

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

Name Victor Deleble
 Social Security No _____
 Job Title Research Psychologist
 Period Covered February 1, to Sept 1, 1951



BLUCC 118C

<p align="center">PART A: RESPONSIBILITIES/OBJECTIVES (PLEASE SEE PHILIP MORRIS PERFORMANCE APPRAISAL FORM INSTRUCTION BOOKLET)</p>	<p>WEIGHT AND PERFORMANCE EVALUATION</p>
---------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------

1 STATE RESPONSIBILITY/OBJECTIVE: Apply the concepts and techniques of behavioral pharmacology to furthering our understanding of the reinforcing action of the components of cigarette smoke.

DESCRIBE RESULTS ATTAINED: Has made outstanding contributions in conceptualizing problems and designing research for testing critical hypotheses. Has won commendation from three R&D consultants. Details are withheld for proprietary reasons.

WEIGHT 40 %

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

2 STATE RESPONSIBILITY/OBJECTIVE: Develop and maintain the animal facility required for fulfilling Objective #1

DESCRIBE RESULTS ATTAINED: Designed the physical layout of the new lab, and has continued to upgrade equipment and procedure, with outstanding speed and effectiveness.

WEIGHT 20 %

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

3 STATE RESPONSIBILITY/OBJECTIVE: Organize the output of the Behavioral Pharmacological Laboratory into presentations to management, internal reports and manuscripts for publication as directed.

DESCRIBE RESULTS ATTAINED: Restrictions have been imposed due to confidentiality of work, but presentation and written documents have been of superlative quality.

WEIGHT 20 %

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

4 STATE RESPONSIBILITY/OBJECTIVE: ~~Supervise the work of one ^{senior} associate and one junior associate~~
 Supervise the work of one assistant and one technician.

DESCRIBE RESULTS ATTAINED: His authoritarian style makes for efficiency but some discontent of subordinates.

WEIGHT 10 %

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

5 STATE RESPONSIBILITY/OBJECTIVE: Assist in the development ^{and implementation} of the research program for the Behavioral Research Laboratory.

DESCRIBE RESULTS ATTAINED: Has had much constructive input. There is some personal conflict involving him which has slowed implementation. He is aware of problem and is making a conscious effort to correct it.

WEIGHT 10 %

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

1005215266

Name V. De Noble

Social Security No. _____

**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.)

"Abilities" to focus upon for improvement:

- 1- Can improve in dealing with conflict situations
- 2- Can become more sensitive to subordinates' motivations and needs.
- 3- Can learn team attitudes + 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 consistently exceeds requirements of position, regarding quality, quantity and timeliness of work. (A)

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

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

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

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

SIGNATURES

APPRaiser's SIGNATURE V. De Noble

DATE 9/14/81

NEXT LEVEL OF APPROVAL J. C. ...

DATE 9/11/81

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 V. De Noble

DATE 9-10-81

1005215267