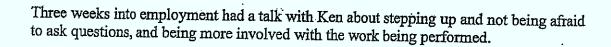


NAME	POSITION TITLE	0		DATE
Ken Snyde	R TRAFFIC	Signey	TecH	3-26-2010
LOCATION	DEPARTMENT		DIVISION	
Service Center-65th& Riverview			Electric Ope	rations
EVALUATING OFFICER	REVIEWING SUPERVISOR	DATE PRESENT	- 1	TE LAST REVIEW
GREG DEGRAEVE		1-21-	2010	
CHECK PROBATION S ONE XX	SEMI-ANNUAL ANNUAL OTH	IER (EXPLAIN)	OHECK APPLI	ABLE BOX
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QUALITY OF WORK- THOROUGHNESS, A	CCURACY AND NEATNESS OF WORK	* * * *		
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DMMENTS.	COMPLISHMENTS, VOLUME OF WORK	(1)	: .	
MUST BE ASKED	TO GET ING	bolved		
WITH TASKS	·			
EPENDABILITY- CONSCIENTIOUS, RE	COONCIDE TO PERSON PROPERTY.		·	
EMMENTS: CONSCIENTIONS, REI	aronaible, RELIABLE WITH RESPECT TO	ATTENDANCE,		
same as	above		<u>.</u>	•
	ENESS TO WORK WITH ASSOCIATES, SUPE	RVISORS		
BRICKITO :	THENTION TO IN	STRUCTIONS	r.	•
SAME as	ABOUL		1 1 1	
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AFETY PRACTICE- PRACTICES GOOD SA	FETY HABITS.			
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			IXI	
FRANCES COOLMENTATIONS			Name of the last o	What work a second track of the control
GRAIL RESING AND	peran Palana	Tesore La Euro	GERTAL STATE	OUTSTANDING:
DEVELOPMENT PLAN FOR IMPROVE		CONTRACTOR NOT THE RESERVE		
PEATES! WE'S I PULL ON HALL WOAF	ENICHT (IF APPROPRIATE)		RECEI	VFD
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LUATING OFFICER SIGNATURE		() 6. 6.	h	1 200
Las No	3-26-2010	()0:0	A 1/	100/07/10



While working with a senior technician and the line crew Ken volunteered to watch the signals while they where being flashed out. He was on the phone when he was to be letting the crew know which signals were flashing. The senior tech had to take over.

Sted

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NAME	 			M-EXEIVIP	•			
KP1)	Snyder	, · F	POSITION TITLE	215	. ,	,	DATE	<i>m</i> 2
LOCATION	0/09 0000		TRAFFIC PEPARTMENT	بحاد	Na 1	TecH	4-2	1-16
. •		۲	EPARIMENI	•		DIVISION		
Service Center-6 EVALUATING OFFICE						Electric C	Operations	
	(***	EVIEWING S	SUPERVISOR		PRESENT P	OSITION	DATE LAST R	EVIEW
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RODUCTIVITY-	DEMONSTRATED ACCON	APLISHMENTS:	VOLUME OF WORK	·—-				
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OPERATION-				: .		27	:	
MMENTS:	ABILITY AND WILLINGNES AND OTHERS.	S TO WORK W	ITH ASSOCIATES, SUPER	/ISORS			· · · · · · · · · · · · · · · · · · ·	
ASKS	if: He	15	needed					4
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FETY PRACTICE-	PRACTICES GOOD SAFET	Y,HABITS.	•					
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	NON-EXEMPT
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NAME	POSITION TITLE	, .		DATE	
KENNETH W. SNYDER	TRAFFIC SIGNAL TECHNICIAN J			June 21, 2010	
LOCATION	DEPARTMENT	DIVISION			
Service Center-65th& Riverview	EO TRAFFIC SIGNAL		Electric Oper	rations	
EVALUATING OFFICER REVIEWIN	G SUPERVISOR	DATE PRESENT PO		TE LAST REVIEW	
	EGRAÈVE	January 21, 201	o An	ril 27, 2010	
L1110 0.2 11 11 1					
CHECK PROBATION SEMI-ANNUA	AL ANGLE OTTERS		CHECK APPLI	CABLE BOX	
A. PERFORMANCE CHARA		u.	F G	E O	
KNOWLEDGE OF JOB- A CLEAR UNDERSTANDING OF THE	E FACTS OR FACTORS PERTINENT TO	BOL O			
COMMENTS: : MR. SNYDER IS UNABLE TO COMPLETE WORK O	N JOBS AND TASKS REQUI	RED OF	• .	· · ·	
THE POSITION.	•	X			
	·		·		
QUALITY OF WORK- THOROUGHNESS, ACCURACY AND	NEATNESS OF WORK	.			
COMMENTS: MR.SNYDER DOES NOT PAY ATTENTION TO DET	AIL WHEN ASKED TO COMP	LETE A			
TASK HE WAS ASKED TO PROGRAM A CONTROL	LTEK MHEN INSTAFFED 11 A	VAS X			
NOT COMPLETE WHICH CAUSED THE INTERSEC					
PRODUCTIVITY- DEMONSTRATED ACCOMPLISHME	NTS, VOLUME OF WORK		•		
COMMENTS: MR. SNYDER IS NOT COMPLETING TASKS IN A T	IMELY MANNER. HIS VOLUN	E OF			
WORK IS UNSATISFACTORY DUE TO MULTIPLE F	PERSONAL PHONE CALLS D	URING X			
COMPANY WORKING HOURS		,	 		
Constitution of the second sec	RELIABLE WITH RESPECT TO ATTEN	DANCE,	•	ļ	
COMMENTS: WORK COMPLETION. ON MAY 28,2010 MR: SNYDER WAS ASKED TO PR	ROGRAM A CONTROLLER W	HEN IT			
hava e imetal i ed it did not work Properly. V	WHEN TRYING TO EXPLAIN	VVIVAT X			
WAS WRONG HAD TO BE ASKED NOT TO ANSWE			<u> </u>		
	ORK WITH ASSOCIATES, SUPERVISOR	RS			
COMMENTS: AND OTHERS. HE DOES NOT VOLUNTEER TO WORK WITH CO-1	WORKERS ON CALLS DURIN	IG THE .			
DAY TO DAY OPERATIONS.		X			
	· · · · · · · · · · · · · · · · · · ·	· · · · · ·			
SAFETY PRACTICE- PRACTICES GOOD SAFETY HABITS	3.				
COMMENTS: WHEN IN THE FIELD, HE IS DISTRACTED FROM H	IIS WORK WITH PERSONAL	PHONE			
CALLS, HIS ANSWERING OF THESE CALLS CREA	TES AN UNSAFE WORKING	X			
CONDITION FOR HIMSELF AND HIS CO-WORKER	3.				
OVERALL RATING DOCUMENTATION REQUIRED X UNSATISFACTORY	FAIR GO	OD * EXC	ELLENT *	GUTSTANDING	
B. DEVELOPMENT PLAN FOR IMPROVEMENT (IF	APPROPRIATE)	1 4 5 F.			
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C. EMPLOYEE COMMENTS:					
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	EMPLOYEE	SIGNATURE		DATE	
SIGNATURES		1. 00		1000000000	
EVALUATING OFFICER SIGNATURE DA	TE REVIEWING	SUPERVISION SIGN	ATURE)	- 18 FCV	
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Form No.: 094-1385E (08/07) 1 of 2

EMPLOYEE PERFORMANCE EVALUATION

KENNETH W. SNYDER

6-21-2010

KNOWLEDGE OF JOB: BY THIS TIME MR. SNYDER SHOULD BE ABLE TO WORK WITH MINIMAL ASSISTANCE ON JOBS DURING NORMAL WORKING HOURS. AT PRESENT HE HAS NOT COME UP TO SPEED ON THE DAY TO DAY PROBLEMS THAT ARISE.

QUALITY OF WORK / DEPENDABILITY: ON MAY 28TH, 2010 MR. SNYDER WAS ASKED TO PROGRAM A CONTROLLER. HE WAS TOLD TO ONLY INSTALL THE INFORMATION THAT WAS ON THE TIMING SHEET AND DELETE ALL OTHER INFORMATION NOT ON THE SHEET FOR THAT INTERSECTION. HE TOLD ME IT WAS COMPLETE. I MET HIM AT THIS LOCATION. THE INTERSECTION DID NOT WORK AS IT SHOULD. WHILE TRYING TO EXPLAIN TO HIM WHAT WAS WRONG HIS PHONE RANG, HE TRIED TO ANSWER IT. I ASKED HIM NOT TO ANSWER HIS PHONE WHILE I WAS SHOWING HIM THE PROBLEM. I PROCEEDED TO EXPLAIN TO HIM WHAT WAS WRONG AND AGAIN HIS PHONE RANG HE TRIED TO ANSWER IT. HE WAS TOLD AGAIN NOT TO ANSWER THE PHONE WHILE WORKING.

PRODUCTIVITY: HE IS NOT COMPLETING TASKS IN A TIMELY MANNER DUE TO MULTIPLE PERSONAL PHONE CALLS DURING WORKING HOURS.

COOPERATION: HE DOES NOT VOLUNTEER TO GO WITH SENIOR TECHS ON CALLS RECEIVED DURING NORMAL HOURS TO GET FIRST HAND KNOWLEDGE OF PROBLEMS. HE MUST BE TOLD. THIS IS A PROBLEM HE SHOULD WANT TO GET INVOLVED WITH EVERY OPPORTUNITY TO GAIN THE KNOWLEDGE HE NEEDS TO PERFORM THE TASKS REQUIRED BY HIS JOB CLASSIFICATION.

SAFETY: WHEN IN THE FIELD HE IS DISTRACTED FROM HIS WORK WITH PERSONAL PHONE CALLS. HIS ANSWERING OF THESE CALLS CREATES AN UNSAFE WORKING CONDITION FOR HIMSELF AND FOR CO-WORKERS.