

Employee Performance Appraisal



Employee Name: EDGAR ZAMBRANO Employee ID #: 347001
 Current Position: Fm Cleaner Division: Facilities
 Ship: Serenade of the Seas Reviewer Name: Dianne Thomas
 Date of Hire: 3-Oct-09 Date of Review: 10-Dec-09
 Eval Period: Begin Date: 6-Dec-08 End Date: 12-Dec-09

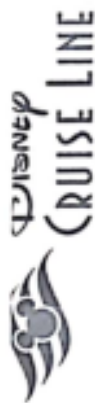
Rating Scale: Please use the following scale to rate the Employee on the factors listed below.

Number	Description	Explanation
5	Outstanding	Employee is a top achiever and always goes above and beyond the standards of the behavior. Can be counted on to deliver exceptional results in the competency without fail, a majority of the time.
4	Exceeds Expectations	Employee goes above and beyond the standards of the behavior some of the time, and always meets the standards of the behavior.
3	Meets Expectations	Employee always meets the standards of the behavior. Consistently satisfies the requirements of the job.
2	Needs Improvement	Employee meets the standards of the behavior some of the time. Improvement is required in this area for the Employee to succeed.
1	Unacceptable	Employee fails to meet the standards of the behavior most of the time. Employee requires an unreasonable amount of direction from direct supervisor. Immediate improvement is required by the Employee.

Directions: Enter the rating number that best describes the Employee's current performance. Use the comments section to provide examples and support of your rating and to provide specific ways in which the Employee can improve in the future.

Performance Characteristic	Rating	Remarks
Business Effectiveness	3	Edgar has a good understanding of the Gold Anchor Standards, his is always well groomed & is seen owning all problems that is presented to him.
	3	Edgar possesses the knowledge, Skills & understanding to do his job as a Fm Cleaner.
	3	Edgar job quality as a Cleaner is up to a good standard, he could always be found working in his areas & he area is always clean.
Interpersonal Effectiveness	3	Edgar displays a pleasant, cheerful disposition & he has a good working relationship with the Guest & his fellow crewmembers.
	3	Edgar communicates well & he promotes team work.
Personal Effectiveness	3	Edgar consistently arrives to work on-time & he handles changes and innovation in a positive way.
	3	Edgar know what is required with regards to follows Safety, Environment, Save the Wave and the Company Policies.

Overall
 Rating: 3 Meets Expectations



Shipboard / Island Crew Member Performance Review

Zambrano Romero Edgar	Custodial Host	00625765	08/20/2011	01/28/2012
Crew/Cast Member Name (Last, First)	Department and Position	Perner #	Contract Start Date	Contract End Date

Performance Ratings should be assigned for each Performance Dimension independently by the Leader
1 = Leading the Way, 2 = Moving Ahead, 3 = Right on Track, 4 = Falling Behind, 5 = Off Track

Performance Dimensions									
Performance Dimension	30-Day	2-3 Month	4-6 Month	End of Contract	Performance Dimension	30-Day	2-3 Month	4-6 Month	End of Contract
Cooperation Initiative				3	Courtesy				3
Adaptability				4	Communication				4
Safety				3	Attendance				3
Show				3	Work Quality/Quantity				4
Job Knowledge				3	Disney Knowledge				3
Dependability				3	USPH Issues				3
Feedback and Coaching: 30-Day Review				3	Appearance				3
Feedback and Coaching: 2-3 Month									
Feedback and Coaching: 4-6 Month									
Feedback and Coaching: End of Contract Edgar needs to focus on taking ownership of his section, to accomplish all assigned tasks without supervisions, to remain in his area while on duty and to show more enthusiasm and motivation for work in order to improve work quality and performance overall. Edgar need to improve his courtesy towards leaders and other crew members in general. Edgar should refrain from dictating of his opinion to his leaders and fellow crew members									
OVERALL END OF CONTRACT PERFORMANCE RATING: 3									

Review Period	Leader Name (Print, Signature & Perner Number)	Cast/Crew Member Name (Print, Signature)	Date
30-Day Review	Perner #		
2-3 Month Review	Perner #		
4-6 Month Review	Perner #		
End of Contract Review	Bosco Kinny Perner # 00551057	Edgar Zambrano	01/26/12
POEA = YES or NO (Please circle) EQC Review = YES or NO (Please circle)			