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0																																					
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
POINT VALUE																																									
6																																									
Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0																																					
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
POINT VALUE																																									
3																																									
Initial Summary Rating		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.6</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.6	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>DATE 11/2/2012</p>																												
Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.6	Unsatis-factory 0																																					
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
<p>Add points from 1. and 2. above</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">TOTAL POINTS</td> </tr> <tr> <td style="text-align: center;">9.0</td> </tr> </table>		TOTAL POINTS	9.0	<p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>																																					
TOTAL POINTS																																									
9.0																																									
Recommended for Pay Change	Recommended for Award	Recommended For			<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT</p>																																				
Yes No	Yes No	Reassignment	Assistance to Improve	Removal																																					
<input checked="" type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
NAME - RATING OFFICIAL <small>(b)(6)</small>		NAME - EXECUTIVE <small>(b)(6)</small>																																							
SIGNATURE <small>(b)(6)</small>		DATE 11/2/2012																																							

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/11

TO
09/30/12

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excell-ent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
5	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excell-ent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excell-ent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
5-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in other element results in a summary rating of Unsatisfactory regardless of total points

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive)

SIGNATURE - EXECUTIVE

DATE

(b)(6)
3/12

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/23/2012

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
Oct. 1, 2011

TO
Sept. 30, 2012

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
8-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE EXECUTIVE

DATE

(b)(6)

10/25/12

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME RATING OFFICIAL

(b)(6)

SIG

(b)(6)

DATE

10-25-12

Group A100 of 227

Group A167 of 227

ANNUAL SUMMARY RATING AND SIGNATURES				RATING PERIOD	FROM (b)(6)	TO 09/30/2012					
NAME OF EXECUTIVE (b)(6)		ORGANIZATION (Office/Division) (b)(6)									
INITIAL SUMMARY RATING											
The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. <i>Accomplish Steps 1 through 4 in the order shown.</i>											
Step 1. Rating Official				Step 2. Executive							
1. Key Programmatic Objectives		2. Key Leadership Attributes			(Complete this step and return this performance appraisal to your supervisor within 5 workdays.) I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)						
Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsat-is-factory 0 <input type="checkbox"/>			Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsat-is-factory 0 <input type="checkbox"/>
POINT VALUE 4.5		POINT VALUE 4.0									
Initial Summary Rating		Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsat-is-factory 0 <input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6)	DATE 11/8/2012			
Add points from 1. and 2. above		TOTAL POINTS 8.5			(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT						
Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Reassignment Assistance to Improve Removal <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>									
NAME - RATING OFFICIAL							(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT				
SIGNATURE (b)(6)			DATE 11-8-12								

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2011

TO
09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/22/12

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/22/12

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/18/12

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

SIG

DATE

10/18/12

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/01/2011	TO 11/09/2012
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NAME OF EXECUTIVE (b)(6)	ORGANIZATION (Office/Division) (b)(6)
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official	Step 2. Executive (Complete this step and return this performance appraisal to your supervisor within 5 workdays.)																																																		
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6</td> <td style="text-align: center;">Excel-lent 4.5</td> <td style="text-align: center;">Meets Expecta-tions 3</td> <td style="text-align: center;">Needs Improve-ment 1.5</td> <td style="text-align: center;">Unsatis-factory 0</td> <td style="text-align: center;">Out-standing 4</td> <td style="text-align: center;">Excel-lent 3</td> <td style="text-align: center;">Meets Expecta-tions 2</td> <td style="text-align: center;">Needs Improve-ment 1</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE</td> <td colspan="5" style="text-align: center;">POINT VALUE</td> </tr> <tr> <td colspan="5" style="text-align: center;">4.5</td> <td colspan="5" style="text-align: center;">3</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE					POINT VALUE					4.5					3					<p>I have reviewed and discussed my</p>
1. Key Programmatic Objectives					2. Key Leadership Attributes																																														
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0																																										
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																										
POINT VALUE					POINT VALUE																																														
4.5					3																																														

Initial Summary Rating Add points from 1. and 2. above <table border="1" style="width:100%; border-collapse: collapse;"> <tr><th style="text-align: center;">TOTAL POINTS</th></tr> <tr><td style="text-align: center;">7.5</td></tr> </table>	TOTAL POINTS	7.5	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SIGNATURE - EXECUTIVE (b)(6) DATE 12/6/12
TOTAL POINTS														
7.5														
Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0										
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										

Recommended for Pay Change Yes <input type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>	<p>(Attach comments if desired.)</p> <p><input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW</p> <p><input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT REVIEW</p>
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NAME - RATING OFFICIAL (b)(6)	SIGNATURE - RATING OFFICIAL (b)(6)	DATE 12/6/12
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Group A170 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2011

TO
09/30/2012

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

7.5

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/23/2012

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGN (b)(6)

DATE

10/23/12

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A171 of 227

FOIA/PA-2014-00147 RESPONSE

**"Annual Summary Ratings and Signatures" Pages
(From NRC Form 351, Senior Executive Service Performance Plan and Appraisal)**

**Executives in Position Groups A and B
FY 2013 SES Performance Appraisal Cycle**

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2012

TO
9/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

SIGNATURE - EXECUTIVE

DATE

(b)(6)

01/12/14

Initial Summary Rating

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS

10

Add points from 1. and 2. above

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE
1/15/14

Group A173 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2012

TO

09/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsats-actory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsats-actory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsats-actory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/6/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For Assistance to Improve

Reassignment Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

11/6/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A174 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2012

TO
9/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points.				

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/23/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE
11/12/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A175 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/1/12

TO

8/24/13

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/31/13

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME, RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10-31-13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A176 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

9/30/13

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

12/8/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

12/9/13

Group A177 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs improvement	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs improvement	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expectations	Needs improvement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE EXECUTIVE

DATE

(b)(6)

10/25/13

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

DATE

10/25/13

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2012

TO

09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsat-is-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsat-is-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsat-is-factory
9-10	8.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10-28-13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/28/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A179 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6) [Redacted]

(b)(6) [Redacted]

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS
9

Add points from 1. and 2. above

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6) [Redacted Signature]

11/4/2013

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For Assistance to Improve

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6) [Redacted]

(b)(6) [Redacted]

(b)(6) [Redacted]

DATE

11/4/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A180 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM 10/01/2012

TO 09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS

9

Add points from 1. and 2. above

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/4/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6)

DATE

11/4/13

Group A181 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6) 6

(b)(6) 6

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

(b)(6)

DATE
10/17/2012

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME, RATING OFFICIAL

(b)(6) 6

SIG (b)(6)

(b)(6) 6

DATE
11/6/13

I REQUEST AN INDEPENDENT REVIEW
 I DO NOT REQUEST AN INDEPENDENT

Group A182 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2012

TO

09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6) *6*

(b)(6) *6*

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

(b)(6)

DATE

10-29-13

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

DATE

6

10-29-13

Group A183 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2012

TO
9/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/30/13

Initial Summary Rating

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS

8.5

Add points from 1. and 2. above

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

10-29-13

Group A184 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/12

TO
09/30/13

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.5				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4.0				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/7/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

11/7/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A185 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2012

TO

9/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improva-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/5/13

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

11/5/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A 186 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM 10/01/2012

TO 09/30/2013

NAME OF EXECUTIVE

(b)(6) *6*

ORGANIZATION (Office/Division)

(b)(6) *6*

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/29/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6) *6*

SIGNATURE

(b)(6) *6*

DATE

10/27/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A187 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/12

TO
09/30/13

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
---	--	---	--	--

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
---	--	---	--	--

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

7.5

Out-standing 6-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	--	---	--	--

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/28/2013

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

DATE

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A188 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
9/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

7.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/30/13

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME OF RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10.29.13

Group A189 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
9/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
---	--	--	---	--

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing 4 <input type="checkbox"/>	Excel-lent 3 <input checked="" type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
---	--	--	---	--

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
7.5

Out-standing 9-10 <input type="checkbox"/>	Excel-lent 8.5-8 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	--	--	---	--

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/28/13

Recommended for Pay Change

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
--	--------------------------------

Recommended for Award

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
--	--------------------------------

Recommended For

Reassignment <input type="checkbox"/>	Assistance to improve <input type="checkbox"/>	Removal <input type="checkbox"/>
--	---	-------------------------------------

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/28/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A190 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

09/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

7.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)
11/30/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/31/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A191 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/12

TO
9/30/13

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6) *6*

(b)(6) *6*

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
10

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6) *6*

10/31/13

(i.e., fired.)

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

NAME - RATING OFFICIAL

(b)(6) *6*

DATE

10/31/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A192 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/12

TO
09/30/13

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE EXECUTIVE

(b)(6)

DATE

11/1/13

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

DATE

10/31/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A193 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/12

TO
09/30/13

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

10

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/14/13

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

11/14/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A194 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets-Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/1/13

Recommended for Pay Change

Recommended for Award

Recommended For Assistance to Improve

(Attach comments if desired.)

Yes No

Yes No

Reassignment Assistance to Improve Removal

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

11/5/2013

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A195 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM 10/01/2012

TO 09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

6 12/13/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

12/13/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A196 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2012

TO
9/30/2013

NAME OF EXECUTIVE

(b)(6) 6

ORGANIZATION (Office/Division)

(b)(6) 6

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/27/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For Assistance to Improve

Reassignment Removal

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

NAME - RATING OFFICIAL

(b)(6) 6

(b)(6)

DATE

11/27/13

Group A197 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

DATE

(b)(6)

12/13/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

12/13/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A198 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

Step 2. Executive

1. Key Programmatic Objectives

Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6.0

2. Key Leadership Attributes

Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3.0

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9.0

Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/6/13

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

11/6/2013

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

ANNUAL SUMMARY RATING AND SIGNATURES	RATING PERIOD	FROM 10/31/2012	TO 09/30/2013
---	---------------	--------------------	------------------

NAME OF EXECUTIVE <div style="border: 1px solid black; padding: 2px;">(b)(6)</div>	ORGANIZATION (Office/Division) <div style="border: 1px solid black; padding: 2px;">(b)(6)</div>
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INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official	Step 2. Executive																																								
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th colspan="5" style="text-align: center;">1. Key Programmatic Objectives</th> <th colspan="5" style="text-align: center;">2. Key Leadership Attributes</th> </tr> <tr> <td style="text-align: center;">Out-standing 6</td> <td style="text-align: center;">Excel-lent 4.5</td> <td style="text-align: center;">Meets Expecta-tions 3</td> <td style="text-align: center;">Needs Improve-ment 1.5</td> <td style="text-align: center;">Unsatis-factory 0</td> <td style="text-align: center;">Out-standing 4</td> <td style="text-align: center;">Excel-lent 3</td> <td style="text-align: center;">Meets Expecta-tions 2</td> <td style="text-align: center;">Needs Improve-ment 1</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td colspan="5" style="text-align: center;">POINT VALUE 6</td> <td colspan="5" style="text-align: center;">POINT VALUE 3</td> </tr> </table>	1. Key Programmatic Objectives					2. Key Leadership Attributes					Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	POINT VALUE 6					POINT VALUE 3					<p>(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)</p> <p>I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)</p>
1. Key Programmatic Objectives					2. Key Leadership Attributes																																				
Out-standing 6	Excel-lent 4.5	Meets Expecta-tions 3	Needs Improve-ment 1.5	Unsatis-factory 0	Out-standing 4	Excel-lent 3	Meets Expecta-tions 2	Needs Improve-ment 1	Unsatis-factory 0																																
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																
POINT VALUE 6					POINT VALUE 3																																				

Initial Summary Rating Add points from 1. and 2. above <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: auto;">TOTAL POINTS 9</div>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Out-standing 9-10</td> <td style="text-align: center;">Excel-lent 6.5-8.5</td> <td style="text-align: center;">Meets Expecta-tions 4-6</td> <td style="text-align: center;">Needs Improve-ment 2.5-3.5</td> <td style="text-align: center;">Unsatis-factory 0</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table> <p>An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points</p>	Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SIGNATURE - EXECUTIVE <div style="border: 1px solid black; padding: 2px;">(b)(6)</div> DATE <div style="text-align: center; font-size: 1.2em;">11/12/13</div>
Out-standing 9-10	Excel-lent 6.5-8.5	Meets Expecta-tions 4-6	Needs Improve-ment 2.5-3.5	Unsatis-factory 0								
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>								

Recommended for Pay Change Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended for Award Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Recommended For Reassignment <input type="checkbox"/> Assistance to Improve <input type="checkbox"/> Removal <input type="checkbox"/>	(Attach comments if desired.) <input type="checkbox"/> I REQUEST AN INDEPENDENT REVIEW <input checked="" type="checkbox"/> I DO NOT REQUEST AN INDEPENDENT
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NAME, RATING OFFICIAL <div style="border: 1px solid black; padding: 2px;">(b)(6)</div>	SIGNATURE <div style="border: 1px solid black; padding: 2px;">(b)(6)</div>	DATE 11/14/13
---	---	------------------

Group AZ00 OT 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

9/30/13

NAME OF EXECUTIVE

(b)(6)

6

ORGANIZATION (Office/Division)

(b)(6)

6

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6.0

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. Above

TOTAL POINTS
9.0

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/24/2013

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

6

SIGN

(b)(6)

DATE

10/24/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A201 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2012

TO

09/30/2013

NAME OF EXECUTIVE

(b)(6) 6

ORGANIZATION (Office/Division)

(b)(6) 6

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
5	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6.0

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9.0

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE EXECUTIVE

DATE

(b)(6)

11/15/13

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

NAME - RATING OFFICIAL

(b)(6) 6

SIGNATURE

(b)(6) 6

DATE

11-15-13

Group A202 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM 10/01/12

TO 09/30/13

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/7/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE (b)(6)

DATE

11/7/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A203 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned in the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

Step 2. Executive

1. Key Programmatic Objectives

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improv-ement	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
6				

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improv-ement	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
POINT VALUE				
3				

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improv-ement	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/30/12

Add points from 1. and 2. above

TOTAL POINTS
9

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

Recommended for Pay Change

Recommended for Award

Recommended For

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

11/3/2013

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A204 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

10/01/2012

TO

9/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE

11/7/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A205 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/24/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/28/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A206 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Executive Core Qualifications

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TOTAL POINTS
9

Add points from 1. and 2. above

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/7/2013

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended for

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE
(b)(6)

DATE

11/7/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A207 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
08/10/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
6

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
9

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

11/6/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A208 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2012

TO
9/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expectations 3 <input type="checkbox"/>	Needs Improvement 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
---	--	---	--	--

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expectations 2 <input type="checkbox"/>	Needs Improvement 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	---	---	--	--

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expectations 4-6 <input type="checkbox"/>	Needs Improvement 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
--	--	---	--	--

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

12/9/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

DATE
12/9/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A209 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

9/30/13

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. *Accomplish Steps 1 through 4 in the order shown.*

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/6/13

Recommended for Pay Change

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SI

(b)(6)

DATE

11/6/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A210 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

9/30/2013

NAME OF EXECUTIVE

(b)(6)

6

ORGANIZATION (Office/Division)

(b)(6)

6

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

6

10/30/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

6

SIGNATURE

(b)(6)

6

DATE

10/30/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A211 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/12

TO
9/30/13

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6) *6*

(b)(6) *6*

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary

Out-standing 9-10

TOTAL POINTS

8.5

Add points from 1. and 2. above

Out-standing	Excel-lent	Meets Expectations	Needs Improvement	Unsatisfactory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6)

DATE

11/01/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6) *6*

SIGNATURE

(b)(6)

DATE

6 11/01/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A212 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/1/2012

TO
9/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/31/13

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME

(b)(6)

SIGNATURE

(b)(6)

DATE

10-30-13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A213 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

(b)(6) [Redacted]

ORGANIZATION (Office/Division)

(b)(6) [Redacted]

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.0

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

8.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

(b)(6) [Redacted Signature]

DATE

11/4/13

Recommended for Pay Change

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

DATE
11/4/2013

Group A214 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM 10/01/2012

TO 09/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Executive Core Qualifications element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing 6 <input type="checkbox"/>	Excel-lent 4.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 3 <input type="checkbox"/>	Needs Improve-ment 1.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
4.5				

2. Executive Core Qualifications

Out-standing 4 <input checked="" type="checkbox"/>	Excel-lent 3 <input type="checkbox"/>	Meets Expecta-tions 2 <input type="checkbox"/>	Needs Improve-ment 1 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
POINT VALUE				
4				

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
8.5

Out-standing 9-10 <input type="checkbox"/>	Excel-lent 6.5-8.5 <input checked="" type="checkbox"/>	Meets Expecta-tions 4-6 <input type="checkbox"/>	Needs Improve-ment 2.5-3.5 <input type="checkbox"/>	Unsatis-factory 0 <input type="checkbox"/>
An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points				

SIGNATURE - EXECUTIVE

(b)(6)

DATE

10/29/2013

Recommended for Pay Change

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
--	--------------------------------

Recommended for Award

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
--	--------------------------------

Recommended for

Reassignment <input type="checkbox"/>	Assistance to Improve <input type="checkbox"/>	Removal <input type="checkbox"/>
--	---	-------------------------------------

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

(b)(6)

SIC

DATE

11/7/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT

Group A215 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM
10/01/2012

TO
09/30/2013

NAME OF EXECUTIVE

ORGANIZATION (Office/Division)

(b)(6)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

Step 2. Executive

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE
3.0

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS
7.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

10/31/2013

Recommended for Pay Change

Yes No

Recommended for Award

Yes No

Recommended For

Reassignment Assistance to Improve Removal

(Attach comments if desired.)

NAME - RATING OFFICIAL

(b)(6)

SIGNATURE

(b)(6)

DATE

10/27/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A216 of 227

ANNUAL SUMMARY RATING AND SIGNATURES

RATING PERIOD

FROM

(b)(6)

TO

09/30/2013

NAME OF EXECUTIVE

(b)(6)

ORGANIZATION (Office/Division)

(b)(6)

INITIAL SUMMARY RATING

The Initial Summary Rating is derived from the points assigned to the Key Programmatic Objectives and Key Leadership Attributes element ratings. **Accomplish Steps 1 through 4 in the order shown.**

Step 1. Rating Official

1. Key Programmatic Objectives

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
6	4.5	3	1.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

4.5

2. Key Leadership Attributes

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
4	3	2	1	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POINT VALUE

3

Step 2. Executive

(Complete this step and return this performance appraisal to your supervisor within 5 workdays.)

I have reviewed and discussed my performance appraisal with my supervisor. My signature does not imply that I agree with the appraisal or rating. (Return to Supervising Executive.)

Initial Summary Rating

Add points from 1. and 2. above

TOTAL POINTS

7.5

Out-standing	Excel-lent	Meets Expecta-tions	Needs Improve-ment	Unsatis-factory
9-10	6.5-8.5	4-6	2.5-3.5	0
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

An Unsatisfactory rating in either element results in a summary rating of Unsatisfactory regardless of total points

SIGNATURE - EXECUTIVE

DATE

(b)(6)

11/05/2013

Recommended for Pay Change

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

Recommended for Award

Yes	No
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Recommended For

Reassignment	Assistance to Improve	Removal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(Attach comments if desired.)

NAME - RATING OFFICIAL

SIGNATURE - RATING OFFICIAL

(b)(6)

DATE

11/5/13

I REQUEST AN INDEPENDENT REVIEW

I DO NOT REQUEST AN INDEPENDENT REVIEW

Group A217 of 227

FOIA/PA-2014-00147 RESPONSE

**Bonus Amounts for Executives in Position Groups A and B
FY 2009 – FY 2013 SES Performance Appraisal Cycles**

FOIA/PA 2014-00147 RESPONSE
Bonus Amounts for NRC Executives in Position Groups A and B
FY 2009 - FY 2013 SES Performance Appraisal Cycles

<u>Date</u>	<u>Name</u>	<u>Award</u>	<u>Amount</u>
01/21/2010	ASH, DARREN B	SES PERFORMANCE AWARD	\$30,000
01/21/2010	BOGER, BRUCE A	SES PERFORMANCE AWARD	\$25,000
01/21/2010	BORCHARDT, RICHARD W	SES PERFORMANCE AWARD	\$30,000
01/21/2010	BOYCE, THOMAS M	SES PERFORMANCE AWARD	\$25,000
01/21/2010	BRENNER, ELIOT B	SES PERFORMANCE AWARD	\$25,000
01/21/2010	BROWN, MILTON	SES PERFORMANCE AWARD	\$20,000
01/21/2010	BURNS, STEPHEN G	SES PERFORMANCE AWARD	\$30,000
01/21/2010	CAPUTO, GUY P	SES PERFORMANCE AWARD	\$20,000
01/21/2010	CARPENTER, CYNTHIA A	SES PERFORMANCE AWARD	\$20,000
01/21/2010	CASTO, CHARLES A	SES PERFORMANCE AWARD	\$20,000
01/21/2010	COLLINS JR, ELMO E	SES PERFORMANCE AWARD	\$25,000
01/21/2010	COLLINS, SAMUEL J	SES PERFORMANCE AWARD	\$25,000
01/21/2010	CORDES JR, JOHN F	SES PERFORMANCE AWARD	\$20,000
01/21/2010	DAPAS, MARC L	SES PERFORMANCE AWARD	\$25,000
01/21/2010	DEAN, WILLIAM M	SES PERFORMANCE AWARD	\$25,000
01/21/2010	DOANE, MARGARET M	SES PERFORMANCE AWARD	\$20,000
01/21/2010	DYER, JAMES E	SES PERFORMANCE AWARD	\$30,000
01/21/2010	GRAY, JOSEPH R	SES PERFORMANCE AWARD	\$25,000
01/21/2010	GREENE, KATHRYN O	SES PERFORMANCE AWARD	\$25,000
01/21/2010	GROBE, JOHN A	SES PERFORMANCE AWARD	\$25,000
01/21/2010	HACKETT, EDWIN M	SES PERFORMANCE AWARD	\$25,000
01/21/2010	HANEY, CATHERINE	SES PERFORMANCE AWARD	\$25,000
01/21/2010	HOLAHAN, GARY M	SES PERFORMANCE AWARD	\$25,000
01/21/2010	HOWARD, PATRICK D	SES PERFORMANCE AWARD	\$20,000
01/21/2010	JOHNSON, MICHAEL R	SES PERFORMANCE AWARD	\$25,000
01/21/2010	KELLEY, CORENTHIS B	SES PERFORMANCE AWARD	\$20,000
01/21/2010	LEEDS, ERIC J	SES PERFORMANCE AWARD	\$25,000
01/21/2010	LYONS, J E	SES PERFORMANCE AWARD	\$20,000
01/21/2010	MALLET, BRUCE S	SES PERFORMANCE AWARD	\$30,000
01/21/2010	MCCREE, VICTOR M	SES PERFORMANCE AWARD	\$25,000
01/21/2010	MCDERMOTT, JAMES F	SES PERFORMANCE AWARD	\$25,000
01/21/2010	MILLER, CHARLES L	SES PERFORMANCE AWARD	\$25,000
01/21/2010	PANGBURN, GEORGE C	SES PERFORMANCE AWARD	\$25,000
01/21/2010	POOLE, BROOKE D.	SES PERFORMANCE AWARD	\$25,000
01/21/2010	REYES, LUIS A	SES PERFORMANCE AWARD	\$30,000
01/21/2010	SCHAEFFER, JAMES B	SES PERFORMANCE AWARD	\$20,000
01/21/2010	SCHMIDT, REBECCA L	SES PERFORMANCE AWARD	\$25,000
01/21/2010	SHERON, BRIAN W	SES PERFORMANCE AWARD	\$25,000
01/21/2010	VIETTI-COOK, ANNETTE L	SES PERFORMANCE AWARD	\$25,000
01/21/2010	VIRGILIO, MARTIN J	SES PERFORMANCE AWARD	\$30,000
01/21/2010	WEBER, MICHAEL F	SES PERFORMANCE AWARD	\$30,000
01/21/2010	WIGGINS, JAMES T	SES PERFORMANCE AWARD	\$25,000
02/01/2011	ASH, DARREN B	SES PERFORMANCE AWARD	\$30,000
02/01/2011	BOGER, BRUCE A	SES PERFORMANCE AWARD	\$25,000
02/01/2011	BORCHARDT, RICHARD W	SES PERFORMANCE AWARD	\$30,000

04/23/2014

FOIA/PA 2014-00147 RESPONSE
Bonus Amounts for NRC Executives in Position Groups A and B
FY 2009 - FY 2013 SES Performance Appraisal Cycles

<u>Date</u>	<u>Name</u>	<u>Award</u>	<u>Amount</u>
02/01/2011	BOYCE, THOMAS M	SES PERFORMANCE AWARD	\$25,000
02/01/2011	BRENNER, ELIOT B	SES PERFORMANCE AWARD	\$20,000
02/01/2011	BROWN, MILTON	SES PERFORMANCE AWARD	\$26,000
02/01/2011	BURNS, STEPHEN G	SES PERFORMANCE AWARD	\$30,000
02/01/2011	CARPENTER, CYNTHIA A	SES PERFORMANCE AWARD	\$20,000
02/01/2011	CASTO, CHARLES A	SES PERFORMANCE AWARD	\$25,000
02/01/2011	COHEN, MIRIAM L	SES PERFORMANCE AWARD	\$25,000
02/01/2011	CORDES JR, JOHN F	SES PERFORMANCE AWARD	\$20,000
02/01/2011	DAPAS, MARC L	SES PERFORMANCE AWARD	\$26,000
02/01/2011	DEAN, WILLIAM M	SES PERFORMANCE AWARD	\$25,000
02/01/2011	DOANE, MARGARET M	SES PERFORMANCE AWARD	\$25,000
02/01/2011	DYER, JAMES E	SES PERFORMANCE AWARD	\$30,000
02/01/2011	GREENE, KATHRYN O	SES PERFORMANCE AWARD	\$25,000
02/01/2011	GROBE, JOHN A	SES PERFORMANCE AWARD	\$20,000
02/01/2011	HACKETT, EDWIN M	SES PERFORMANCE AWARD	\$25,000
02/01/2011	HOLAHAN, GARY M	SES PERFORMANCE AWARD	\$25,000
02/01/2011	HOWARD, PATRICK D	SES PERFORMANCE AWARD	\$20,000
02/01/2011	ITZKOWITZ, MARVIN L	SES PERFORMANCE AWARD	\$26,000
02/01/2011	JOHNSON, MICHAEL R	SES PERFORMANCE AWARD	\$30,000
02/01/2011	LEEDS, ERIC J	SES PERFORMANCE AWARD	\$30,000
02/01/2011	LYONS, J E	SES PERFORMANCE AWARD	\$25,000
02/01/2011	MCCRARY, CHERYL L	SES PERFORMANCE AWARD	\$20,000
02/01/2011	MCCREE, VICTOR M	SES PERFORMANCE AWARD	\$25,000
02/01/2011	MCDERMOTT, JAMES F	SES PERFORMANCE AWARD	\$25,000
02/01/2011	MILLER, CHARLES L	SES PERFORMANCE AWARD	\$25,000
02/01/2011	PEDERSON, CYNTHIA D	SES PERFORMANCE AWARD	\$20,000
02/01/2011	PLISCO, LOREN R	SES PERFORMANCE AWARD	\$25,000
02/01/2011	POOLE, BROOKE D	SES PERFORMANCE AWARD	\$20,000
02/01/2011	REYES, LUIS A	SES PERFORMANCE AWARD	\$30,000
02/01/2011	SATORIUS, MARK A	SES PERFORMANCE AWARD	\$25,000
02/01/2011	SCHAEFFER, JAMES B	SES PERFORMANCE AWARD	\$20,000
02/01/2011	SHERON, BRIAN W	SES PERFORMANCE AWARD	\$30,000
02/01/2011	STEWART, SHARON D	SES PERFORMANCE AWARD	\$20,000
02/01/2011	VIETTI-COOK, ANNETTE L	SES PERFORMANCE AWARD	\$25,000
02/01/2011	VIRGILIO, MARTIN J	SES PERFORMANCE AWARD	\$30,000
02/01/2011	WEBER, MICHAEL F	SES PERFORMANCE AWARD	\$30,000
02/01/2011	WIGGINS, JAMES T	SES PERFORMANCE AWARD	\$25,000
02/01/2011	ZIMMERMAN, ROY P	SES PERFORMANCE AWARD	\$25,000
02/23/2012	ASH, DARREN B	SES PERFORMANCE AWARD	\$10,800
02/23/2012	BOGER, BRUCE A	SES PERFORMANCE AWARD	\$9,400
02/23/2012	BORCHARDT, RICHARD W	SES PERFORMANCE AWARD	\$10,800
02/23/2012	BOYCE, THOMAS M	SES PERFORMANCE AWARD	\$9,500
02/23/2012	BRENNER, ELIOT B	SES PERFORMANCE AWARD	\$9,400
02/23/2012	BROWN, MILTON	SES PERFORMANCE AWARD	\$8,800
02/23/2012	BURNS, STEPHEN G	SES PERFORMANCE AWARD	\$10,800

FOIA/PA 2014-00147 RESPONSE
Bonus Amounts for NRC Executives in Position Groups A and B
FY 2009 - FY 2013 SES Performance Appraisal Cycles

<u>Date</u>	<u>Name</u>	<u>Award</u>	<u>Amount</u>
02/23/2012	CARPENTER, CYNTHIA A	SES PERFORMANCE AWARD	\$8,800
02/23/2012	CASTO, CHARLES A	SES PERFORMANCE AWARD	\$9,400
02/23/2012	COHEN, MIRIAM L	SES PERFORMANCE AWARD	\$9,500
02/23/2012	COLLINS JR, ELMO E	SES PERFORMANCE AWARD	\$10,800
02/23/2012	CORDES JR, JOHN F	SES PERFORMANCE AWARD	\$9,400
02/23/2012	DAPAS, MARC L	SES PERFORMANCE AWARD	\$8,800
02/23/2012	DEAN, WILLIAM M	SES PERFORMANCE AWARD	\$10,800
02/23/2012	DOANE, MARGARET M	SES PERFORMANCE AWARD	\$9,400
02/23/2012	DORMAN, DANIEL H	SES PERFORMANCE AWARD	\$9,400
02/23/2012	DYER, JAMES E	SES PERFORMANCE AWARD	\$9,500
02/23/2012	GREENE, KATHRYN O	SES PERFORMANCE AWARD	\$10,800
02/23/2012	GROBE, JOHN A	SES PERFORMANCE AWARD	\$8,800
02/23/2012	HACKETT, EDWIN M	SES PERFORMANCE AWARD	\$9,400
02/23/2012	HANEY, CATHERINE	SES PERFORMANCE AWARD	\$9,500
02/23/2012	HOLAHAN, GARY M	SES PERFORMANCE AWARD	\$9,400
02/23/2012	HOWARD, PATRICK D	SES PERFORMANCE AWARD	\$8,800
02/23/2012	HOWELL III, ARTHUR T	SES PERFORMANCE AWARD	\$8,800
02/23/2012	ITZKOWITZ, MARVIN L	SES PERFORMANCE AWARD	\$9,400
02/23/2012	JOHNSON, MICHAEL R	SES PERFORMANCE AWARD	\$10,800
02/23/2012	KELLEY, CORENTHIS B	SES PERFORMANCE AWARD	\$8,800
02/23/2012	LEEDS, ERIC J	SES PERFORMANCE AWARD	\$10,800
02/23/2012	LEW, DAVID C	SES PERFORMANCE AWARD	\$8,800
02/23/2012	MCCRARY, CHERYL L	SES PERFORMANCE AWARD	\$8,800
02/23/2012	MCCREE, VICTOR M	SES PERFORMANCE AWARD	\$10,800
02/23/2012	MONNINGER, JOHN D	SES PERFORMANCE AWARD	\$9,400
02/23/2012	PEDERSON, CYNTHIA D	SES PERFORMANCE AWARD	\$8,800
02/23/2012	POOLE, BROOKE D.	SES PERFORMANCE AWARD	\$9,400
02/23/2012	ROTHSCHILD III, IRWIN B	SES PERFORMANCE AWARD	\$9,400
02/23/2012	SATORIUS, MARK A	SES PERFORMANCE AWARD	\$10,800
02/23/2012	SCHAEFFER, JAMES B	SES PERFORMANCE AWARD	\$8,800
02/23/2012	SCHMIDT, REBECCA L	SES PERFORMANCE AWARD	\$8,800
02/23/2012	SHERON, BRIAN W	SES PERFORMANCE AWARD	\$9,500
02/23/2012	STEWART, SHARON D	SES PERFORMANCE AWARD	\$9,400
02/23/2012	TRACY, GLENN M	SES PERFORMANCE AWARD	\$8,800
02/23/2012	UHLE, JENNIFER L	SES PERFORMANCE AWARD	\$8,800
02/23/2012	VIETTI-COOK, ANNETTE L	SES PERFORMANCE AWARD	\$8,800
02/23/2012	VIRGILIO, MARTIN J	SES PERFORMANCE AWARD	\$10,800
02/23/2012	WEBER, MICHAEL F	SES PERFORMANCE AWARD	\$10,800
02/23/2012	WERT JR, LEONARD D	SES PERFORMANCE AWARD	\$9,400
02/23/2012	WIGGINS, JAMES T	SES PERFORMANCE AWARD	\$9,500
02/23/2012	ZIMMERMAN, ROY P	SES PERFORMANCE AWARD	\$10,800
03/01/2013	ASH, DARREN B	SES PERFORMANCE AWARD	\$9,500
11/01/2012	BOGER, BRUCE A	SES PERFORMANCE AWARD	\$8,800
03/01/2013	BORCHARDT, RICHARD W	SES PERFORMANCE AWARD	\$10,800
03/01/2013	BRENNER, ELIOT B	SES PERFORMANCE AWARD	\$8,800

04/23/2014

FOIA/PA 2014-00147 RESPONSE
Bonus Amounts for NRC Executives in Position Groups A and B
FY 2009 - FY 2013 SES Performance Appraisal Cycles

<u>Date</u>	<u>Name</u>	<u>Award</u>	<u>Amount</u>
03/01/2013	BROWN, FREDERICK D	SES PERFORMANCE AWARD	\$8,800
03/01/2013	BROWN, MILTON	SES PERFORMANCE AWARD	\$8,800
03/01/2013	CARPENTER, CYNTHIA A	SES PERFORMANCE AWARD	\$9,500
03/01/2013	COHEN, MIRIAM L	SES PERFORMANCE AWARD	\$9,500
03/01/2013	COLLINS JR, ELMO E	SES PERFORMANCE AWARD	\$10,800
11/29/2012	CORDES JR, JOHN F	SES PERFORMANCE AWARD	\$9,500
03/01/2013	DAPAS, MARC L	SES PERFORMANCE AWARD	\$9,500
03/01/2013	DEAN, WILLIAM M	SES PERFORMANCE AWARD	\$10,800
03/01/2013	DOANE, MARGARET M	SES PERFORMANCE AWARD	\$9,500
03/01/2013	DORMAN, DANIEL H	SES PERFORMANCE AWARD	\$9,500
03/01/2013	DYER, JAMES E	SES PERFORMANCE AWARD	\$9,500
03/01/2013	GIVVINES, MARY S	SES PERFORMANCE AWARD	\$8,800
03/01/2013	HACKETT, EDWIN M	SES PERFORMANCE AWARD	\$9,500
03/01/2013	HANEY, CATHERINE	SES PERFORMANCE AWARD	\$9,500
03/01/2013	HOLAHAN, GARY M	SES PERFORMANCE AWARD	\$9,500
03/01/2013	HOWELL III, ARTHUR T	SES PERFORMANCE AWARD	\$9,500
03/01/2013	ITZKOWITZ, MARVIN L	SES PERFORMANCE AWARD	\$9,500
03/01/2013	JOHNSON, MICHAEL R	SES PERFORMANCE AWARD	\$9,500
03/01/2013	LEEDS, ERIC J	SES PERFORMANCE AWARD	\$10,800
03/01/2013	LEW, DAVID C	SES PERFORMANCE AWARD	\$8,800
03/01/2013	MCCRARY, CHERYL L	SES PERFORMANCE AWARD	\$8,800
03/01/2013	MCCREE, VICTOR M	SES PERFORMANCE AWARD	\$10,800
03/01/2013	MOORE, SCOTT W	SES PERFORMANCE AWARD	\$8,800
03/01/2013	ORDAZ, VONNA L	SES PERFORMANCE AWARD	\$8,800
03/01/2013	PEDERSON, CYNTHIA D	SES PERFORMANCE AWARD	\$9,500
03/01/2013	POOLE, BROOKE D.	SES PERFORMANCE AWARD	\$9,500
03/01/2013	ROTHSCHILD III, IRWIN B	SES PERFORMANCE AWARD	\$9,500
03/01/2013	SATORIUS, MARK A	SES PERFORMANCE AWARD	\$9,500
03/01/2013	SCHMIDT, REBECCA L	SES PERFORMANCE AWARD	\$8,800
03/01/2013	SHERON, BRIAN W	SES PERFORMANCE AWARD	\$9,500
03/01/2013	STEWART, SHARON D	SES PERFORMANCE AWARD	\$8,800
03/01/2013	TRACY, GLENN M	SES PERFORMANCE AWARD	\$9,500
03/01/2013	UHLE, JENNIFER L	SES PERFORMANCE AWARD	\$9,500
03/01/2013	VIETTI-COOK, ANNETTE L	SES PERFORMANCE AWARD	\$9,500
03/01/2013	WEBER, MICHAEL F	SES PERFORMANCE AWARD	\$9,500
03/01/2013	WERT JR, LEONARD D	SES PERFORMANCE AWARD	\$9,500
03/01/2013	WIGGINS, JAMES T	SES PERFORMANCE AWARD	\$9,500
03/01/2013	ZIMMERMAN, ROY P	SES PERFORMANCE AWARD	\$9,500
03/01/2013	ZOBLER, MARIAN L	SES PERFORMANCE AWARD	\$10,800
02/24/2014	ASH, DARREN B	SES PERFORMANCE AWARD	\$8,946
10/30/2013	BORCHARDT, RICHARD W	SES PERFORMANCE AWARD	\$14,376
02/24/2014	BRENNER, ELIOT B	SES PERFORMANCE AWARD	\$12,050
02/24/2014	BROWN, FREDERICK D	SES PERFORMANCE AWARD	\$8,414
02/24/2014	CARPENTER, CYNTHIA A	SES PERFORMANCE AWARD	\$8,985
02/24/2014	COHEN, MIRIAM L	SES PERFORMANCE AWARD	\$12,576

04/23/2014

FOIA/PA 2014-00147 RESPONSE
Bonus Amounts for NRC Executives in Position Groups A and B
FY 2009 - FY 2013 SES Performance Appraisal Cycles

<u>Date</u>	<u>Name</u>	<u>Award</u>	<u>Amount</u>
02/24/2014	DAPAS, MARC L	SES PERFORMANCE AWARD	\$12,000
02/24/2014	DEAN, WILLIAM M	SES PERFORMANCE AWARD	\$12,576
02/24/2014	DOANE, MARGARET M	SES PERFORMANCE AWARD	\$12,576
02/24/2014	DORMAN, DANIEL H	SES PERFORMANCE AWARD	\$12,050
02/24/2014	DYER, JAMES E	SES PERFORMANCE AWARD	\$12,576
02/24/2014	FLANAGAN, JAMES P	SES PERFORMANCE AWARD	\$8,773
02/24/2014	GIVVINES, MARY S	SES PERFORMANCE AWARD	\$8,233
02/24/2014	HACKETT, EDWIN M	SES PERFORMANCE AWARD	\$12,050
02/24/2014	HANEY, CATHERINE	SES PERFORMANCE AWARD	\$12,576
02/24/2014	HOLAHAN, GARY M	SES PERFORMANCE AWARD	\$12,050
02/24/2014	HOLIAN, BRIAN E	SES PERFORMANCE AWARD	\$12,050
02/24/2014	HUDSON, JODY L	SES PERFORMANCE AWARD	\$8,625
02/24/2014	ITZKOWITZ, MARVIN L	SES PERFORMANCE AWARD	\$12,050
02/24/2014	JOHNSON, MICHAEL R	SES PERFORMANCE AWARD	\$8,985
02/24/2014	LEEDS, ERIC J	SES PERFORMANCE AWARD	\$8,779
02/24/2014	LEW, DAVID C	SES PERFORMANCE AWARD	\$12,050
02/24/2014	MAMISH, NADER L	SES PERFORMANCE AWARD	\$8,625
02/24/2014	MCCRARY, CHERYL L	SES PERFORMANCE AWARD	\$8,444
02/24/2014	MCCREE, VICTOR M	SES PERFORMANCE AWARD	\$12,576
02/24/2014	MOORE, SCOTT W	SES PERFORMANCE AWARD	\$12,050
02/24/2014	ORDAZ, VONNA L	SES PERFORMANCE AWARD	\$8,535
02/24/2014	PEDERSON, CYNTHIA D	SES PERFORMANCE AWARD	\$12,485
02/24/2014	POOLE, BROOKE D.	SES PERFORMANCE AWARD	\$8,145
02/24/2014	RICH, THOMAS W	SES PERFORMANCE AWARD	\$8,456
02/24/2014	ROTHSCHILD III, IRWIN B	SES PERFORMANCE AWARD	\$10,479
02/24/2014	SATORIUS, MARK A	SES PERFORMANCE AWARD	\$9,945
02/24/2014	SCHMIDT, REBECCA L	SES PERFORMANCE AWARD	\$10,350
02/24/2014	SHERON, BRIAN W	SES PERFORMANCE AWARD	\$8,985
02/24/2014	STEWART, SHARON D	SES PERFORMANCE AWARD	\$11,508
02/24/2014	TRACY, GLENN M	SES PERFORMANCE AWARD	\$8,985
02/24/2014	UHLE, JENNIFER L	SES PERFORMANCE AWARD	\$8,625
02/24/2014	VIETTI-COOK, ANNETTE L	SES PERFORMANCE AWARD	\$12,050
02/24/2014	WEBER, MICHAEL F	SES PERFORMANCE AWARD	\$8,985
02/24/2014	WERT JR, LEONARD D	SES PERFORMANCE AWARD	\$12,050
02/24/2014	WEST, KIM S	SES PERFORMANCE AWARD	\$8,625
02/24/2014	WIGGINS, JAMES T	SES PERFORMANCE AWARD	\$8,985
02/24/2014	ZIMMERMAN, ROY P	SES PERFORMANCE AWARD	\$8,985
02/24/2014	ZOBLER, MARIAN L	SES PERFORMANCE AWARD	\$12,050

FOIA/PA-2014-00147 RESPONSE

**Relevant Portion of Internal Commission Procedures
(Pre-dating March 4, 2014 version previously provided)**

Chapter I -- Commission Responsibilities

The Nuclear Regulatory Commission, as established by the Energy Reorganization Act of 1974, is responsible for licensing and regulating nuclear facilities and materials and for conducting research in support of the licensing and regulatory process. The President's Reorganization Plan No. 1 of 1980 clarified and strengthened the duties of the Chairman as the NRC's principal executive officer and more specifically defined the responsibilities of the Commission members acting as a collegial body. Consistent with the requirements of Reorganization Plan No. 1 of 1980, on May 18, 1988, the Commissioners approved COMLZ-88-10, which made more explicit the operational responsibility of the Chairman of the Commission, as the principal executive officer of the Commission, and the other members of the Commission.

Collegial Functions

1. Policy, Rulemaking, and Adjudication

Functions pertaining to policy formulation, rulemaking (with certain exceptions), adjudications, and orders are reserved for the Commission itself (Reorganization Plan No. 1 of 1980, Section 1 (a)). The Commission also must approve the appointment and the removal of certain senior agency officials. All other functions are vested in the Chairman (Id., Section 2(a)). In an area of doubt, the Commission may determine by majority vote whether any matter, action, question, or area of inquiry pertains to one of the Commission's functions (Id., Section 1(a)).

The Commission's collegial functions also include:

approval of outgoing agency correspondence which requires the formulation of a policy position (pertains to policy formulation function -- See id., Section 1(a)(1));

- revising budget estimates and determining the distribution of appropriated funds according to major programs and purposes (Energy Reorganization Act of 1974, Section 201(a)(5); Reorganization Plan No. 1 of 1980, Section 2(b));
- approval of all significant reallocation and reprogramming actions at a threshold of \$500,000 in contract costs or 4 FTE; and approval of all resource reallocations/reprogramming actions that establish or modify policy (COMSECY-04-0028);
- approval of responses to Government Accountability Office (GAO) reports which the Commission has designated require Commission review of staff comments before they are sent to GAO (COMSECY-03-0035);
- approval of proposals for the reorganization of the major offices within the Commission. The Commission will approve reorganizations for all offices that report to the Commission as well as NRR, NRO, NMSS, ONMP, RES, NSIR, CIO/Office of Information Services (OIS), EDO, and CFO (Reorganization Plan No. 1 of 1980, Section 2(b));
- * approval of nominations for the NRC's Distinguished and Meritorious Service Awards, all (OPM) Presidential Rank Awards, and approval of SES performance awards; and
- the Chairman shall be governed by the general policies of the Commission and by such regulatory decisions, findings, and determinations as the Commission may by law be

- authorized to make. (Energy Reorganization Act of 1974, Section 201(a)(3); and Reorganization Plan No. 1 of 1980, Section 2(c).)

With regard to agency actions pursuant to initial requests under the Freedom of Information Act, the Commission reviews the proposed release of Commission documents determined by OGC to be legally withholdable. The release of Commission documents on appeal, other than those generated in individual Commissioner offices, also requires Commission review.

2. Appointments

The roles of the Commission and the Chairman in the appointment of certain officers are detailed in Reorganization Plan No. 1 of 1980. Statutes enacted subsequent to the Reorganization Plan that created or redefined senior agency positions include the Chief Financial Officers Act of 1990 and the Information Technology Management Reform Act of 1996.

In the following cases, the Chairman shall initiate the appointment, subject to the approval of the Commission: Executive Director for Operations; Chief Financial Officer; General Counsel; Secretary of the Commission; Director, Office of International Programs; Director, Office of Commission Appellate Adjudication; and the Chief Administrative Judge and Members of the Atomic Safety Licensing Board Panel. The Chairman or a member of the Commission may initiate the removal of these officers subject to approval of the Commission. Similarly, the following officers, whose appointments are initiated by the Chairman, after consultation with the Executive Director for Operations, are subject to the approval of the Commission: Director of Nuclear Reactor Regulation (NRR); Director of Nuclear Material Safety and Safeguards (NMS); and Director of Nuclear Regulatory Research (RES). (See Endnote 2) The establishment of the Office of Nuclear Security and Incident Response (NSIR) was approved by the Commission in SECY-03-0036. In February 2005, the Office of the Chief Information Officer (OCIO) was renamed the Office of Information Services. The establishment of the Office of National Materials Program (ONMP) and Office of New Reactors (NRO) were approved by the Commission in SECY-06-0125 on June 16, 2006 and in SECY-06-0144 on July 21, 2006, respectively. The appointments of the Chief Information Officer (CIO) and Directors of NSIR, OIS, ONMP and NRO are also initiated by the Chairman, after consultation with the Executive Director for Operations, and subject to approval of the Commission. The Chairman or a member of the Commission may initiate the removal of the officers subject to approval of the Commission. Appointments of the Members of the Advisory Committee on Reactor Safeguards (ACRS), the Advisory Committee on Nuclear Waste (ACNW), and NRC's other Federal Advisory Committees are also subject to the approval of the Commission. (See Endnote 3)

Commission guidance on the process for obtaining nominations for NRC's Federal Advisory Committee positions (previously approved in COMIS-94-003 dated May 4, 1994, and COMSECY-94-018 dated June 20, 1994) is contained in Appendix 1.

3. Personnel Appointment Process

When a position has been formally posted and noticed, the following process is to be used:

a. The Office of Human Resources provides the Commission with the list of qualified candidates. (See Endnote 4)

* The Chairman at his/her discretion conducts interviews with all, or a selected number of qualified candidates and initiates the appointment process providing his/her recommendation for the position to the Commission for approval. The Chairman also provides the Commission a summary of his/her interviews, individual background information on the interviewed candidates, and if requested by the Commission, individual background information on the other qualified candidates.

c. Individual Commissioners may, at their discretion, interview all, or a selected number, of the qualified candidates. (See Endnote 5) Each Commissioner provides to the Chairman his/her approval/disapproval of the Chairman's recommendation for the position along with any additional comments.

Positions without a formal posting will be handled on a case by case basis. The process to be used for Advisory Committee members is set forth in Appendix 1 of these Procedures.

Chairman Duties

The Chairman is the official spokesman for the Commission and appoints, supervises, and removes, without further action by the Commission, the Directors and staff of the Office of Public Affairs and the Directors and staff of the Office of Congressional Affairs who report to the Chairman. The Chairman is also the principal executive officer of the Commission, and is responsible to the Commission for developing policy planning and guidance for consideration by the Commission. The Chairman shall be governed by the general policies of the Commission and by such regulatory decisions, findings, and determinations as the Commission may by law be authorized to make. (Reorganization Plan No. 1 of 1980, Section 2(c)). The Chairman, on behalf of the Commission, shall see to the faithful execution of the policies and decisions of the Commission and shall report thereon to the Commission from time to time or as the Commission may direct. (Energy Reorganization Act of 1974, Section 201(a)(1)). The Chairman is responsible to the Commission for ensuring that the Executive Director for Operations and the staff of the Commission (other than the officers and staff referred to in Section (1)(b)(4), (1)(c), and (2)(a) of the Reorganization Plan) are responsive to the requirements of the Commission in the performance of its functions. The Chairman determines the use and expenditure of funds of the Commission, in accordance with the distribution of appropriated funds according to major programs and purposes and approved by the Commission. The Chairman presents to the Commission for its consideration proposals for the reorganization of the major offices within the Commission, and the budget estimates for the Commission. (Reorganization Plan, Section 2(b))

The Chairman and the Executive Director for Operations, through the Chairman, are responsible for ensuring that the Commission is fully and currently informed about matters within its functions (Id., Section 2(c)). (See Endnote 6) The Chairman shall ensure prompt and full delivery of original information with any changes thereto, including draft SECYs and COMs. This does not include preliminary information for development of Section 2(b) proposals and estimates unless expressly requested by the Commission. The Executive Director for Operations reports for all matters to the Chairman (Id., Section 4(b)).