

**PHILIP MORRIS  
PERFORMANCE  
APPRAISAL FORM  
(PART A & B)**

Name VICTOR J. DeNoble  
 Social Security No 057-42-5819  
 Job Title Research Professional  
 Period Covered MAY 1-80 to MAY 1-81



PH-402, 1-80

<b>PART A: RESPONSIBILITIES/OBJECTIVES</b> (PLEASE SEE PHILIP MORRIS PERFORMANCE APPRAISAL FORM INSTRUCTION BOOKLET)	<b>WEIGHT AND PERFORMANCE EVALUATION</b>
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**1 STATE RESPONSIBILITY/OBJECTIVE:** *Compare in state*  
 Design and test new procedures for screening *Neurotic and*  
*their* ~~the~~ analogues for reinforcing efficacy and intersubject discriminability

DESCRIBE RESULTS ATTAINED: Well ahead of schedule in executing planned work and has conceived new ideas that have already been incorporated into the research program. Outstanding performance in terms of both speed and content.

WEIGHT 50 %

Consistently Exceeds Requirements  
 Generally Above Requirements  
 Meets Requirements  
 Generally Below Requirements  
 Substantially Below Requirements

**2 STATE RESPONSIBILITY/OBJECTIVE:**  
 To update and maintain the existing testing procedures.

DESCRIBE RESULTS ATTAINED: has made significant improvements in methodology, resulting in more sensitive assay measures

WEIGHT 20 %

Consistently Exceeds Requirements  
 Generally Above Requirements  
 Meets Requirements  
 Generally Below Requirements  
 Substantially Below Requirements

**3 STATE RESPONSIBILITY/OBJECTIVE:**  
 Organize, Analyze and present data

DESCRIBE RESULTS ATTAINED: within one first six months generated 1 manuscript for publication and prepared a number of internal reports

WEIGHT 20 %

Consistently Exceeds Requirements  
 Generally Above Requirements  
 Meets Requirements  
 Generally Below Requirements  
 Substantially Below Requirements

**4 STATE RESPONSIBILITY/OBJECTIVE:**  
 Coordinate the behavioral research lab expansion

DESCRIBE RESULTS ATTAINED: displayed good logistical and administrative skills in designing and implementing the expanded facility

WEIGHT 5 %

Consistently Exceeds Requirements  
 Generally Above Requirements  
 Meets Requirements  
 Generally Below Requirements  
 Substantially Below Requirements

**5 STATE RESPONSIBILITY/OBJECTIVE:**  
 To supervise and instruct 1 Research Assistant and 1 Research Technician

DESCRIBE RESULTS ATTAINED: Involves and motivates subordinates well, but is sometimes insensitive to their need for stroking and the fact that they do not find the intrinsic satisfactions in executing his projects which he finds

WEIGHT 5 %

Consistently Exceeds Requirements  
 Generally Above Requirements  
 Meets Requirements  
 Generally Below Requirements  
 Substantially Below Requirements

**6 STATE RESPONSIBILITY/OBJECTIVE:**

DESCRIBE RESULTS ATTAINED:

WEIGHT \_\_\_\_\_ %

Consistently Exceeds Requirements  
 Generally Above Requirements  
 Meets Requirements  
 Generally Below Requirements  
 Substantially Below Requirements

1005215269

Name Vic DeNoble

Social Security No. Jan 23/1981

**PART A: RESPONSIBILITIES/OBJECTIVES  
(PAGE 2)**

**WEIGHT AND  
PERFORMANCE  
EVALUATION**

**7 STATE RESPONSIBILITY/OBJECTIVE:**

DESCRIBE RESULTS ATTAINED:

WEIGHT \_\_\_\_\_ %

- Consistently Exceeds Requirements
- Generally Above Requirements
- Meets Requirements
- Generally Below Requirements
- Substantially Below Requirements

**8 STATE RESPONSIBILITY/OBJECTIVE:**

DESCRIBE RESULTS ATTAINED:

WEIGHT \_\_\_\_\_ %

- Consistently Exceeds Requirements
- Generally Above Requirements
- Meets Requirements
- Generally Below Requirements
- Substantially Below Requirements

**9 STATE RESPONSIBILITY/OBJECTIVE:**

**AFFIRMATIVE ACTION**  
(Where This Applies See Directions)

DESCRIBE RESULTS ATTAINED:

WEIGHT 10 %

- Consistently Exceeds Requirements
- Generally Above Requirements
- Meets Requirements
- Generally Below Requirements
- Substantially Below Requirements

**DESCRIBE KEY "ABILITIES" AFFECTING RESULTS:** what "abilities" represent this employee's strengths and areas of needed improvement? Use the enclosed "abilities" listing to assist you in completing this section. (These abilities will form the basis for the "Development Plan" in Part C.)

*Strengths - Outstanding Technical knowledge  
 Good Scientist  
 Creative  
 Plans well  
 Communicates effectively  
 Good Salesman*

*Weaknesses -  
 Has problems coordinating with others  
 Can grow in supervisory skills*

**PART B: OVERALL EVALUATION**

**INSTRUCTIONS**

Consider the evaluation statements checked in Part A, together with the weights assigned to each responsibility/objective. Check the statement which best describes overall performance.

- +
- Performance fulfills position requirements. The work performed is acceptable in quality, quantity and timeliness. (C)
- 

- +
- Performance consistently exceeds requirements of position regarding quality, quantity and timeliness of work. (A)
- 

- +
- Performance is somewhat below requirements of position. Additional counseling, application, experience or training is required. (D)
- 

- +
- Performance is generally above position requirements regarding quality, quantity and timeliness of work. (B)
- 

- Performance is substantially below the requirements of the position. Immediate improvement is necessary or reassignment or termination will follow. (E)

**SIGNATURES**

APPRaiser's SIGNATURE William A. D...

DATE Jan 23, 1981

NEXT LEVEL OF APPROVAL Blaine

DATE Apr 13 81

FINAL SRN APPROVAL \_\_\_\_\_

DATE \_\_\_\_\_

**TO THE EMPLOYEE:** You are requested to sign on the line provided below to indicate only that you have had an opportunity to review and discuss your performance evaluation with your supervisor. YOUR SIGNATURE DOES NOT INDICATE THAT YOU AGREE WITH THE EVALUATION.

EMPLOYEE'S COMMENTS:

EMPLOYEE'S SIGNATURE Vic DeNoble

DATE 1-23-81

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