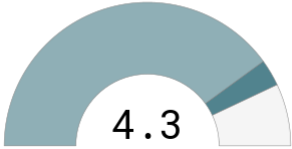
































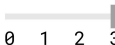
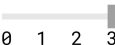
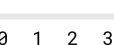
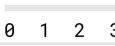


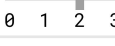




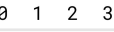
Job Scorecard

| | | |
|-----------------------|---|---|
| Employee | Michael Klinger | <p style="text-align: center;">Total</p>  |
| Manager | Michael Klinger | |
| Position | Young Startup CEO | |
| Job Mission | The CEO's job is to build an outstanding product and develop a team that loves it and spreads it with enthusiasm. | |
| Interview date | 2020-03-11 | |

| Living Our Core Values | Score 2020-03-11 | 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 2020-03-11 | Actual | Target | Comments |
|---|---|---|--|----------|
| Set strategy and direction |  |  |  | |
| Model and set the company's culture, values, and behavior |  |  |  | |
| Build and lead the (executive) team |  |  |  | |
| Allocate capital to the company's priorities |  |  |  | |

| Leadership and Expected Behavior | Score 2020-03-11 | Actual | Target | Comments |
|--|---|---|--|----------|
| Focus on value |  |  |  | |
| Get your team to think outside the box |  |  |  | |
| Listen and actively ask questions |  |  |  | |


| Knowledge and Technical Skills | Score 2020-03-11 | Actual | Target | Comments |
|---|---|---|--|----------|
| Set the vision |  |  |  | |
| Monitor key trends |  |  |  | |
| Keep the team focused on the same goal |  |  |  | |
| Keep the company liquid and in business |  |  |  | |

| Expected Outcome (KPIs) | Score 2020-03-11 | Actual | Target | Comments |
|---------------------------------------|------------------|--------|--------|----------|
| Visitor to free trial conversion rate | 4.5 % | 4.5 % | 6 % | |
| Activation Rate | 4 % | 4 % | 6 % | |
| Net promoter score (NPS) | 30 | 32 | 40 | |

| Feedback and Planning | |
|----------------------------|------------------|
| Manager's Feedback | |
| Employee's Feedback | |
| Next Development Interview | 2020-04-17 10:00 |


 Michael Klinger (Employee)

2020-03-11 23:05:59


 Michael Klinger (Manager)