

Performance Evaluation of Board, Charles for 01-Jan-2008 to 31-Dec-2008

Manager: Mabry, Danny
Last Modified: 01-Mar-2009
Performance Evaluation: Final - Status changed on 01-Mar-2009

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

- During the fourth quarter of 2008 Charles acted as an excellent resource for an external team that needed assistance with a small product fulfillment task. The sales and marketing needed to ship product to ten winners of a N96 product promotion in the U.S. and Canada. The phones needed to be dekitted and reconfigured into special promotional packaging and then shipped to ten different locations with email notification to each of the recipients. This was completed on time with zero errors and very positive email feedback.
- Charles also has continued to work toward enabling the ATCLE location to have BB5 services to further expand the locations capabilities.
- organized and facilitated a team Lunch & Learn (OVI training session)
- Developed and maintained VALC homepage

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

-Additionally due to resource challenges he has taken on the duties as the Nokia Quality person with a primary focus on transceiver configuration and Verizon Phone and Accessories shipments. He also handles all Inbound and Outbound claims associated with operations at this location. This has included the handling of both insurance claims as well as internal logistics (DQ) claims. Charles has handled these responsibilities well insuring the follow-through on all actions. He has insured that CAPAs are completed and logged on all issues in a timely manner. He has worked with carriers and most recently security officials (Nokia and FedEx) in the theft of outbound shipments.

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

[Performance Evaluation Criteria](#)

Overall performance evaluation:

On target

Comments

Mabry, Danny's Comments:

D.M., 28-Jan-2009 : Charlie has shown a great amount of flexibility, adaptability, and a spirit of renewal. He has gone from being an Engineering Manager at the Alliance factory to now:

- Quality management (insurance claims, logistics claims, Production Quality, etc)
- Web page design / maintenance
- database programming
- Managing the technical aspects of rework jobs
- miscellaneous projects including Marketing and Traffic activities
- process improvements / general problem solving

He is a valuable resource to the team as he applies his experience and education to improving the performance of the VALC team.

Attachments

Name	Type	Size	Date Uploaded	Uploaded By
Charlie's PE	.doc	46KB	28-Jan-2009	D.M.

Readers

Name	Reviewer
Hall, Shannon (HR Reader)	