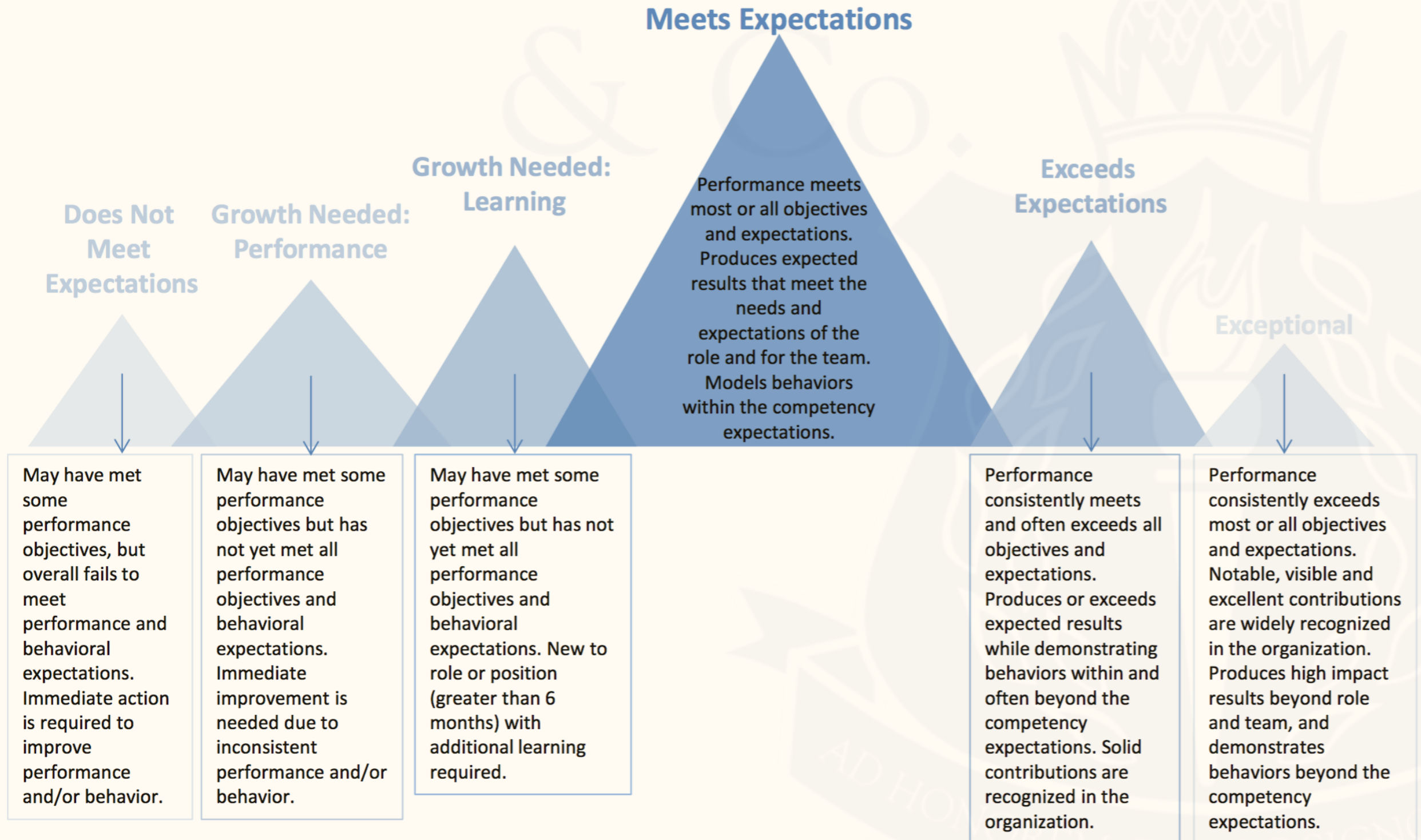


A universal rating scale to be used by all departments

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RATING	DEFINITION
Exceptional	Performance consistently exceeds most or all objectives and expectations. Notable, visible and excellent contributions are widely recognized in the organization. Produces high impact results beyond role and team, and demonstrates behaviors beyond the competency expectations.
Exceeds Expectations	Performance consistently meets and often exceeds all objectives and expectations. Produces or exceeds expected results while demonstrating behaviors within and often beyond the competency expectations. Solid contributions are recognized in the organization.
Meets Expectations	Performance meets most or all objectives and expectations. Produces expected results that meet the needs and expectations of the role and for the team. Models behaviors within the competency expectations.
Growth Needed: Learning	May have met some performance objectives but has not yet met all performance objectives and behavioral expectations. New to role, responsibilities, or position (greater than six months) with additional learning required.
Growth Needed: Performance	May have met some performance objectives but has not yet met all performance objectives and behavioral expectations. Immediate improvement is needed due to inconsistent performance and/or behavior.
Does Not Meet Expectations	May have met some performance objectives, but overall fails to meet performance and behavioral expectations. Immediate action is required to improve performance and/or behavior.
Not Applicable	Performance cannot be rated as employee has been in role for less than six months. Too new to review/rate.

