

GE Intern/Co-Op Appraisal

Name: Erick Froede
GE Business: Transportation
Program Representative: Kerry Hamilton
Assignment Leader: Patrick Hernden

Goal Setting

Goal 1:

1. Engineered Systems Team Value Management (TVM) session. a. Documentation - document process, levers, and tools used in the TVM session to generate the 2010 deflation deck. b. Analysis: i. Total spend - addressable vs. non-addressable ii. Deflation by supplier and commodity iii. Deflation and addressable spend by lever iv. GAPS to 2010 target and GAP closure ideas: 1. Metal entitlement analysis model 2. Overhead absorption entitlement model

Goal 2:

2. Supply Chain Optimization, new and re-manufactured fuel injectors and pumps. a. DMAIC methodology to identify: i. Optimized future state ii. Cost (savings) associated with changes to new parts supply chain iii. GE Entitlement associated with UX localization in Kentwood, MI

Goal 3:

3. Engineered Systems weekly metrics and reporting. a. Own department 4-blocker b. Own weekly reports: i. CAS vs. Oracle ii. Open Orders iii. Inflation /

deflation c. Identify and implement improvements to current process: i.
Automation ii. New ways to present or analyze data

Goal 4:

4. Strategic Sourcing Process. a. Support Strategic Sourcing Tollgate process for Dampers, Turbo, Fuel Injection, EGR, Pumps/Blowers i. Lead TG 1&2 – Support TG3 1. T4 Fuel System 2. Aftertreatment 3. Turbo 4. Dampers ii. Maintain department SSDB/Core Team calendar

Goal 5:

Midterm Appraisal - Self Assessment

1-Unacceptable, 2-Needs Improvement, 3-Standard, 4-Exceeds Standard, 5-Outstanding

Goal 1 Self-Rating: 3

Goal 1 Self Progress Update: Goal progress has not been made due to involvement with goals 2, 3, and 4. Will begin on this goal as soon as I am able to consult with Pat at the end of this week/ beginning of next.

Goal 2 Self-Rating: 4

Goal 2 Self Progress Update: Work on new pump logistics proposal complete, presentation to Steve/Shila on findings possibly in the near future. Expanding scope of project to include returnable packaging to begin today with conference call to Grove City. UX part evaluation is incomplete, it seems that this section of the project may now be owned by Christopher Hollister.

Goal 3 Self-Rating: 3

Goal 3 Self Progress Update: Fully trained in generating open PO and inflation/deflation reports, which I have been producing for the last two weeks without assistance. This week was the first time I presented to the whole team.

Goal 4 Self-Rating: 4

Goal 4 Self Progress Update: I am heavily involved in assisting Janie with her pump/blower strategic sourcing process, which is making good progress. Also, I am working with Sheeun to generate logistics data on her battery sourcing initiative.

Goal 5 Self-Rating:

Goal 5 Self Progress Update:

Midterm Appraisal - Manager Assessment

1-Unacceptable, 2-Needs Improvement, 3-Standard, 4-Exceeds Standard, 5-Outstanding

Goal 1 Rating: 5

Goal 1 Progress Update: Completed pre-work for team 2010 cost out session. Accurately compiled data and documented process.

Goal 2 Rating: 5

Goal 2 Progress Update: Successfully used DMAIC methodology to analyze and improve Fuel System supply chain. Presented and negotiated proposal to supplier.

Goal 3 Rating: 5

Goal 3 Progress Update: Reliably and accurately reported team's weekly metrics. Ensured process was documented at end of assignment

Goal 4 Rating: 5

Goal 4 Progress Update: Assisted multiple commodities with the Strategic Sourcing 9 step process. Key resource for accelerating process.

Goal 5 Rating:

Goal 5 Progress Update:

Final Appraisal - Self Assessment

1-Unacceptable, 2-Needs Improvement, 3-Standard, 4-Exceeds Standard, 5-Outstanding

Goal 1 Self-Rating: 4

Goal 1 Comments: TVM completed, ready for next intern to follow up.

Goal 2 Self-Rating: 4

Goal 2 Comments: Analysis completed, negotiations pursued, waiting for close out.

Goal 3 Self-Rating: 4

Goal 3 Comments: Consistently completed reports on a weekly basis and process is turned over to next intern with full documentation.

Goal 4 Self-Rating: 4

Goal 4 Comments: RFI matrix completed, RDI/RFQ awaiting release, all NDA's on file.

Goal 5 Self-Rating:

Goal 5 Comments:

Final Appraisal - Manager Assessment

1-Unacceptable, 2-Needs Improvement, 3-Standard, 4-Exceeds Standard, 5-Outstanding

Goal 1 Rating: 5

Goal 1 Comments: PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Goal 2 Rating: 5

Goal 2 Comments: PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-

READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Goal 3 Rating: 5

Goal 3 Comments: PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Goal 4 Rating: 5

Goal 4 Comments: PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Goal 5 Rating:

Goal 5 Comments:

Final Appraisal - Key Competencies

1-Unacceptable, 2-Needs Improvement, 3-Standard, 4-Exceeds Standard, 5-Outstanding

Self Confidence	
Self Rating	4
Manager Rating	5
Personal Comments	
Manager Comments	PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.
Initiative	
Self Rating	4
Manager Rating	5
Personal Comments	
Manager	PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE,

Comments	SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.
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Communication

Self Rating	5
Manager Rating	5
Personal Comments	
Manager Comments	PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Change Facilitation

Self Rating	4
Manager Rating	5
Personal Comments	
Manager Comments	PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Relationship & Team Building

Self Rating	5
Manager Rating	5
Personal Comments	
Manager Comments	PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Accountability & Reliability

Self Rating	5
Manager Rating	5

Personal Comments	
Manager Comments	PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Influence	
Self Rating	4
Manager Rating	5
Personal Comments	
Manager Comments	PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Growth	
Self Rating	5
Manager Rating	5
Personal Comments	
Manager Comments	PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Integrity	
Self Rating	5
Manager Rating	5
Personal Comments	
Manager Comments	PREVIOUS MIDTERM RATING WAS AN ERROR. I MIS-READ THE SCALE, SHOULD HAVE BEEN (5) NOT (1), PERFORMANCE WAS EXCELLENT...MET OR EXCEEDED EXPECTATIONS.

Final Appraisal - Overall Performance

1-Unacceptable, 2-Needs Improvement, 3-Standard, 4-Exceeds Standard, 5-Outstanding

Overall Performance Towards Plan: 5

Overall Final Appraisal: 5