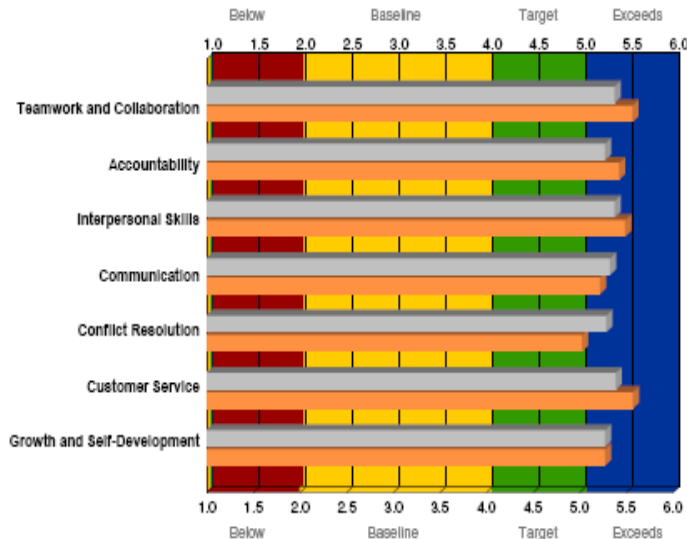


eFeedback Performance Review™

Have Quality web-based employee performance reviews done your way – in less time !



“The on-line eFeedback Performance Review system allows for a meaningful review feedback to employees as well as simplifies the process and makes it efficient for management to conduct”

Tom Walker, CEO of i2E Tulsa & OKC, OK.

“The eFeedback allows us to conduct performance evaluations in an easy, uniform, and cost effective way! It was customized to fit our needs and I think it was the first time we had 100% response from all employees.”

Stacy Pierce, Dir. HR, Duncan Industrial Solutions

By converting the perceptual data of employees and supervisors into a blue, green, yellow, and red light visual display, the eFeedback efficiently reveals what is going well in the employee’s level of performance, what needs to be monitored, and what needs immediate attention. And it does so easily through web-based multi-rater technology with a minimal time and dollar investment.

eFeedback score - linked to % Pay Increase

eFeedback Performance Score	Pay Increase	
	Raw Score	Min % / Max %
Exceeds (5.1-6.0)	5.1-6.0	4.3% / 5.0%
Target (4.1-5.0)	4.1-5.0	3.4% / 4.2%
Base-Line (2.1-4.0)	2.1-4.0	1.8% / 3.3%
Needs Improvement (1.0-2.0)	1.0-2.0	0.0% / 1.7%
Total Score:	3.4	
% Increase:		2.8%

eFeedback score - Linked to Performance Measures & % Pay Increase

eFeedback Performance Score	% Raise							
	0.0%	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%
Exceeds (5.1-6.0)	0.0%	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%
Target (4.1-5.0)	0.0%	2.1%	2.5%	2.9%	3.4%	3.8%	4.2%	4.6%
Base-Line (2.1-4.0)	0.0%	1.4%	1.7%	2.0%	2.2%	2.5%	2.8%	3.0%
Below (1.0-2.0)	0.0%	0.8%	1.0%	1.2%	1.4%	1.5%	1.7%	1.9%
Raw	<50	50	60	70	80	90	100	>100

Performance Measure Score			
Weight:	Score	% Raise	
100%	eFeedback	3.4	2.8%
100%	Performance Measure	91	3.0%
	FINAL		2.9%

Please contact us for more information! www.performancedashboard.com

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