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| **2020 Performance Goals and Evaluation**  |
| Employee Name |  | Review Period | January 1, 2020 – December 31, 2020 |
| Manager Name |  | Date  |  |
| **Corporate/ Functional Goals:** *Please type the corporate/ functional goal(s) you are aligning to below*: |
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| Individual Goals: *Using the boxes below, please list your individual goals (3-5) and provide the appropriate actions, measures of success and timeframe* |
| Individual Goal 1:  | Weight % |
|  |
| Action  | Measurement  | Timeframe  |
|  |  |  |
| Summary: (for end of year performance review) |
| **Corporate/ Functional Goals:** |
|  |
| **Individual Goal 2:** | Weight % |
|  |
| **Action**  | **Measurement**  | **Timeframe** |
| 1. | 1. | 1. |
| Summary: (for end of year performance review) |
| **Corporate/ Functional Goals:**  |
|  |
| **Individual Goal 3:**  | **Weight %** |
|  |
| **Action** | **Measurement**  | **Time**  |
| 1. |  |  |
| Summary: (for end of year performance review)  |
| **Corporate/ Functional Goals:**  |
|  |
| **Individual Goal 4:** | **Weight %** |
|  |
| **Action** | **Measurement**  | **Time** |
|  | 1. | 1. |
| Summary: (for end of year performance review) |
| **Corporate/ Functional Goals:** |
|  |
| **Individual Goal 5:** | **Weight %** |
|  |
| **Action**  | **Measurement**  | **Timeframe** |
| 1. | 1. | 1. |
| Summary: (for end of year performance review) |
| **Goal Signatures** |
| Manager Signature  |  | Date  |
| EmployeeSignature |  | Date |
| **Employee Evaluation**  |
| **Overall Goal Summary:** *Please provide a total summary of your performance for the entire year referencing the goals you completed for the year and how they contributed to your department/ functional goals. This should be summary statement to reflect your accomplishments for the year.* |
| Summary: (for end of year performance review) |
|  |
| Pfenex Values: *Please provide a summary of your performance on Pfenex’s Core Values of Trust, Integrity, Accountability, Ambition and Innovation* |
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| **Overall Leadership Summary**: (***Managers Only***) *Please provide an overall summary of your leadership performance including behaviors/values and additional achievements. The leadership performance summary should focus on the leadership competency model of driving growth, execution, and connecting & inspiring.*  |
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| **Overall Performance Summary**: *Please provide an overall summary of performance including behaviors/values and additional achievements not captured in goal summaries. The performance summary should focus on behaviors or actions that reflect trust, integrity, accountability, ambition, and innovation.* |
| **Performance Rating:**  | **(Provide your self-assessment rating)** |
| Summary: (for end of year performance review) |
| **Manager Evaluation** |
| **Overall Goals Summary:** *Review employee’s accomplishments/ contributions as it relates to their individual goals and contribution(s) to the departments overall goals*  |
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| Pfenex Values: *Review employee’s overall performance/ behavior as it relates to Pfenex’s Core Values of Trust, Integrity, Accountability, Ambition and Innovation* |
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| **Leadership Assessment:** *Review employee’s overall performance/ behavior as it relates to Pfenex’s leadership competency model of driving growth, execution, and connecting & inspiring.*  |
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| Overall Performance Summary: *Review employee’s overall performance for the year. Highlight any significant accomplishments made, areas of improvement/ development and functional or technical strengths* |
|  |
| **Performance Rating:**  |
| Performance Evaluation Signature |
| MANAGER SIGNATURE |  | Date  |
| EMPLOYEE SIGNATURE |  | Date |