

C. Identification of at least one critical milestone or achievement associated with this objective.

Supervisor's Signature: _____ **Date:** _____

Employee's Signature: _____ **Date:** _____

Section 3: Actual Achievement (check 1):

___ Level 1 ___ Level 2 ___ Level 3

Using the information in Sections B and C, above, circle the level of achievement (level 1, level 2 or level 3) as defined below.

Level 1: Below expectations

If two or more milestones and/or objectives were not achieved, or one **critical** milestone and/or objective was not achieved the person will have performed below expectations.

Level 2: Meets expectations

If all milestones were achieved without additional distinction noted below, the person will have performed in a manner that met expectations. Determined by a majority vote of the Compensation Committee of the Board.

Level 3: Exceeds expectations

If in addition to meeting expectations, the person provided additional inputs and/or leadership that were not anticipated [e.g., took initiative to inform officers of difficult problems without waiting for scheduled communication; achieved unanticipated cost savings]. If so, please describe such contribution(s) justifying this designation.

Supervisor's Signature: _____ **Date:** _____

Employee's Signature: _____ **Date:** _____