



A Beede Company

November 24th, 1996

Reference: Chris Bierman

To whom it may concern

Chris was employed at GC Technologies for almost 12 months and has been an outstanding employee. There is no question in my mind that if I could find any way to hire Chris in the future I would do so immediately.

Chris has become very proficient at Pro-Engineer and has been responsible for the design of a range of fiber optic cabinets, shelves and closures. He is an extremely quick learner and his dedication is beyond question.

I sincerely regret having to let Chris go and I am confident that any future employer would quickly come to the same conclusions about Chris's ability and dedication.

If you would like to pursue more information about Chris please do not hesitate to call me at (770) 991-9200.

Sincerely yours

A handwritten signature in black ink, appearing to read 'Mike Corke', written in a cursive style.

Dr. Mike Corke
President



Reliable Electric

104 Wiley Road
LaGrange, GA 30240

Telephone (706) 812-7400

FAX (706) 812-7599

April 6, 1998

To Whom It May Concern:

The purpose of this letter is to provide a written recommendation for Christopher Bierman. I have had the pleasure of working with Chris from December '96 to April '98. During that time, Chris's position at RELTEC was Project Engineer, and I was his immediate supervisor.

Chris's responsibilities were varied. In addition to setting standards for Design Engineering at a start-up facility, he also led a team in the design, testing and manufacturing of the Next Generation MESA electronic enclosure. As a result of Chris's contributions, this enclosure is now in production and has shown great advancements in cost-reduction ideas, design for assembly and improved customer interface.

Chris approached his job with enthusiasm and dedication. He showed the utmost in professionalism by always meeting his deadlines and commitments. In addition, the quality of his work was unmatched. This level of skill and commitment was reflected in his Personnel Evaluation in which he achieved the highest rating of all Engineering staff at three different facilities.

Based upon my personal experiences working with Chris, I can provide a very confident and enthusiastic recommendation for him. His performance was exemplary. His strong personal attributes combined with his diligent work ethic made him a very valuable asset to the design engineering division and to RELTEC.

Chris will be sorely missed, both personally and professionally. I can be reached for verification at any time at (706) 812-7420.

Sincerely,

A handwritten signature in black ink that reads "Ken W. Dreier".

Ken W. Dreier
Design Engineering Manager



EMPLOYEE PERFORMANCE

Employee Name		Chris Bierman		Dept/Unit	20884 SVMF IET		F A R E X C E E D S *	E X P E C T A T I O N S *	G O E S B E Y O N D	E X P E C T A T I O N S *	M E E T S *	E X P E C T A T I O N S *	D O E S N O T M E E T *	E X P E C T A T I O N S *
Job Title	Senior Mechanical Designer													
Classification		<input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-exempt		Review Period										
				04/01/09	to	03/31/10								
Type		<input type="checkbox"/> Initial New Hire <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Other												
Section 1 PERFORMANCE FACTORS														
A. Dependability														
1) Punctuality, attendance														
2) Self starter, requires minimal supervision, reliable performer														
B. Job Knowledge														
1) Understanding requirements of assigned tasks														
2) Application of knowledge and skills to completing assigned tasks														
3) Competency in field, in maintaining currency, in passing knowledge to others														
4) Compliance with relevant operating policies and procedures														
5) Compliance with safety standards and practices														
C. Quality of Work														
1) Consistency in complying with established quality criteria														
2) Participation in continuous quality improvement														
D. Work Output														
1) Accomplishment of assigned tasks														
2) Adherence to schedule and costs														
3) Efficiency in use of time, materials, tools, facilities, personnel														
E. Initiative/Adaptability														
1) Initiative in seeking additional work														
2) Aggressiveness/creativity in solving problems and recommending improvements														
3) Acceptance of instruction and supervision														
4) Adaptability to changes (assignments, environment, location, requirements)														
F. Working Relationships/Communications														
1) Effectiveness in personal interactions (management, customers, subordinates, peers)														
2) Demonstration of professionalism (sharing information, enhancing customer relationship)														
3) Adheres to high ethical standards														
4) Competency with verbal and written communications (clear, concise)														
5) Effectiveness in listening (understands instructions readily)														
G. Leadership (if applicable)														
1) Assumption of responsibility/accountability														
2) Competency in team building, team guidance, delegation, team effectiveness														
3) Accuracy of recommendations and decisions (safety, priorities, quality, cost)														
H. Other (business development, cost effectivity, task management, etc.)														
OVERALL PERFORMANCE APPRAISAL (Composite rating of appraisal period)														
<input checked="" type="checkbox"/> Far exceeds expectations		<input type="checkbox"/> Goes beyond expectations		<input type="checkbox"/> Meets expectations		<input type="checkbox"/> Sometimes meets expectations		<input type="checkbox"/> Does not meet expectations		<input type="checkbox"/> Does not meet expectations		<input type="checkbox"/> Does not meet expectations		

*Requires additional justification on reverse side



Section 2		DESCRIPTION OF DUTIES	
<u>Brief summary of assigned functions:</u> Provides design and analysis support for mechanical project implementation predominantly at the SVMF but also in support of the NBL.			
Section 3		PERFORMANCE COMMENTS	
<u>Significant accomplishments/strengths:</u> The major focus of Chris' work during this evaluation period was on the Medium Fidelity CEV Mockup for the SVMF. He has been instrumental in keeping the project on budget and schedule thanks to timely completion of all assigned work, and assumption of some work originally scheduled for other Designers.			
<u>Areas for improvement in present position:</u> Additional focus on mentoring newer members of the Design Group when warranted.			
<u>General Comments:</u> Chris continues to be an outstanding asset to the SVMF in particular and the NSOC in general. He requires little direct supervision, and always focuses on completing assigned tasks in a timely manner. He also actively seeks out his next assignment rather than waiting for something to be "dropped in his lap." Especially as NASA enters a period of reduced budgets in the SVMF and NBL this attitude is very helpful and welcome.			
<u>Employee's Remarks:</u>			
Section 4		DEVELOPMENT PLAN SUMMARY	
(Attach Bastion Employee Growth Plan, if any)			
FOR PROBATIONARY APPRAISALS ONLY			
<input type="checkbox"/> Remove from probation <input type="checkbox"/> Retain on probation <input type="checkbox"/> Place on probation from _____ to _____			
ACKNOWLEDGMENT SIGNATURES			
Appraiser's signature		Additional Approval	
Date		Date	
Reviewer's signature		Employee's signature	
Date		Date	
		HR	



EMPLOYEE PERFORMANCE

Employee Name		Chris Bierman		Dept/Unit		F A R E X C E E D S *	E X P E C T A T I O N S *	G O E S B E Y O N D	E X P E C T A T I O N S *	M E E T S *	S O M E T I M E S M E E T S	E X P E C T A T I O N S *	D O E S N O T M E E T	E X P E C T A T I O N S *
Job Title		Mechanical Designer												
Classification		Review Period												
<input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-exempt		4/2012 to 3/2013												
Type		<input checked="" type="checkbox"/> Annual <input type="checkbox"/> Other												
<input checked="" type="checkbox"/> Annual Timekeeping Training completed														
Section 1 PERFORMANCE FACTORS														
A. Dependability														
1) Punctuality, attendance						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Self starter, requires minimal supervision, reliable performer						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Job Knowledge														
1) Understanding requirements of assigned tasks						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Application of knowledge and skills to completing assigned tasks						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Competency in field, in maintaining currency, in passing knowledge to others						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) Compliance with relevant operating policies and procedures						<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) Compliance with safety standards and practices						<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Quality of Work														
1) Consistency in complying with established quality criteria						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Participation in continuous quality improvement						<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Work Output														
1) Accomplishment of assigned tasks						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Adherence to schedule and costs						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Efficiency in use of time, materials, tools, facilities, personnel						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Initiative/Adaptability														
1) Initiative in seeking additional work						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Aggressiveness/creativity in solving problems and recommending improvements						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Acceptance of instruction and supervision						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) Adaptability to changes (assignments, environment, location, requirements)						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Working Relationships/Communications														
1) Effectiveness in personal interactions (management, customers, subordinates, peers)						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Demonstration of professionalism (sharing information, enhancing customer relationship)						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Adheres to high ethical standards						<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) Competency with verbal and written communications (clear, concise)						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) Effectiveness in listening (understands instructions readily)						<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. Leadership (if applicable)														
1) Assumption of responsibility/accountability						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Competency in team building, team guidance, delegation, team effectiveness						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Accuracy of recommendations and decisions (safety, priorities, quality, cost)						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Other (business development, cost affectivity, task management, etc.)														
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OVERALL PERFORMANCE APPRAISAL (Composite rating of appraisal period)														
<input type="checkbox"/> Far exceeds expectations			<input checked="" type="checkbox"/> Goes beyond expectations			<input type="checkbox"/> Meets expectations			<input type="checkbox"/> Sometimes meets expectations			<input type="checkbox"/> Does not meet expectations		

* Requires additional justification on reverse side

Section 2	DESCRIPTION OF DUTIES		
<p><u>Brief summary of assigned functions:</u> Chris is a mechanical designer supporting the NSOC engineering tasks of designing new mockups, modifying and /or repairing old ones to support astronaut training as well as commercial design requirements.</p>			
Section 3	PERFORMANCE COMMENTS		
<p><u>Significant accomplishments/strengths:</u> Chris continues to be self driven and a great performer at every task given to him. He is an excellent Mechanical Designer, consistently exceeding productivity expectations by a wide margin. In the past year Chris has been willing to take on some AutoCAD work since we lost our AutoCAD expert in the SVMF. This has proved to be very helpful to the contract. Chris is the "go to" Designer for Engineering, especially on the complex projects. His designs are always ahead of schedule and under budget.</p>			
<p>Suggestion for future benefit to Chris and NSOC would be to take on some Project Engineer roles to improve task flexibility.</p>			
<u>General Comments:</u>			
<u>Employee's Remarks:</u>			
Section 4	DEVELOPMENT PLAN SUMMARY		
<p>(Attach Bastion Technologies Employee Growth Plan, if any)</p>			
FOR PROBATIONARY APPRAISALS ONLY			
<p><input type="checkbox"/> Remove from probation <input type="checkbox"/> Retain on probation <input type="checkbox"/> Place on probation from _____ to _____</p>			
ACKNOWLEDGMENT SIGNATURES			
Appraiser's signature 	Date _____	Additional Approval 	Date 4/10/13
Reviewer's signature _____	Date _____	Employee's signature _____	Date _____


HR



EMPLOYEE PERFORMANCE

Employee Name	Chris Bierman		Dept/Unit			F A R E X C E E D S * E X P E C T A T I O N S * G O E S B E Y O N D E X P E C T A T I O N S * M E E T S E X P E C T A T I O N S * S O M E T I M E S M E E T S * D O E S N O T M E E T * E X P E C T A T I O N S *
Job Title	ENGINEER III					
Classification	Review Period					
<input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-exempt	3/2013	to	4/2014			
Type	<input checked="" type="checkbox"/> Annual <input type="checkbox"/> Other					
<input checked="" type="checkbox"/> Annual Timekeeping Training completed						
Section 1 PERFORMANCE FACTORS						
A. Dependability						
1) Punctuality, attendance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2) Self starter, requires minimal supervision, reliable performer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B. Job Knowledge						
1) Understanding requirements of assigned tasks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2) Application of knowledge and skills to completing assigned tasks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3) Competency in field, in maintaining currency, in passing knowledge to others	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4) Compliance with relevant operating policies and procedures			<input checked="" type="checkbox"/>		<input type="checkbox"/>	
5) Compliance with safety standards and practices			<input checked="" type="checkbox"/>		<input type="checkbox"/>	
C. Quality of Work						
1) Consistency in complying with established quality criteria	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2) Participation in continuous quality improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
D. Work Output						
1) Accomplishment of assigned tasks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2) Adherence to schedule and costs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3) Efficiency in use of time, materials, tools, facilities, personnel	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
E. Initiative/Adaptability						
1) Initiative in seeking additional work	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2) Aggressiveness/creativity in solving problems and recommending improvements	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3) Acceptance of instruction and supervision	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4) Adaptability to changes (assignments, environment, location, requirements)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
F. Working Relationships/Communications						
1) Effectiveness in personal interactions (management, customers, subordinates, peers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2) Demonstration of professionalism (sharing information, enhancing customer relationship)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3) Adheres to high ethical standards			<input checked="" type="checkbox"/>		<input type="checkbox"/>	
4) Competency with verbal and written communications (clear, concise)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5) Effectiveness in listening (understands instructions readily)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
G. Leadership (if applicable)						
1) Assumption of responsibility/accountability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2) Competency in team building, team guidance, delegation, team effectiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3) Accuracy of recommendations and decisions (safety, priorities, quality, cost)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
H. Other (business development, cost affectivity, task management, etc.)						
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
OVERALL PERFORMANCE APPRAISAL (Composite rating of appraisal period)						
<input type="checkbox"/> Far exceeds expectations	<input checked="" type="checkbox"/> Goes beyond expectations	<input type="checkbox"/> Meets expectations	<input type="checkbox"/> Sometimes meets expectations	<input type="checkbox"/> Does not meet expectations		

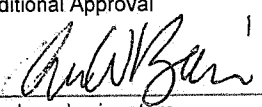
*Requires additional justification on reverse side

Section 2		DESCRIPTION OF DUTIES	
<p><u>Brief summary of assigned functions:</u> Chris is a mechanical designer supporting the NSOC engineering tasks of designing new mockups, modifying and /or repairing old ones to support astronaut training as well as commercial design requirements.</p>			
Section 3		PERFORMANCE COMMENTS	
<p><u>Significant accomplishments/strengths:</u> Chris is an invaluable asset to the NSOC Engineering Projects with designs that work the first time, as well as taking complex components with designs that work best for fabrication. His productivity and work quality is simply the best, normally requiring half the time of some of the other designers. Chris continues to be self driven and a great performer at every task given to him, such as the work done on CR 2578 Update MBSU Stanchion and CR 2659 Build IDA NDS Ingress/Egress Trainer, to name a few. Project Engineers working complex and difficult projects ask for him by name, as a risk and cost reduction means, due to his consist ability to do great design very efficiently. Chris continues to help the project engineers solve design/manufacturing issues on a daily basis. (CR denotes Change Request)</p>			
<p><u>General Comments:</u></p>			
<p><u>Employee's Remarks:</u></p>			
Section 4		DEVELOPMENT PLAN SUMMARY	
<p>(Attach Bastion Technologies Employee Growth Plan, if any)</p>			
FOR PROBATIONARY APPRAISALS ONLY			
<p><input type="checkbox"/> Remove from probation <input type="checkbox"/> Retain on probation <input type="checkbox"/> Place on probation from _____ to _____</p>			
ACKNOWLEDGMENT SIGNATURES			
<p>Appraiser's signature _____</p>	<p>Date _____</p>	<p>Additional Approval </p>	<p>Date <u>5/6/14</u></p>
<p>Reviewer's signature _____</p>	<p>Date _____</p>	<p>Employee's signature _____</p>	<p>Date _____</p>

EMPLOYEE PERFORMANCE

Employee Name		Chris Bierman		Dept/Unit		FAR EXCEEDS *	EXPECTATIONS BEYOND	EXPECTATIONS MEETS	EXPECTATIONS MEETS *	DOES NOT MEET *	EXPECTATIONS *
Job Title		Engineer III									
Classification		Review Period									
<input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-exempt		April 2014 to March 2015									
Type											
<input checked="" type="checkbox"/> Annual <input type="checkbox"/> Other											
<input type="checkbox"/> Annual Timekeeping Training completed											
Section 1 PERFORMANCE FACTORS											
A. Dependability											
1) Punctuality, attendance						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Self starter, requires minimal supervision, reliable performer						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Job Knowledge											
1) Understanding requirements of assigned tasks						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Application of knowledge and skills to completing assigned tasks						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Competency in field, in maintaining currency, in passing knowledge to others						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) Compliance with relevant operating policies and procedures						<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) Compliance with safety standards and practices						<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Quality of Work											
1) Consistency in complying with established quality criteria						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Participation in continuous quality improvement						<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Work Output											
1) Accomplishment of assigned tasks						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Adherence to schedule and costs						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Efficiency in use of time, materials, tools, facilities, personnel						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Initiative/Adaptability											
1) Initiative in seeking additional work						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Aggressiveness/creativity in solving problems and recommending improvements						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Acceptance of instruction and supervision						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) Adaptability to changes (assignments, environment, location, requirements)						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Working Relationships/Communications											
1) Effectiveness in personal interactions (management, customers, subordinates, peers)						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Demonstration of professionalism (sharing information, enhancing customer relationship)						<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Adheres to high ethical standards						<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) Competency with verbal and written communications (clear, concise)						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) Effectiveness in listening (understands instructions readily)						<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. Leadership (if applicable)											
1) Assumption of responsibility/accountability						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Competency in team building, team guidance, delegation, team effectiveness						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Accuracy of recommendations and decisions (safety, priorities, quality, cost)						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Other (business development, cost affectivity, task management, etc.)											
						<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OVERALL PERFORMANCE APPRAISAL (Composite rating of appraisal period)											
<input type="checkbox"/> Far exceeds expectations		<input checked="" type="checkbox"/> Goes beyond expectations		<input type="checkbox"/> Meets expectations		<input type="checkbox"/> Sometimes meets expectations		<input type="checkbox"/> Does not meet expectations			

*Requires additional justification on reverse side

Section 2		DESCRIPTION OF DUTIES	
<p><u>Brief summary of assigned functions:</u> Chris is a mechanical designer supporting the NSOC engineering tasks of designing new mockups, modifying and /or repairing old ones to support astronaut training, as well as commercial design requirements.</p>			
Section 3		PERFORMANCE COMMENTS	
<p><u>Significant accomplishments/strengths:</u> Chris continues to be the Design and Data Management System and drawing standard expert on our contract. He is considered the go-to-guy by all the other designers and engineers for DDMS support. He trains new users as well keeping up with his (B1,B2). Even with these interruptions, Chris excels at producing well-thought out designs and drawing packages, while staying ahead of schedule and under budget. Chris consistently beats engineering project cost and schedule estimates and remains a top performers in workload efficiency in comparison to his peers. (A2,D1,D2,D3) Chris is consistently selected as the first choice for a designer by contract engineers because of his great ability to work through any issues quickly and professionally. Chris is often used for commercial and other Bastion requirements because of his outstanding application of effective engineering solutions. (E2) He is well respected by his coworkers and the customer due to his exceptional capability, as well as his work ethic.(F2)</p>			
<p><u>Areas for improvement in present position:</u> Chris should further develop engineering decision and project management skills to take on design lead responsibilities for projects. He can also work on his proficiency with the 3D scanner and supporting software.</p>			
<p><u>General Comments:</u> . Chris continues to be an excellent NSOC and Bastion asset. His efforts and talents are much appreciated.</p>			
<p><u>Employee's Remarks:</u></p>			
Section 4		DEVELOPMENT PLAN SUMMARY	
<p>(Attach Bastion Technologies Employee Growth Plan, if any) Chris's continued efforts in developing engineering decision and project management skills is essential for development beyond an Engineering III.</p>			
FOR PROBATIONARY APPRAISALS ONLY			
<p><input type="checkbox"/> Remove from probation <input type="checkbox"/> Retain on probation <input type="checkbox"/> Place on probation from _____ to _____</p>			
ACKNOWLEDGMENT SIGNATURES			
<p>Appraiser's signature _____</p>	<p>Date _____</p>	<p>Additional Approval </p>	<p>Date 4/30/15</p>
<p>Reviewer's signature _____</p>	<p>Date _____</p>	<p>Employee's signature _____</p>	<p>Date _____</p>

HR



EMPLOYEE PERFORMANCE

Employee Name	Chris Bierman	Dept/Unit	Engineering	F A R E X C E E D S	E X P E C T A T I O N S	G O E S B E Y O N D	E X P E C T A T I O N S	M E E T S	S O M E T I M E S M E E T S	E X P E C T A T I O N S	D O E S N O T M E E T	E X P E C T A T I O N S			
Job Title	Engineer III	Review Period											April 2015	to	April 2016
Classification	<input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-exempt														
Type	<input checked="" type="checkbox"/> Annual <input type="checkbox"/> Other														
<input checked="" type="checkbox"/> Annual Timekeeping Training completed															
Section 1 PERFORMANCE FACTORS															
A. Dependability															
1) Punctuality, attendance				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2) Self starter, requires minimal supervision, reliable performer				<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
B. Job Knowledge															
1) Understanding requirements of assigned tasks				<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2) Application of knowledge and skills to completing assigned tasks				<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3) Competency in field, in maintaining currency, in passing knowledge to others				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
4) Compliance with relevant operating policies and procedures				<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
5) Compliance with safety standards and practices				<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
C. Quality of Work															
1) Consistency in complying with established quality criteria				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2) Participation in continuous quality improvement				<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
D. Work Output															
1) Accomplishment of assigned tasks				<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2) Adherence to schedule and costs				<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3) Efficiency in use of time, materials, tools, facilities, personnel				<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
E. Initiative/Adaptability															
1) Initiative in seeking additional work				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2) Aggressiveness/creativity in solving problems and recommending improvements				<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3) Acceptance of instruction and supervision				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
4) Adaptability to changes (assignments, environment, location, requirements)				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
F. Working Relationships/Communications															
1) Effectiveness in personal interactions (management, customers, subordinates, peers)				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2) Demonstration of professionalism (sharing information, enhancing customer relationship)				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3) Adheres to high ethical standards				<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
4) Competency with verbal and written communications (clear, concise)				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
5) Effectiveness in listening (understands instructions readily)				<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
G. Leadership (if applicable)															
1) Assumption of responsibility/accountability				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2) Competency in team building, team guidance, delegation, team effectiveness				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3) Accuracy of recommendations and decisions (safety, priorities, quality, cost)				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
H. Other (business development, cost affectivity, task management, etc.)															
				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
OVERALL PERFORMANCE APPRAISAL (Composite rating of appraisal period)															
<input type="checkbox"/> Far exceeds expectations			<input checked="" type="checkbox"/> Goes beyond expectations			<input type="checkbox"/> Meets expectations			<input type="checkbox"/> Sometimes meets expectations			<input type="checkbox"/> Does not meet expectations			

*Requires additional justification on reverse side

Section 2 DESCRIPTION OF DUTIES

Brief summary of assigned functions:
 Chris is a mechanical designer supporting the NSOC engineering tasks of designing new mockups, modifying and/or repairing old ones to support astronaut training, as well as commercial design requirements.

Section 3 PERFORMANCE COMMENTS

Significant accomplishments/strengths:
 Chris continues to be the Design and Data Management System and drawing standard expert on our contract. He is considered the go-to-guy by all the other designers and engineers for DDMS support. He trains new users as well keeping up with his (B1,B2). Even with these interruptions, Chris excels at producing well-thought out designs and drawing packages, while staying ahead of schedule and under budget. Chris consistently beats engineering project cost and schedule estimates and remains a top performer in workload efficiency in comparison to his peers. Chris performed well above expectations in the BMT and WRT projects, handling NSOC and other commercial projects as needed to accomplish all customer needs. He accomplished a large amount of work in 2015. (A2,D1,D2,D3) Chris is consistently selected as the first choice for a designer by contract engineers because of his great ability to work through any issues quickly and professionally. Chris is often used for commercial and other Bastion requirements because of his outstanding application of effective engineering solutions. He has an accomplished reputation for quickly solving mechanical issues and performing structural and hydraulic analysis (E2) He is well respected by his coworkers and the customer due to his exceptional capability, as well as his work ethic.

Areas for improvement in present position:
 At his level, Chris can develop his skills through project coordination and mentoring others.

General Comments:
 Chris continues doing exceptional work as he did in the years past. He is a solid performer that Bastion and NSOC can always rely on. Chris spent 50% of his time working on the Boeing mockup trainers this year and did an outstanding job. All the while he continuously resolved issues quickly and effectively helping keep the fabrication going with minimum slowdowns and holdups. Chris was also working on NSOC project designs doing a great job keep the work flow on schedule with great buildable designs.

Employee's Remarks:

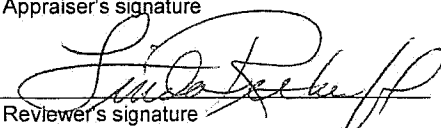

Section 4 TRAINING ASSESSMENT/DEVELOPMENT PLAN SUMMARY

(Attach Bastion Technologies Employee Growth Plan, if any)

FOR PROBATIONARY APPRAISALS ONLY

Remove from probation Retain on probation Place on probation from _____ to _____

ACKNOWLEDGMENT SIGNATURES

Appraiser's signature 	Date 4/16/2016	Additional Approval 	Date 4/26/16	HR
Reviewer's signature	Date	Employee's signature	Date	



106475
103376



EMPLOYEE PERFORMANCE

Employee Name	Chris Bierman			Dept/Unit	Engineering					
Job Title	Engineer III									
Classification	<input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-exempt			Review Period	April 2016	to	April 2017			
Type	<input checked="" type="checkbox"/> Annual <input type="checkbox"/> Other									
<input checked="" type="checkbox"/> Annual Timekeeping Training completed										
Section 1 PERFORMANCE FACTORS										
A. Dependability										
1) Punctuality, attendance					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Self starter, requires minimal supervision, reliable performer					<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Job Knowledge										
1) Understanding requirements of assigned tasks					<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Application of knowledge and skills to completing assigned tasks					<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Competency in field, in maintaining currency, in passing knowledge to others					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) Compliance with relevant operating policies and procedures							<input checked="" type="checkbox"/>			<input type="checkbox"/>
5) Compliance with safety standards and practices							<input checked="" type="checkbox"/>			<input type="checkbox"/>
C. Quality of Work										
1) Consistency in complying with established quality criteria					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Participation in continuous quality improvement					<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Work Output										
1) Accomplishment of assigned tasks					<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Adherence to schedule and costs					<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Efficiency in use of time, materials, tools, facilities, personnel					<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Initiative/Adaptability										
1) Initiative in seeking additional work					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Aggressiveness/creativity in solving problems and recommending improvements					<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Acceptance of instruction and supervision					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) Adaptability to changes (assignments, environment, location, requirements)					<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Working Relationships/Communications										
1) Effectiveness in personal interactions (management, customers, subordinates, peers)					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Demonstration of professionalism (sharing information, enhancing customer relationship)					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Adheres to high ethical standards							<input checked="" type="checkbox"/>			<input type="checkbox"/>
4) Competency with verbal and written communications (clear, concise)					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) Effectiveness in listening (understands instructions readily)					<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. Leadership (if applicable)										
1) Assumption of responsibility/accountability					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) Competency in team building, team guidance, delegation, team effectiveness					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) Accuracy of recommendations and decisions (safety, priorities, quality, cost)					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Other (business development, cost affectivity, task management, etc.)										
					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OVERALL PERFORMANCE APPRAISAL (Composite rating of appraisal period)										
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
Far exceeds expectations	Goes beyond expectations	Meets expectations	Sometimes meets expectations	Does not meet expectations						

* Requires additional justification on reverse side

Section 2 DESCRIPTION OF DUTIES

Brief summary of assigned functions:

Chris is a mechanical designer supporting the NBL and SVMF Operation Contract engineering tasks of designing new mockups, modifying and/or repairing old ones to support astronaut training in both the SVMF and NBL, as well as commercial design requirements on site and Bastion's main office.

Section 3 PERFORMANCE COMMENTS

Significant accomplishments/strengths:

Chris continued to support both the Space Vehicle Mockup Facility as the primary designer and the Neutral Buoyancy Lab Mockup Group on an as needed basis. His support is always greatly appreciated and valued by Engineering and Manufacturing Management. Chris is always willing to help regardless of the task. With his exceptional speed and abilities, he out-performs engineering estimates.(E4)

Chris continues to be the Design and Data Management System and drawing standard expert on our contract. He is considered the go-to-guy by all the other designers and engineers for DDMS support. He also trains new users as well as keeping up with his workload. (B1,B2). Even with these interruptions, Chris excels at producing well-thought out designs and drawing packages, while staying ahead of schedule and under budget. Chris functions on his own to determine and maintain project schedules, work with project engineers, and other designers. Chris not only produced drawings for the AMS (NBL) but had to do a lot of work on the model provided and still completed the task in the scheduled time. He also did a great job on the NBL CETA Toolbox and Mini Pump (needed for a run) drawings / design. (A2,D2,D3) Manufacturing also appreciates Chris's ability to produce drawings that are workable and well thought out designs. Chris consistently beats engineering project cost and schedule estimates and remains a top performer in workload efficiency in comparison to his peers. Chris is consistently selected as the first choice for a designer by contract engineers because of his great ability to work through any issues quickly and professionally. Chris is often used for commercial and other Bastion requirements because of his outstanding application of effective engineering solutions. He has an accomplished reputation for quickly solving mechanical issues and performing structural and hydraulic analysis. Chris has been extremely helpful in working through CREO issues with helping Engineering. His efforts have been significant in bringing about solutions to NASA-wide problems occurring with CREO. (D1,E2) He is well respected by his coworkers and the customer due to his exceptional capability, as well as his work ethic.

Areas for improvement in present position:

General Comments:

Employee's Remarks:

Section 4 TRAINING ASSESSMENT/DEVELOPMENT PLAN SUMMARY

(Attach Bastion Technologies Employee Growth Plan, if any)

FOR PROBATIONARY APPRAISALS ONLY

Remove from probation Retain on probation Place on probation from _____ to _____

ACKNOWLEDGMENT SIGNATURES

Appraiser's signature

Date

Additional Approval

Date

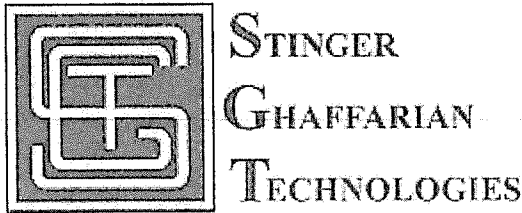
Reviewer's signature

Date

Employee's signature

Date

HR
KE
4/20/17



Achieving Results . . . Exceeding Expectations

Annual Performance Evaluation

Employee Information

Employee: Chris Bierman

Job Title: Engineer III-MSOC05

Supervisor: Kantara James

Department: MSOC

HR Rep: Amy Gillard

Last Appraisal Date:

Completion Instructions

Employee: Please rate yourself in each area listed below. Choose the response that best fits your competency level in each area. Please add any additional comments to support your selected ratings in the appropriate comment section.

Supervisor: Please select an appropriate rating for the employee and provide comments to support your selections in the appropriate comment section.

SGT Core Competencies

Customer Focus

Personally demonstrates that external (or internal) customers are a high priority. Identifies customer needs and expectations and responds to them in a timely and effective manner. Anticipates and prevents delays or other things that can adversely affect the customer. Keeps customers informed about the status of pending actions and inquires about customer satisfaction with products or services.

Manager

Self

- Exceeds Expectations: Considers customers to be a priority, and listens to their needs. Is frequently able to anticipate their needs. Maintains communication with the customer to set realistic expectations. Strives to ensure that their needs and expectations are met.

Communication

Communicates effectively and appropriately. Uses good judgment as to what to communicate to whom as well as the best way to get that accomplished. Speaks in a clear and credible manner, selecting the right tone for the situation and audience. Listens to others and allows them to make their point. Clearly conveys thoughts and ideas through text. Written materials are well organized and effective for their purpose.

Manager

Self

- Fully Meets Expectations: Able to express facts and ideas clearly, in a credible manner. Uses an appropriate tone. Displays good judgment as to what information should be communicated. Listens to others, and occasionally elicits feedback.

Team Player & Respectful of Others

Is an effective team player who adds complementary skills and contributes valuable ideas, opinions and feedback. Demonstrates a genuine interest in the thoughts, opinions, values and needs of co-workers and customers and views differences in these areas as both inevitable and acceptable. Can be counted upon to fulfill any commitments made to others on the team, and recognizes and shows respect for the strengths and contributions of others.

Manager

Self

- Fully Meets Expectations: Works well with others, and contributes ideas and opinions. Shows sensitivity to others and displays desire to hear and respect team members. Adds complementary skills to the team.

Comments

Comments Regarding SGT Core Competencies

Employee: See individual category comments.

Chris readily accepts responsibility for all aspects of his performance and contribution to our company and the NASA/JSC/CD customers, and when asked, makes himself available to help others succeed. Chris has built good relationships with his NASA/JSC customers. Such relationship has contributed to customer intimacy, improved communication, mitigated some contract risk, and as a result improved on our financial performance. Chris is committed to his work.

I would like to see Chris involved in not just SVMF projects, but also TS and MCC related projects and build the same level of relationship with the customers assigned to the TS and MCC mission systems as he has built with the SVMF customers.

Job Competencies

Technical/Job Skills

Possesses sufficient job/technical skills and knowledge to perform job in a competent manner. Is able to demonstrate skills and knowledge in day-to-day situations.

Manager

- Outstanding: Has expert level technical/job skills and knowledge.
- Exceeds Expectations: Has strong technical/job skills and knowledge.

Self

-
-

Quality of Work

Demonstrates concern for the accuracy and quality of work, and takes steps to correct mistakes and improve the overall product.

Manager

- Exceeds Expectations: Exceeds expectations in terms of producing high quality work. Very good attention to detail.

Self

-

Accountable/Dependable

Takes responsibility for decisions, actions & results; delivers on commitments to stakeholders. Acts in the best interest of stakeholders; places success of the organization ahead of personal gain. Proactive in decisions and actions.

Manager

- Exceeds Expectations: Performs above expectations in terms of workload, meeting deadlines, and accepting responsibility for actions. Very good ability to work independently.
- Fully Meets Expectations: Meets expectations in terms of workload, meeting deadlines, and accepting responsibility for actions. Good ability to work independently.

Self

-
-

Productivity

Meets or exceeds productivity standards that have been established for his/her organizational level or position. Has successfully combined skills, ability and effort level to ensure that expectations related to results/output are achieved.

Manager

- Exceeds Expectations: Exceeds standards of productivity.

Self

-

Comments

Comments Regarding Job Competencies

Employee:

Chris consistently delivers a high degree of competence and expertise to all work-related projects he is assigned to support. Chris works well with the SVMF customer and usually finishes assignments on or ahead of schedule. Chris is an asset to the MSOC contract team in general, and to the Platform Engineering team in particular.

Current Goals (for current period of performance)

Employee: Describe the results of assigned goals/objective and what impact your accomplishments have had for your team, contract or SGT as a whole.

Supervisor: Give employee feedback regarding assigned goals/objectives & accomplishments. Describe specific strong points and or areas where the employee could improve.

Goals:

Employee: Title: Personal Conduct and Behavior

- Be accountable for assigned tasks, do what is right, act with integrity, respect others, and be a role model for others
- Demonstrate safety-centric behavior and way of thinking

Title: Personal Conduct and Behavior

- Be accountable for assigned tasks, do what is right, act with integrity, respect others, and be a role model for others
- Demonstrate safety-centric behavior and way of thinking

Accomplishments:

I think my above comments speak to accountability and integrity. It occurs to me that I could be more safety-centric on a personal level. Though I do my job in a safe manner and participate in all facility safety activities, maybe I could do more. i.e. fire warden training, etc.

Chris acts with integrity and sets a good example for others. He is reliable and holds himself, and others, accountable for actions, results and behaviors.

Employee: Title: Schedule

- Deliver and meet on commitments on or ahead of schedule
- Meet all Platform Engineering, System Engineering, and MSOC Contract milestones.

Title: Schedule

- Deliver and meet on commitments on or ahead of schedule
- Meet all Platform Engineering, System Engineering, and MSOC Contract milestones.

As discussed above, I am very committed to project schedule and will continue to be.

Chris does a good job managing his portion of the projects at the SVMF. He is able to understand what is expected of him and map the steps he needs to take to complete it, charting and adjusting at each step to guarantee completion. He uses his informal network at the SVMF to get support he needs from others.

Employee: Title: Technical

- Flawless technical execution on all assigned work, constantly improving technical performance, and technical deliverables.
- Improvement of process in day-to-day activities
- Contribution to MSOC contract achieving Award Fee adjective ratings of "Excellent"

Title: Technical

- Flawless technical execution on all assigned work, constantly improving technical performance, and technical deliverables.
- Improvement of process in day-to-day activities
- Contribution to MSOC contract achieving Award Fee adjective ratings of "Excellent"

"Flawless" is a pretty strong word. I cannot say that my technical execution is flawless, though I do strive for that daily. I would like to work with someone whose technical performance is flawless in an effort to learn how to perform at that level.

Chris has performed well during this 2018 performance period ensuring each the efforts he put forth were successfully and timely completed.

Again, I would like to see Chris involved in not just SVMF projects, but also in TS and MCC related projects and allow these two other facilities benefit from the technical experience and expertise his brings to the table.

Employee: Title: Cost

- Perform to the approved Tech Plan Change Requests (CRs) hours and material targets pertaining to, and as committed by, Platform Engineering, ensuring all authorized customer budgets are effectively utilized

My material selection and specification is always evaluated for cost effectiveness and my work productivity and efficiency is very good. Every project has different requirements and needs to be looked at

independently, but I think we have project costing down to a science.

Title: Cost

Perform to the approved Tech Plan Change Requests (CRs) hours and material targets pertaining to, and as committed by, Platform Engineering, ensuring all authorized customer budgets are effectively utilized

Chris' efforts, knowledge, diligence, and stewardship in managing every single task assigned to him have contributed to the excellent MSOC contract financial management rating, which lead to an MSOC contract level award fee equivalent of Excellent.

Overall Performance

Overall Performance

Please evaluate your job performance over the year. List any major accomplishments, areas of strength, or new skills acquired during the review period.

- 1 **FULLY MEETS EXPECTATIONS:** Meets overall performance standards in terms of quality of work, efficiency and timelines. Meets critical goals and is dependable in accomplishing job assignments. Demonstrates expected behavior in full range of typical situations/challenges.

Employee: Under "New Goals" below I'm going with the cut/paste generic from last year, though I'm open to discuss it. If there was an "Ability to Creatively Identify Arbitrary Career Goals" section in this self-appraisal I'd give myself a "Needs Improvement".

Comments: Chris has been an integral part of the Platform Engineering drafting group in support of the SVMF facility for many years. He has been instrumental in the set up and maintenance of the 3-D model drawings for the SVMF simulators. Chris' concerns for accurate and consistent drawings make him an important part of the contract team and this section (2030).

An area of professional growth for Chris, both of value to him and to the customer, is to get involved in work, events, activities, etc. in support of the other two mission systems, the MCCS and the TS. Chris brings experience and knowledge that is of value to all three mission systems and not just the SVMF. Plus, in the process of expanding his scope of support, Chris will learn and acquire more knowledge and expertise of value to his professional career.

New Goals

Employee: Identify goals & objectives for the upcoming year.

Remember goals should be **SMART**

S - specific, significant, stretching

M - measurable, meaningful, motivational

A - agreed upon, attainable, achievable, acceptable, action-oriented

R - realistic, relevant, reasonable, rewarding, results-oriented

T - time-based, timely, tangible, trackable

Supervisor: In order to capture the goals employees have put on their self-evaluation on their Personal Goals Page, you must copy and paste their goals into your goal section on the form.

Goal Objectives	Weight
Employee: Title: Personal Conduct and Behavior Be accountable for assigned tasks, do what is right, act with integrity, respect others, and be a role model for others Demonstrate safety-centric behavior and way of thinking	25 %
Title: Personal Conduct and Behavior - Be accountable for assigned tasks, do what is right, act with integrity, respect others, and be a role model for others - Demonstrate safety-centric behavior and way of thinking	10 %
Due: Dec 31, 2019	

Employee: Title: Schedule 25 %

Deliver and meet on commitments on or ahead of schedule
 Meet all Platform Engineering, System Engineering, and MSOC Contract milestones.

Title: Schedule 25 %

- Deliver and meet on commitments on or ahead of schedule
 - Meet all Platform Engineering, System Engineering, and MSOC Contract milestones, particularly those pertaining to the SVMF, TS, and MCCS Mission Systems

Due: Dec 31, 2019

Employee: Title: Technical 25 %
 Flawless technical execution on all assigned work, constantly improving technical performance, and technical deliverables.

Improvement of process in day-to-day activities
 Contribution to MSOC contract achieving Award Fee adjective ratings of "Excellent"

Title: Technical 25 %

- Flawless technical execution on all assigned work, constantly improving technical performance, and technical deliverables.
 - Improvement of process in day-to-day activities
 - Contribution to MSOC contract achieving Award Fee adjective ratings of "Excellent"

Due: Dec 31, 2019

Employee: Title: Cost 25 %
 Perform to the approved Tech Plan Change Requests (CRs) hours and material targets pertaining to, and as committed by, Platform Engineering, ensuring all authorized customer budgets are effectively utilized

Title: Cost 20 %

Perform to the approved Tech Plan Change Requests (CRs) hours and material targets pertaining to, and as committed by, Platform Engineering, ensuring all authorized customer budgets are effectively utilized.

Due: Dec 31, 2019

Employee:

Title: Support of the TS and MCCS Mission Systems 20 %

- Support work, efforts, activities, and projects in both the Training Systems (TS) and Mission Control Center (MCC) mission systems
 - Rotate his support among the 3 Missions Systems, which includes involvement in all the pertinent aspects of the engineering lifecycle as needed and as requested by his lead and management team

Due: Dec 31, 2019

STOP: EMPLOYEE EVALUATION COMPLETE

You may submit your self-appraisal at this time by clicking **Save and Submit** at the top of the form.

Closing Comments: Post Employee/Manager Meeting

DISCLAIMER: By acknowledging the review, this indicates only that you have had the opportunity to review the appraisal with your supervisor. Your e-Signature does not imply acceptance or rejection of the review. If you are not satisfied with the review, it should be so noted, along with appropriate rationale, and brought to the attention of the Human Resources Department.

* * *

Employee Comments

8

Bierman, Chris W

Principal Technical Professional - Systems Engineering

Annual Performance Review

Organization: Government Solutions - US - MSOC,Manager
(James Kantara)

Manager: James Kantara

Location: Johnson Space Center TX Bldg 30A - Customer Site

Evaluated By: James Kantara

01/01/2019 - 12/31/2019

Overall

Manager Overall Evaluation

Rating: Successfully Meets Expectations - 3

Comment: Chris has taken responsibility for his decisions, actions, and outcomes; he has delivered on his commitments to our customers and to the Platform Engineering team. He continues to act in the best interest of our NASA customers and the MSOC contract. Chris is deliberate in sharing his opinions and concerns, all of which have added value to our collective decision making process.

Goals

2019 Individual Goals: Cost

Cost Perform to the approved Tech Plan Change Requests (CRs) hours and material targets pertaining to, and as committed by, Platform Engineering, ensuring all authorized customer budgets are effectively utilized.

Due Date: 12/31/2019 **Status:** Completed **Completion Date:** 12/31/2019

Supports:

Manager Evaluation

Comment: Chris' efforts, knowledge, diligence, and stewardship in managing every single task assigned to him have contributed to the excellent MSOC contract financial management rating, which led to an MSOC contract level award fee equivalent of Excellent.

2019 Individual Goals: Mission Success

Support of the TS and MCCS Mission Systems - Support work, efforts, activities, and projects in both the Training Systems (TS) and Mission Control Center (MCC) mission systems- Rotate his support among the 3 Missions Systems, which includes involvement in all the pertinent aspects of the engineering lifecycle as needed and as requested by his lead and management team

Due Date: 12/31/2019 **Status:** Completed **Completion Date:** 12/31/2019

Supports:

Manager Evaluation

Comment: Chris has met overall Platform Engineering performance standards in terms of quality of work, efficiency and timelines. In his support of both the SVMF and the Expedition program, Chris has met the critical objectives assigned to him. He has proven dependable in accomplishing his job assignments.

2019 Individual Goals: Technical

Technical - Flawless technical execution on all assigned work, constantly improving technical performance, and technical deliverables. Improvement of process in day-to-day activities. Contribution to MSOC Contract achieving Award Fee

adjective ratings of "Excellent"

Due Date: 12/31/2019

Status: Completed

Completion Date: 12/31/2019

Supports:

Manager Evaluation

Comment: Chris possesses the necessary technical skills and knowledge to perform his work in support of the SVMF facility in a competent manner. Chris has been able to demonstrate skills and knowledge in day-to-day situations, especially in his stepped up support of the Expedition project assigned to the Platform Engineering team. Chris has performed well during this 2019 performance period ensuring each the efforts he put forth were successfully and timely completed.

Bierman, Chris W

Sr. Technical Professional - Electrical

2020 Annual Performance Review

Organization: Government Solutions - US - Manager,
Engineering Operations (James Kantara)

Manager: James Kantara

Location: Johnson Space Center TX Bldg 30A - Customer Site

Evaluated By: James Kantara

01/01/2020 - 12/31/2020

Overall

Manager Overall Evaluation

Rating: 3 - Successfully Meets Expectations

Comment: Chris continues to take responsibility for his decisions, actions, and outcomes; he continues to deliver on his commitments to our NASA customers and to the Platform Engineering team. He continues to act in the best interest of our NASA customers and the MSOC contract. Chris is deliberate in sharing his opinions and concerns, all of which have added value to our collective decision making process.

Goals

Cost

- Perform to the approved Tech Plan Change Requests (CRs) hours and material targets pertaining to, and as committed by, Platform Engineering, ensuring all authorized customer budgets are effectively utilized
- Use established design engineering processes for effective implementation of designs and use cost effective methods for developing training products to achieve CR requirements and ensure customer satisfaction.

Due Date: 12/31/2020

Status: Completed

Completion Date: 12/31/2020

Supports:

Manager Evaluation

- Comment:** Though Chris is not directly involved in managing any portion of the budget within MSOC, his efforts and contributions to the SVMF mission systems and Orion program contribute to the financial success of our MSOC program. Some of the examples of his efforts and contributions include:
- As a design engineer cost is always at the forefront of every project regardless of the scope. It's woven into the process the same way safety is. Chris thinks about it every step of the way and never becomes complacent. As a designer of simulators, trainers and mockups, cost is even more important because the budget doesn't allow for the same materials, manufacturing processes or specifications as flight hardware. A lot of thought is put into what changes can we make to the flight design to save money and still accommodate the required user utility. But the cost of building things isn't the only consideration...man-hours is also a large portion of customer cost and design can be a time-consuming endeavor. Over the years Chris has developed tools and methods to streamline his design process which allows him to be very efficient and productive across all projects.
 - EM2 Simulator CR-82125: No project is without its challenges and EM2 is no exception. A lack of written simulator requirements at the start of any project is certain to have a negative impact on cost as late-stage design changes make their way to the top of the priority list. Chris contributed to solving issues to arrive at effective solutions to keep the EM2 both on schedule and on budget.
 - ILAH Design CR-83681: This is the device on the Orion Hatch that engages and disengages the latches that keep the hatch sealed. More on the technical aspect of this project later, but to build a trainer in a cost-effective way, given the complex nature of the flight unit, was very challenging. Even though the design took longer than originally expected due to its complexity, there were numerous cost savings realized using 3D printed components, COTS hardware and through design simplification.

- EM2 Side Hatch CR-83591: This is a trainer to replace the existing medium-fidelity hatch on the Orion in the SVMF. The flight hatch, as one might expect, has hundreds of components and is necessarily complicated in its design and operation. With a project of this scope there is almost always a dynamic of cost vs. functionality. How do we give the customer what they want without breaking the bank? It's not always easy but Chris contributed to the efforts to cut costs with simplifying the design, minimizing costly machining operations, selecting affordable and common materials and in many cases increasing the ease of assembly. The liberal use of 3D printing allows Chris to represent complicated objects for a relatively small price. Chris also works to recognize similarities between components to minimize the number of drawings required.

Personal Conduct

- Be accountable for assigned tasks, do what is right, act with integrity, respect others, and be a role model for others
- Demonstrate safety-centric behavior and way of thinking

Due Date: 12/31/2020 Status: Completed Completion Date: 12/31/2020

Supports:

Manager Evaluation

Comment: Chris is an effective Platform Engineering team player who adds valuable skills and contributes valuable ideas, opinions and feedback. He continues to demonstrate a genuine interest in the thoughts, opinions, values and needs of fellow team mates and customers, and accepts differences in these areas as both inevitable and acceptable. Chris can be counted upon to fulfill any commitments made to others, recognizes others, and demonstrates respect for the strengths and contributions of others. Chris continues to act with a high level integrity and honesty, and sets a good example for others. He is reliable and holds himself, and others, accountable for his actions, and the results he produces

Schedule

- Deliver and meet on commitments on or ahead of schedule
- Meet all Platform Engineering, System Engineering, and MSOC Contract milestones.

Due Date: 12/31/2020 Status: Completed Completion Date: 12/31/2020

Supports:

Manager Evaluation

Comment: Schedule is another essential element that Chris works hard to maintain. Chris works every day to make sure his projects are on time, and does that for every project, every time. He consistently does his job with a sense of urgency whether it's the first day of the project or when his last drawing is sent out.

Chris continues to do a good job managing his time and resources, including milestones, and hardware assets. He ensures realistic estimates, assessments, requirements, plans, etc. are properly stated and communicated. Chris expertly handles tasks and actions within the SVMF mission system as well as the Orion program. Chris strives to see and understand the big picture, knows how to define the necessary steps to reach the agreed upon goals, charting and adjusting at each stage to ensure customer requirements are met in a timely manner.

Technical

Achieve mission success through:

- Flawless technical execution on all assigned work, constantly improving technical performance, and technical deliverables.
- Improvement of process in day-to-day activities
- Continue active self improvement in technical education by keeping apprised of new tools and techniques in mechanical design.
- Contribution to MSOC contract achieving Award Fee adjective ratings of "Excellent"

Due Date: 12/31/2020 Status: Completed Completion Date: 12/31/2020

Supports:

Manager Evaluation

Comment: Chris possesses the necessary technical skills and knowledge to perform his work in support of the SVMF facility in a competent manner. Chris continues to demonstrate skills and knowledge in day-to-day situations, especially in his stepped up support of the SVMF mission system as well as the Orion program. Chris has performed well during this 2020 performance period ensuring each the efforts he put forth were successfully and timely completed. Some examples include, but are not limited to:

EM2 Simulator CR-82125: Every engineering project has technical challenges that need to be assessed, analyzed and overcome. Chris put in the necessary effort on this project to ensure the customer is satisfied with EM2 in the long run.

EM2 Side Hatch CR-83591: the Orion Side Hatch is a complex system, so there are many considerations when designing a trainer of this level. When supporting this project, these are the questions that Chris keeps in the forefront of his thinking: What components can be simplified? Can we reuse any components from the existing design? Is it too heavy? Can he find a cheaper connector that will suffice? These considerations and others are not overlooked with him. A big part of technical flawlessness is the ability to organize all these issues and tackle them in a practical and methodical way. One technical challenge that presented itself here is a discrepancy between the SVMF Orion trainer and the flight article...over the decade or so that passed since the SVMF Orion was built they changed the angle of the flight hatch sealing surface. This is information not presented to Chris so he had to identify it his own. The 3D CAD tools he uses make it feasible to discover opportunities like this.

Bierman, Chris W

Sr. Technical Professional - Electrical

Manager: James Kantara

Evaluated By: James Kantara

2021 Annual Performance Review

Organization: GSUS Science & Space Solutions - Project
Manager - Engineering (James Kantara)

Location: Johnson Space Center TX Bldg 30A - Customer Site

01/01/2021 - 12/31/2021

Overall

Manager Overall Evaluation

Rating: 3 - Successfully Meets Expectations

Comment: Chris continues to take responsibility for his decisions, actions, and outcomes; he continues to deliver on his commitments to our NASA customers and to the Platform Engineering team. He continues to act in the best interest of our NASA customers and the MSOC contract. Chris is deliberate in sharing his opinions and concerns, all of which have added value to our collective decision making process.

Of significance this performance period is his diligence, responsiveness, and initiatives in supporting the resolution of the POGO issue to ensure this training system is returned to operation and be used for critical training.

Goals

Communication and Responsiveness

- Communicate answers to questions, issues and challenges as appropriate
- Respond to management actions and directives in a timely manner.
- Submit status reports as requested and in a timely manner.
- Complete and submit weekly timecard in a timely manner

Due Date: 12/31/2021

Status: Completed

Completion Date: 11/30/2021

Manager Evaluation

Comment: Chris communicates clearly, openly, and often with his lead and teams reporting all technical and schedule issues when they are identified. Chris updates his project status, any released tasks, and schedules in a timely manner. He attends the assigned meetings and his lead's meeting as needed.

Chris completes his timecard daily and timely.

In short, Chris continues to prove to be an asset to the Platform Engineering team

Cost control and management

- Perform to the approved Tech Plan Change Requests (CRs) hours and material targets pertaining to, and as committed by, Platform Engineering, ensuring all authorized customer budgets are effectively utilized.
- Identify opportunities to eliminate waste and/or non-value added process steps in our work.

Due Date: 12/31/2021

Status: Completed

Completion Date: 12/31/2021

Manager Evaluation

Comment: Although Chris is not directly involved in managing any portion of the budget within MSOC, his efforts and

contributions to the SVMF mission systems contribute to the financial success of our MSOC program and his my work has positively affected project outcomes and overall success of customer deliverables.

CY2021 has been a year different from most others because there were many smaller, quick turn-around projects. These projects have often focused on the repair or improvement of mockup component that are already in service in the facility and usually require a quick turnaround to prevent a gap in training availability. Chris' design efficiency and ability to quickly complete these projects has had a cost advantage, as the less man-hours invested into the work the less it is going to cost. Many of the smaller, yet significant, tasks involved converting CAD files into an STL file for 3D printing which require experience and deep knowledge to ensure it is completed efficiently. Chris' ability to identify such anomalies and fix them in real time has had a significant time and cost saver.

Personal Conduct and Behavior

- Be accountable for assigned tasks, do what is right, act with integrity, respect others, and be a role model for others
- Demonstrate safety-centric behavior and way of thinking
- Build positive and valuable relationships with team mates, peers, leaders, customers, and vendors/suppliers.

Due Date: 12/31/2021 **Status:** Completed **Completion Date:** 12/31/2021

Manager Evaluation

Comment: Chris remains accountable for the performance of the tasks assigned to him, particularly the POGO project he was asked to support. Chris continues to maintain a close working relationship with the SVMF technical staff through respect and positive feedback.

Quoted from Chris' input "I have a few rules that I try to live by, in and out of the office. I try to lead by example and demonstrate (especially to my kids) appropriate ways one should conduct themselves in different situations. 1) The Golden Rule: treat others how you want to be treated. So simple in concept, but so overlooked in practice, especially in this increasingly online environment. 2) Do Your Job: this one probably came from my dad mostly, but my mom was also a workhorse. They instilled in me an ethic to work hard to achieve my goals and that anything worth doing is worth doing correctly. As often is the case, I eventually realized they were right. 3) Do No Harm: this sounds like it came from the Hippocratic Oath, but it holds true in any profession and everyday life. You can't move forward by taking steps backwards. To me it means that you can't fix something by breaking it."

Schedule

- Deliver and meet on commitments on or ahead of schedule.
- Meet all Platform Engineering, System Engineering, and MSOC Contract milestones.

Due Date: 12/31/2021 **Status:** Completed **Completion Date:** 12/31/2021

Manager Evaluation

Comment: Schedule is another essential element that Chris works hard to maintain. Chris continues works every day to make sure his projects are on time, and does that for every project, every time. He consistently does his job with a sense of urgency whether it's the first day of the project or when his last drawing is sent out.

Chris continues to do a good job managing his time and resources, including milestones, and hardware assets, He ensures realistic estimates, assessments, requirements, plans, etc. are properly stated and communicated. Chris expertly and professionally handles tasks and actions within the SVMF mission system.

Chris continues to strive to see and understand the big picture, knows how to define the necessary steps to reach the agreed upon goals, charting and adjusting at each stage to ensure customer requirements are met in a timely manner.

Technical performance

- Flawless technical execution on all assigned work, constantly improving technical performance, and technical deliverables.
- Improvement of process in day-to-day activities
- Contribution to MSOC contract achieving Award Fee adjective ratings of "Excellent"

Due Date: 12/31/2021

Status: Completed

Completion Date: 12/31/2021

Manager Evaluation

Comment: Chris thrives handling technical challenges that are presented to him and that arise virtually every day in support of the 3 Mission Systems, and it is obvious he derives satisfaction in solving the wide range of engineering issues he is asked to resolve. some of the most significant ones Chris has been of significant technical value include, but are not limited to, design and drawings for a fan motor assembly bracket, Boeing Starliner flail restraints, SAAB bearing bracket, ISS trash receptacle cover redesign, TS EM2 window monitor adapters, BPA fuse box, AOD window 3D print and Boeing Starliner hatch restraint brackets. Chris also continued efforts on the SVMF Orion ILAH troubleshooting and designed a new low-friction roller slide mechanism to be implemented in 2022.

Presented to

Chris Bierman

in recognition of being selected as

SVMF VPP

EMPLOYEE OF THE MONTH

For Excellence In

Performance

Teamwork

Safety



April 2004

Presented to

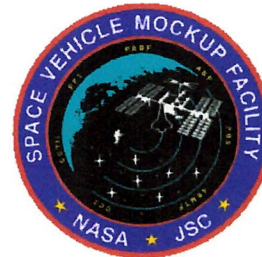
Chris Bierman

in recognition of being selected as

SVMF

EMPLOYEE OF THE MONTH

For Outstanding
Professionalism
Performance
Teamwork



August 2003

Presented to

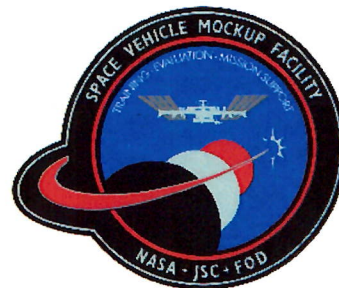
Chris Bierman

in recognition of being selected for the

SVMF

Exceptional Service Award

February 2015



Presented to

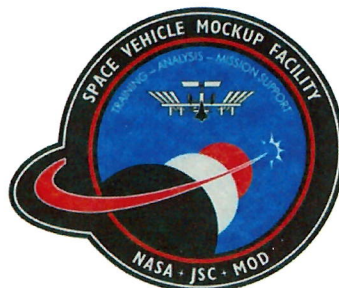
Chris Bierman

in recognition of being selected as

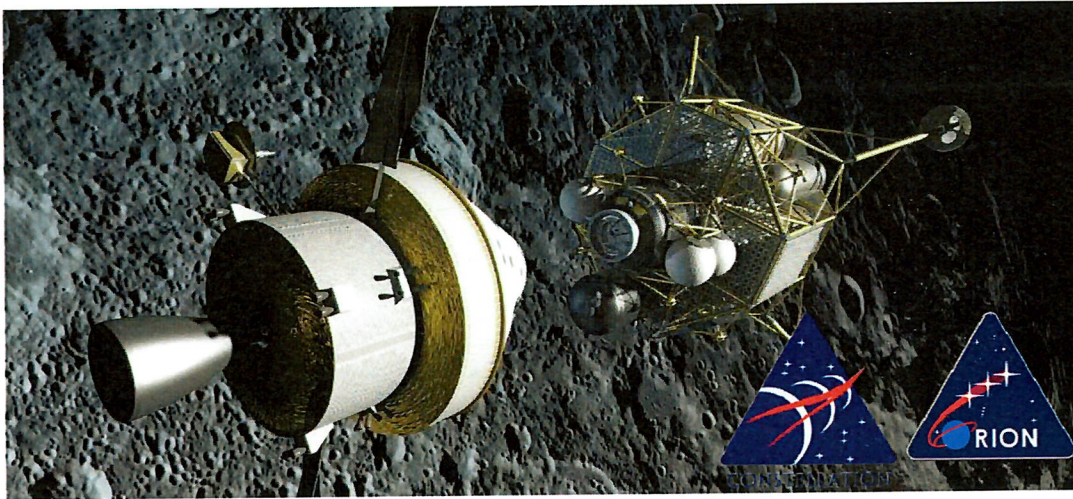
SVMF

EMPLOYEE OF THE MONTH

For Outstanding
Professionalism
Performance
Teamwork



December 2011



Orion Project Office – Vehicle Integration Office

Certificate of Appreciation Team Award

Presented to:

Team Raytheon

Raytheon: William "Bobby" Vincent, Frank Bernick, Peggy Cantu, Lisa Lundquist, Rosalinda Padilla

Oceanering: Leland Dysart III, Patrick Barrow, Randall Corkill, Khang Le, Christopher Morin, Thomas Huu Nguyen, Maria Puente

Bastion: Chris Bierman, Jose Cantu, James Frescura, Robert Garza, Andrew Jicha, Raymond Lavelle, Mark Manual, Kimberly McGallion, Jerry Province, Mario Saraiva, Christian Stevenson

Rothe Development: Bruce Adams, Bill Green, John Hill, Christopher McMartin, Trinidad Molina, Daniel Nettles, Curtis Pickens, Noe Segura, Reyes Vega

In recognition of your outstanding support for the Orion Project in the development and fabrication of the Orion Medium Fidelity Mockup



Signed at Houston,
Texas this month of
September, Two
Thousand and Ten

A handwritten signature in black ink, reading "Wayne Peterson".

Wayne Peterson - Manager, Orion Vehicle Integration Office