



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

DATE OF THIS APPRAISAL  
04/19/95

LENGTH OF TIME ON THIS JOB  
3 Months

NAME BRAZAS, Warren H.	JOB TITLE AVP & Bus. Dev. Officer	UNIT LABL #016
PERIOD COVERED BY THIS APPRAISAL FROM 01/15/95 TO 04/16/95	DATE OF LAST APPRAISAL/COUNSELING MEMO	DOES JOB DESCRIPTION ADEQUATELY DESCRIBE THE JOB <input type="checkbox"/> Yes <input type="checkbox"/> No

**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)

Since joining the Bank, Warren's performance has been outstanding. Accomplishments to date include the following:

- o Booked transaction into BLD: \$3.9MM
- o Credits referred to branch: \$650M
- o Credits under consideration by BLD: \$5.2M
- o SBA loan requests to BLD: \$200M
- o Provided telemarketing training for San Diego Office
- o Established a strong network of professionals for referrals and establishment of market presence in San Diego.

**SALES GOALS (CUSTOMER CONTACT POSITIONS ONLY):**

<u>DEPOSIT</u>		<u>LOAN</u>	
DDA	\$ _____	CONSUMER	\$ _____
TIME DEPOSIT	\$ _____	COMMERCIAL	\$ _____
OTHER	\$ _____	REAL ESTATE	\$ _____
TOTAL	\$ _____	TOTAL:	\$ _____

**SALES GOALS ATTAINMENT (%):**

DEPOSIT \_\_\_\_\_ %  
LOAN \_\_\_\_\_ %

PLAN: Warren H. Brazas 4/19/95  
 Employee's Signature Date Appraiser's Signature Date Reviewer / Manager's Signature Date  
Carroll 4-19-95

**III. OVERALL PERFORMANCE SUMMARY**

Comment on other accomplishments during this appraisal period.

Warren has established excellent communication with the lenders and takes it upon himself to research information if required. He has very good communication skills and is self motivated to perform at a high level of proficiency and productivity.

**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.

Warren has just completed his probation period and this evaluation represents the first 90 days of his performance. He brings a wealth of experience, knowledge and business contacts as resources for the Bank. He is a proven self starter and is highly motivated to perform at a very high level.

**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