



**Performance 2013**

Name: Fred Webberking  
 Reports to: Stephen Middleton

Level: \_\_\_\_\_  
 Department: Reliability & Continuous Improvement

Final Score	<b>0.93</b>
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**Goals - Quantitative**

**Weight 65**

Description	Unit	Better	% Tol	% Cha	Tolerance	Target	Challenge	Weight	Actual	Score
1 Safety -Recordable Consolidated	#	<			-	-	-	20%	3.00	
2 MRO Inventory Accuracy	%	>	7.0%	2.0%	60.45	65.00	66.30	20%	65.00	100.00
3 Plant OLA 5S score	%	>	2.0%	5.0%	0.78	0.80	0.84	20%	89.00	115.00
4 Point Kaizen Events	#	>			10.00	10.00	10.00	15%	12.00	115.00
5 System Kaizen Events	#	>			4.00	4.00	4.00	25%	4.00	100.00
6					-	-	-		-	100.00
<b>Total</b>								<b>100%</b>	Quantitative Score	<b>0.85</b>

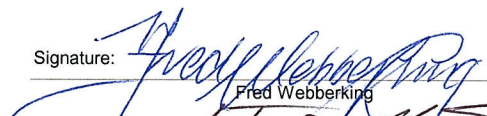
**Goals - Qualitative**

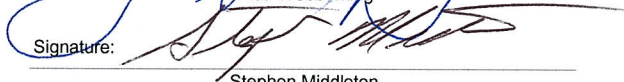
**Weight 35**

Description	Weight	Actual	Score
7 Fully implement SafeStart Program (A-Jul, B-Aug, C-Sep)	30%	A	115.00
8 Complete OLA 5S training for Fitesa permanent employees (A-100%, B-90%, C-80%)	20%	B	100.00
9 Install barcoding system in store room. Have all part number converted and train all affected staff (A-Oct, B-Nov, C-Dec)	30%	A	115.00
10 Complete installation of load cell on 'A' frame on SC1 Winder to better compare firm waste weight material (A-June, B-July, C-Aug)	20%	C	85.00
<b>Total</b>		<b>100%</b>	Qualitative Score <b>1.06</b>

**Notes:**

Target for MRO inventory is 65% by end of year.

Signature:   
 Fred Webberking

Signature:   
 Stephen Middleton

Date: 1/17/2014