



**OFFICER
PERFORMANCE
APPRAISAL REPORT**
(PREPARE ORIGINAL AND TWO COPIES)

DATE OF THIS APPRAISAL
LENGTH OF TIME ON THIS JOB
UNIT LAB. #016
DOES JOB DESCRIPTION ADEQUATELY DESCRIBE THE JOB <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

NAME BRAZAS, Warren	JOB TITLE Business Development Officer
PERIOD COVERED BY THIS APPRAISAL FROM 01-15-95 TO 12-31-95	DATE OF LAST APPRAISAL/COUNSELING MEMO N/A

I. DESCRIBE MAJOR OBJECTIVES AND MAJOR ACCOUNTABILITIES (PLAN)
Complete this section at the BEGINNING of the appraisal period. Include goals in management effectiveness. If applicable, include sales goals.

II. PERFORMANCE SUMMARY (RESULT)
Describe performance related objectives. Comment on the degree to which each objective was achieved. If applicable, comment on the employee's customer relations and attainment of sales goals. (Attach additional sheet if necessary)

See attached Position Description.

The primary objective is to develop business leads resulting in booked commitments which are consistent with the mission of the BLD.

Other Responsibilities

- Achieve loan goals as follows:
Annual Sales Goal : \$12,000,000
\$1.0MM represents booked commitments referred to branches; the remainder are for bookings in BLD.
- Cross-sale of Bank products and services including deposits as follows:
Cross sell 3 customers/prospects for Cash Management and/or Trust Services in each 6 month period.
- Assist the branch network of SBC in their sales efforts through individual and/or joint calling programs.
- Establish a network throughout the bank system and business professions to insure a positive image within the business community.

SALES GOALS (CUSTOMER CONTACT POSITIONS ONLY):	
DEPOSIT	LOAN
DDA \$ _____	CONSUMER \$ _____
TIME DEPOSIT \$ _____	COMMERCIAL \$ _____
OTHER \$ _____	REAL ESTATE \$ _____
TOTAL: \$ _____	TOTAL: \$ _____

SALES GOALS ATTAINMENT (%):	
DEPOSIT _____ %	
LOAN _____ %	

PLAN:

Warren H. Brazas 2/22/95
 Employee's Signature Date Appraiser's Signature Date Reviewer / Manager's Signature Date

III. OVERALL PERFORMANCE SUMMARY

Comment on other accomplishments during this appraisal period.

IV. MAJOR STRENGTHS AND ABILITIES

Consider what this officer has done particularly well. Indicate improvements made since the last performance appraisal. Specifically comment on quality and interpersonal skills.

V. IMPROVING PERFORMANCE

What changes must the officer achieve to demonstrate growth or improvement in his/her present assignment? What changes must the officer achieve to prepare for future assignments?

VI. OVERALL RATING

Outstanding Commendable Satisfactory Below Standard Unacceptable

Employees rated Below Standard or Unacceptable must demonstrate improvement to remain on assignment. Indicate in Section V what steps must be taken by the employee and state consequences if goals are not reached.

VII. OFFICER'S COMMENTS

RESULT:

Employee's Signature

Date

Appraiser's Signature

Date

Reviewer / Manager's Signature

Date