

Performance Evaluation of Board, Charles for 01-Jan-2009 to 31-Dec-2009

Manager: Mabry, Danny
Last Modified: 05-Mar-2010
Performance Evaluation: Final - Status changed on 05-Mar-2010

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

- Realized that BI resource is not able to deliver BB5 requirements to ATCLE facility. Found solution that gives our location the ability and satisfies Nokia and ATCLE's financial requirements by utilizing Tucson on a Nokia Laptop deployed just outside Nokia office. Solution provides a way to change product codes, product configuration (SIM Loc) and reprint Type label for products as needed.

- Needed to rework a large Number of Canadian Nokia N810 Wimax that had no demand into US Nokia 810 Wimax units. Developed process to change the software and utilized a barcode scanner, Excel, Zebra printer and Bartender to generate a new Type Label with updated productcode along with WLAN ID embedded in a 2D barcode..
 -Charlie has been invaluable in acting as "BI support" for the IHL team

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

Numerous rework projects too numerous to list here. Please see attachment. He processes Logistics Claims in a timely effective manner. Continually performs Verizon audits according to checklist.

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

- Have been unable to acquire rights to the Team Tool area so that procedures and checklist for Product Services as well as Verizon could be stored.

- Failed to acquire BB5 capabilities through iMES for ATCLE due to technical problems that BI has yet to resolve.

[Performance Evaluation Criteria](#)

Overall performance evaluation:

On target

Comments

Mabry, Danny's Comments:

D.M., 21-Jan-2010 : Charlie brings a highly valued technical skillset to the team. He shows a willingness to be flexible and use that knowledge in whatever application necessary to help the team. In 2010 will need to continue to focus on inventory reduction, particularly the elimination of the non-nettable inventory.

Attachments

Name	Type	Size	Date Uploaded	Uploaded By
Charlies accomplishments	.doc	47KB	21-Jan-2010	D.M.

Readers

Name	Reviewer
Hall, Shannon (HR Reader)	