

Confidential Release

Case Number: 93-1408-EL-CSS

**Date of Confidential Document:
August 26, 1994**

**Today's Date:
August 6, 2009**

Exhibit 141- Performance Appraisal



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PERFORMANCE APPRAISAL

Individual Development

EMPLOYEE'S NAME

JWR (OW - A - 01)

CURRENT JOB TITLE

Com Eng

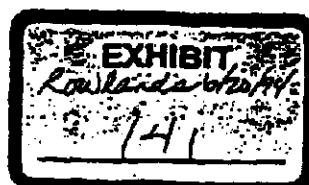
DIV/DEPT.

LOCATION

REVIEW PERIOD

5/1993

(for 3/1/94)



000129

I. Job Definition Discussion

JW 202-41103
William J. Machias

Marketing Supervisor

Job Definition Discussion

JOB CONTENT

List major job responsibilities and indicate importance.

- (A) = Extremely Important
- (B) = Important
- (C) = Somewhat Important

A. Sales Goals and Objectives

The only one in South
to reach 100 !!!
(C+5)

yes
yes
yes

A. Administration

yes
yes
ok

good

yes yes

yes

A. Political and Community Relations

Did you?

2nd Village (1st time) (2nd time)

yes good at yes

.. Safety

NA

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PERFORMANCE APPRAISAL WORKSHEET

1992 1993

1/11/94

STANDARDS

Define the expected level of performance for each of the major responsibilities. Remember these are the performance standards that describe the acceptable level of performance for the position.

1. Meet all sales goals and *& directed others* objectives.
2. Ensure definition of, preparation of and appropriateness of Section's plans and objectives.
3. Review goals and results and provide *a little* analytical commentary to Department *superintendent* at least monthly. *commentary*
1. Determine and recommend appropriate training for direct reports.
2. Maintain time-off targets.
3. Conduct, at least monthly, review of each Representative's progress on goals and recommend and implement plan changes if needed.
4. Go with Representatives on field calls at least *2* per month. *
5. Provide appropriate communications with Division Departments to ensure efficient flow of work.
6. Provide requested reports and responses in an informative and timely manner.
1. Attend 80% of assigned political entity Council or Trustee meetings.
2. Follow-up within 24 hours on any political complaint or request.
3. Maintain frequent contact with others at City/Township Hall to ensure solid relations.
1. Meet established targets with special emphasis on safe driving techniques to avoid vehicle accidents.
2. Implement STOP (Safety Program).

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II. Performance Review Discussion

Document the following information, to the extent to which they have/have not met the standards established in the definition discussion:

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15 1994

Attained 100% of Sales Goals - C+I; You were only 90% to 95% (!!!)

Good time-off + accident results.

Monthly Premiums well done.

Good political relations

In You, (Paul V. (C))
(Bob B. (C))
at 12/1

2 days significant work a defect of You Thermal Unit (Jail to Doctor H/C)

Instrumental in retaining P. Unit
Plaza (also Unit threat).

Directed special programs for allies + units:

- 1) Military Program Update / 80 attendees
- 2) Brownout 11/93.

Good job of preparing TAC for long-term supervisory job.

Guided direct follow-up to Military Program Update 2/21/94

Guided direct follow-up to Military Program Update 2/21/94 (

Took part in scheduled and/or specially arranged training.

Complete Aspirational assignment successfully.

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Presented to Dept 4/15/02, which resulted in four with
follow-up expenses, costs, salaries, has been confirmed + re
of all. Has established leadership position. In addition, my
confident. Productivity "material" is extremely consistent.

Make a brief statement summarizing the overall performance of this employee and state the rating.

Performance consistently meets job standards
+ Please.

Station 6 FC.

Notary's Signature [Signature]

Approval:

Date 1/11/94

Q14.

Please send no more than one letter to Human Resources & Industrial Relations Department.

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V. Employee Comments

Employee's
Signature

William R. Fyfe

I have reviewed and discussed my performance appraisal with my supervisor.

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2/18/94

Paul D. [unclear]

OHIO EDISON COMPANY
 REQUEST FOR VOUCHER CHECK

RVC 68156

ORIGINATOR

LOCATION Youngstown Division DATE September 20, 1993

PAY VENDOR NUMBER

ITEM	AMOUNT	RES.	AREA	TASK	SID	W/O	CC
Assistance payment for installation of electric chilling equipment at Mahoning County Justice Center	\$140,000 00	MC	7476	C9000	YN11		

TO: ACCOUNTS PAYABLE SECTION

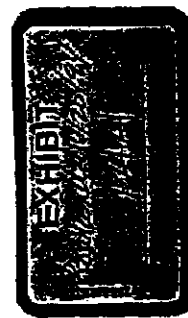
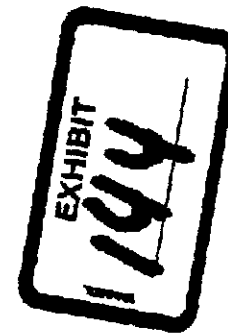
PLEASE ISSUE VOUCHER CHECK PAYABLE TO:

NAME Mahoning County Treasurer
 (c/o Jail Project)
 STREET 120 Market Street
 CITY Youngstown, Ohio 44501

MAILING INSTRUCTIONS FOR VOUCHER CHECK

Return check to:
 J.W. Rowlands
 Youngstown Division

REQUESTED BY: J. W. Rowlands	APPROVALS (SEE ACCOUNTING BULLETIN M-10)	
	BY <u>J. W. Rowlands</u> DATE <u>9/20/93</u>	BY <u>[Signature]</u> DATE <u>9/20/93</u>



Department?