

Not attached to evaluation -  
note "dog-ear" corner on 26 March  
evaluation -- # 14

Not punched as all other  
pages in file copy -- # 14

Comments and annotations added to digital copy only -  
numbers correspond to notes on "eval-notes.pdf"

## EMPLOYEE PERFORMANCE EVALUATION

KENNETH W. SNYDER

#10  
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. *Rebuttal examples listed on "work-record.pdf"*

#16

QUALITY OF WORK / DEPENDABILITY: ON MAY 28<sup>TH</sup>, 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. *See "work-record.pdf"*

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. *See "work-record.pdf"*

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.

*Absolute nonsense -- no more calls than any other signal tech.  
Other techs made and received calls during work hours and on job sites.*

*Absolutely inaccurate if comments made by Mr. DeGraeve  
COMPLETE LIE if comments made by Mr. Clark.*

#7

NO INITIALS: #6  
(see 26 March evaluation  
for example)