PHILIP MORRIS PERFORMANCE APPRAISAL FORM (PART A & B)

Name Victor DeNoble
Social Security No057-42-5819
Job Title Research Scientist
PeriodiCovered Sept. 1, 1981 to Sept. 11, 1982



(PI	PART: A: RESPONSIBILITIES/OBJECTIVES LEASE SEE PHILIP MORRIS PERFORMANCE APPRAISAL FORM INSTRUCTION BOOKLET).	WEIGHT AND PERFORMANCE EVALUATION		
1	STATE RESPONSIBILITY/OBJECTIVE: Apply the conceptual model and the techniques of behavioral pharmacology to further our understanding of the reinforcing action of the components of cigarette smoke:			
	DESCRIBE RESULTS ATTAINED Results Confidential See Attachment 1 See Attachment 1	WEIGHT 45 □ Fuffilis Requirements □ Somewhat Below Requirements □ Substantially Below Requirements □ Generally Above Requirements □ Consistently Exceeds Requirement		
2	STATE RESPONSIBILITY/OBJECTIVE: Supervise the work: of one Scientist and one Associate Professional A.			
	DESCRIBE RESULTS ATTAINED:	WEIGHT 15		
	See-Attachment: 2	☐ Fuffitis Requirements ☐ Somewhat Below Requirements ☐ Substantially Below Requirements ☐ Generally Above Requirements ☐ Consistently Exceeds Requirement		
3	STATE RESPONSIBILITY/OBJECTIVE: Disseminate the output of the Behavioral Pharmacology program in the form of presentations to management, internal reports and manuscripts for publication.			
ı	DESCRIBE RESULTS ATTAINED:	WEIGHT 15:		
!	See Attachment 3	☐ Fuffilis Requirements ☐ Somewhat Below Requirements ☐ Substantially Below Requirements ☐ Generally Above Requirements ☐ Consistently Exceeds Requirements		
4	STATE RESPONSIBILITY/OBJECTIVE: Maintain and upgrade the animal facility required for fulfilling Objective #1.			
	DESCRIBE RESULTS ATTAINED:	WEIGHT 15		
	See Attachment 4	☐ Fulfills Requirements ☐ Somewhat Below Requirements ☐ Substantially Below Requirements ☐ Generally Above Requirements Consistently Exceeds Requirement		
5	STATE RESPONSIBILITY/OBJECTIVE: Collaborate in the conceptual development of the over Research program.	erall Behaviorali		
	DESCRIBE RESULTS ATTAINED:	WEIGHT 10		
!	See Attachment: 5: State Responsibility/Objective: Describe Results attained:	□ Fuffilis Requirements. □ Somewhat Below Requirements. □ Substantially Below Requirements. □ Generally Above Requirements. □ Consistently Exceeds Requirements.		
6	STATE RESPONSIBILITY/OBJECTIVE:			
I	DESCRIBE RESULTS ATTAINED:	WEIGHT		
		☐ Fuffilis Requirements. ☐ Somewhat Below Requirements ☐ Substantially Below Requirement ☐ Generally Above Requirements ☐ Consistently Exceeds Requireme		

PART A: RESPONSIBILITIES/OBJECTIVES (PAGE 2)

WEIGHT AND PERFORMANCE EVALUATION

assigned to each responsibility/objective. Check the statement which best describes overall performance. +			
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PART B. OVERALL EVALUATION See Attachment. Part B. OVERALL EVALUATION WISTRUCTIONS 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 is unsatisfactory. Immagined to each responsibility/objective. Check the statement which best describes overall performance for intermination will fell performance fulfills position requirements. The work performed is acceptable in quantity, and timeliness and meets all Philip Morris, standards for the position. Performance is somewhat below requirements in assigned to each responsibility and timeliness of work performance is somewhat below requirements in assigned to each responsibilities. Performance is generally above quantity and timeliness of work performance is somewhat below requirements in assigned to improve performance in this position. SIGNATURES	WEIGHT 10		
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$\mathcal{O}(\mathcal{O})$	eds: requirements of position s of work. Outstanding execution of jobire ntly and substantially exceeds standards.		
APPRAISER'S SIGNATURE	12/1/82 0		
NEXT LEVEL OF APPROVAL SOFTE	DATE 10/1/32		
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 op and discuss your performance evaluation with your supervisor YOUR SIGNATURE DOES NOT INDICATE THAT Y. THE EVALUATION.	portunity to review OU AGREE WITH		
EMPLOYEE'S COMMENTS:	20 60		

Victor DeNoble 057-42-5819 Research Scientist

KEY ABILITIES:

Strengths

- 1. Quantity, quality and timeliness of research.
- 2. Has exceptional drive to obtain results.
- 3. Is immovative and creative in his area of expertise.
- 4. Communication skills are well above average.
- 5. Has improved in being more sensitive to subordinates motivation and needs.

Needs Improvement

- 1. Still needs improvement in dealing with conflict situations.
- 2. Needs improvement in team attitudes and skills.
- 3. Needs: to develop more awareness of overall R&D goals: and objectives and begin to develop an appreciation of Philip Mornis goals and objectives.