

Performance Feedback Summary

Employee Name: Travis McKinney

Performance Review Discussion Date: 8.22.12

Summary Evaluator (Supervisor) Name: [REDACTED]

Employee's Current Role: Warehouse

The RG site continues to have a strong year in 2012. There have been no recordable injuries so far this year and performance from both a leading and lagging indicator point of view in safety has been strong for the last 3+ years. Inventory accuracy is also showing strong results YTD 2012, bay accuracy is at 98.77% which is a best ever level of performance and well ahead of the stretch goal for this year. Productivity is at a year over year improved mark of 320.8 cph which is also a best ever level of performance in this measure for the RG site. This improved productivity is contributing in a significant way to very good cost performance this year. Warehouse damage is improved year over year and above target so far in 2012. Warehouse condition is just off the target of 6 defects at 7.4 defects so far this year.

Travis has very good safety focus. He not only does a fine job with his personal safety but also points out issues and concerns on a regular basis. One note in his file calls out Travis for challenging a potential safety issue with a trailer prior to unloading it. Good work in this area.

Travis was disciplined for a no-call/no-show in January 2011. He has also been coached and reminded to include his child's name when calling in for FMLA. Otherwise he continues to do a good job following house rules and procedures.

His quality of work is very good. There are no significant OSD's noted in his file or concerns in this area since the beginning of 2011.

Travis is a very productive worker. He generally works with a sense of urgency and accountability. Strong performer in this area.

He is a well rounded warehouse employee. He can work in all the primary warehouse functions in an effective and safe manner. Job knowledge is very good.

At times the supervisors feel Travis gets caught up in the politics of the day which can be a distraction. He otherwise gets along very well with his supervisors and co-workers. He can be a very good team player.

His attendance is perfect. His overall dependability is a good example for others.

