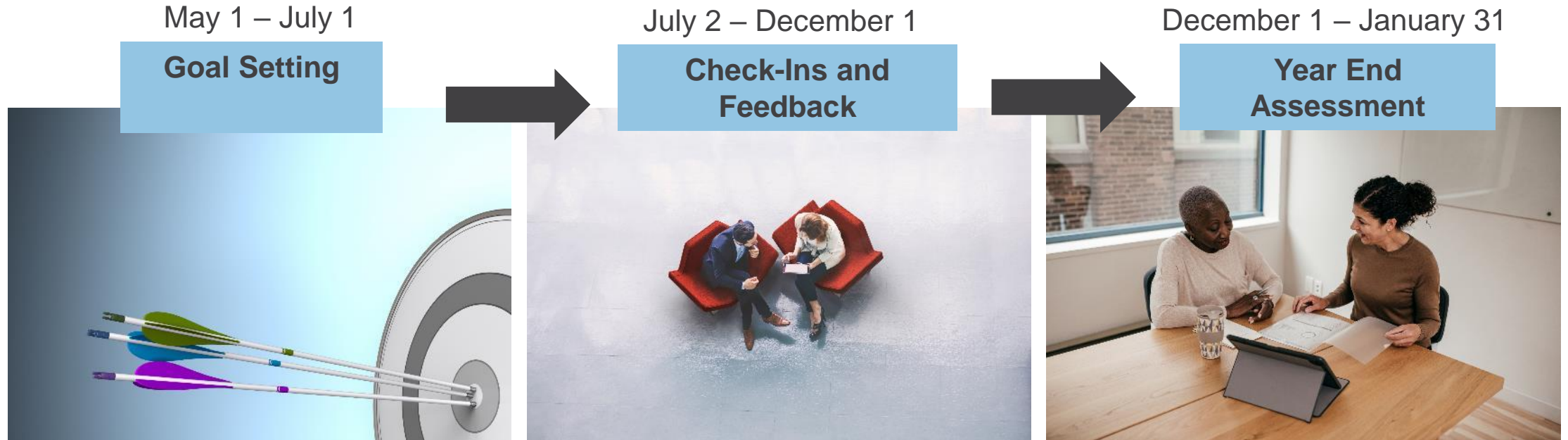


Einstein Performance Feedback Program



2024 Process

Due to the timing of the Success Factors go-live, performance feedback process activities will begin in May this year only.



GOAL SETTING

- Align on priorities and determine shared goals
- Employee creates a minimum of two performance goals in Success Factors
- Employee creates development goals

CHECK-INS and FEEDBACK

- Mid-year check-in on goal progress; adjust as needed in system
- Capture ongoing feedback in system
- Recognition of accomplishments in system

YEAR END REVIEW in Success Factors

Summarize and reflect on:

- Self Assessment
- Progress on goals
- Feedback throughout the year
- Key insights to incorporate in next year's goals