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Performance Evaluation for 01-Jan-2006 to 31-Dec-2006

Board, Charles (Nokia ID 10035419)**Manager:** Mabry, Danny**Last Modified:** 01-Mar-2007**Performance Evaluation:** Final - Status changed on 01-Mar-2007

Performance Observations (consider both WHAT was achieved and HOW it was achieved)

Examples where the employee exceeded the set objectives and/or acted as role model according to Nokia Values

Charlie developed a web application that configured sales packs for the FRU. Application was fully functional and trialed.

Charlie directed his team in providing multiple applications for ASO that improved capability and productivity. Continued upgrades and support for TP Admin, IMEI count down check, etc. were deployed in ASO and other sites. Charlie coordinated needs with the development efforts and skills of his team to accomplish the application roll-outs.

Charlie did an exceptional job in ensuring his team had the necessary training to keep up with current test technologies and programming. He had a very focused training plan for his team and set the standard in this area for ASO. He continuously looks for opportunities for self improvement.

Examples where the employee met objectives and/or operated according to Nokia Values

Charlie led the Test Engineering team in support of 23 new product introductions. All test equipment was on-time and excellent support was provided in preparing for operations start up. Charlie was very adept in executing his team's tasks per the new product ramp plan. He did a very good job of understanding where ASO Test needed to be 3 and 6 months out and planned accordingly.

Successfully led the Spade implementation (first in ATZ) and DCT4 Security Server implementation at ASO.

Examples where the employee didn't succeed in meeting objectives and/or failed to operate according to Nokia Values

None

[2006 Performance Evaluation Criteria](#)

* Overall performance evaluation:

On target

Comments

Mundt, Eugene's Comments:

E.M., 09-Jan-2007 : Charlie is a professional who manages his group with little supervision. I can always count on him to take the necessary actions without being told. He strives to continually improve himself and his team and pushes his team to maximize their abilities.

My Comments: