




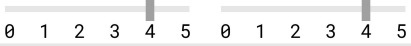


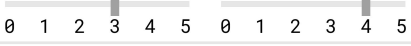





Job Scorecard

Employee	David Edwards	<div style="text-align: center;"> <p>Total</p> <p>3.7</p> </div>
Manager	Michael Klinger	
Position	Controller - Service Expert	
Job Mission	<ul style="list-style-type: none"> - Managing effective and efficient processes - Improving workflows continuously - Providing Controlling training and support 	
Interview date	2020-03-19	

Living Our Core Values	Score 2020-03-19	Actual	Target	Comments
We deliver quality and excellence in all we do.				
We are not arrogant nor do we treat people differently than how we would like to be treated. We are always respectful of everyone.				
Our clients expect us to respond to their questions and concerns quickly. Getting back to our clients promptly is one way we demonstrate our sensitivity to their issues and how much we care about them.				

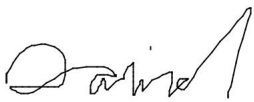
Key Responsibilities	Score 2020-03-19	Actual	Target	Comments
Managing effective and efficient processes				
Improving workflows continuously				
Providing Controlling training and support				

Leadership and Expected Behavior	Score 2020-03-19	Actual	Target	Comments
Negotiation skills				
Facilitation and conflict resolution skills				
First-class communication skills				

Knowledge and Technical Skills	Score 2020-03-19	Actual	Target	Comments
Bachelors degree (finance, business, or accounting)				
Excellent project manager				
Experience in process standardization				
Experience as a training coordinator				

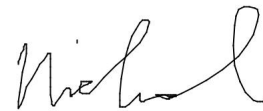
Expected Outcome (KPIs)	Score 2020-03-19	Actual	Target	Comments
Process efficiency, value-added time/total lead time	8 %	11 %	25 %	
Process quality, non-conforming output/total output	12 %	12 %	20%	
Cash flow	2 M	2,5 M	3 M	

Feedback and Planning	
Manager's Feedback	
Employee's Feedback	
Next Development Interview	2020-03-23 09:15



David Edwards (Employee)

2020-03-19 23:34:24



Michael Klinger (Manager)