

## **CHIEF EXECUTIVE OFFICER EVALUATION FOR 2008**

*Evaluation Scale of 1 to 5 with 1 being Unacceptable and 5 being Superior performance*

### **1. Organization Vision and Planning**

**Standards:** Demonstrates knowledge of current and emerging competitive issues. Thinks strategically and clearly articulates the organization's corporate mission, goals, and strategies. Adjusts to changing industry and environmental factors.

Scores:

Ave:

### **2. Leadership and Management**

**Standards:** Follows cooperative principles in managing the organization. Demonstrates leadership in guiding the organization through change. Is perceived to be a leader. Plays a vital role in state, regional, and national cooperative organizations. Recognizes the importance of working cooperatively with such organizations.

Scores:

Ave:

### **3. Board Relations & Communications**

**Standards:** Keeps board informed of important industry issues and the performance of the cooperative. Brings well thought-out recommendations for the board's consideration. Actively builds the trust and support of the board. Encourages the board to work together effectively. Encourages innovative thinking on the part of the board.

Scores:

Ave:

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### **4. Electric System Operations**

**Standards:** Ensures that consumers are fully satisfied with the quality, cost, and reliability of electrical service. New service requests are handled promptly. Outages are kept to acceptable minimums and industry norms. Service is restored promptly. Power quality, line loss, and other benchmark measures are within industry norms.

Scores:

Ave:

### **5. Organizational Effectiveness**

**Standards:** Takes initiative to ensure that the organization is designed and staffed to meet a changing competitive environment. Effectively employs technology, both on a personal basis and in terms of applications that improve overall organizational effectiveness.

Scores:

Ave:

### **6. Member/Community Relations**

**Standards:** Sets the tone for the cooperative as being responsive to its members. Stays closely in touch with member concerns and ensures that useful educational programs are developed and carried out. Uses objective methods to measure member expectations and satisfaction. Works with local leaders and civic organizations to increase awareness of the cooperative's value to the communities it services.

Scores:

Ave:

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**7. Financial Management and Performance**

**Standards:** A long-range financial plan has been thoroughly explained to the Board, adopted, and followed. Meaningful budgets are developed. Expenses are accurately tracked and reported. Cash reserves are prudently invested. Financial targets are met.

Scores:

Ave:

**8. Employee Relations**

**Standards:** Creates a positive work environment for employees and encourages teamwork. Delegates effectively to key staff. Keeps employees informed about industry issues and trends and influences them to adapt to change. Assures that competent individuals are hired, trained, and promoted. Empowers employees to make decisions that will improve the performance of the company. Responsible for leading labor negotiations and implementing collective bargaining agreements.

Scores:

Ave:

**9. Achievement of 2004 CEO Goals**

**Standards:** Articulated goals on a regular basis. Gave regular updates on reaching goals. Consistently met the jointly agreed upon goals for 2004.

Scores:

Ave:

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**10. Overall Performance Assessment**

Scores:

Ave:

**General Comments**

Comments:

Overall Average Score:

Chairman of the Board of Directors

Chief Executive Officer

Date: