Student Performance Evaluation

Student's Name: PEREZ, GABRIEL
Student's Serial: 9D2348
Division/Department: 7T/7UHA

The purpose of the Student Performance Evaluation is to provide the student feedback on his/her performance upon the culmination of the work assignment. These evaluations will be included in the personnel records of these supplemental employees and may be reviewed by managers considering the students for further IBM employment.

If you are familiar with this student's job performance and able to rate the student on several job relevant competencies (e.g., Creative Problem Solving, Communication, Technical/Professional Expertise) please complete this evaluation. If you are not familiar with this student's job performance, please reply to the original note or send a note to National Co-op Program/Raleigh/IBM and identify the person who most closely supervised the student. An evaluation will then be sent directly to the supervisor.

Click here for Instructions: Read thoroughly prior to completing evaluation.
Competency Definitions

Note: Federal law prohibits discrimination based on race, color, religion, sex, national origin, age, disability, veteran status, and military status. IBM policy also prohibits discrimination based on sexual orientation. IBM carries out affirmative action programs on behalf of women, minorities, people with disabilities, Vietnam era veterans, special disabled veterans, or other covered veterans.

Competencies	Rating (Use drop down to make selections)	Comments
Creative Problem Solving	Outstanding	Worked out a number of issues during Deploy debug and enhancements. Had to solve some difficult problems on which even seasoned engineers were struggling.
Verbal Communication	Acceptable	Was able to communicate effectively with the extended technical team
Written Communication	Acceptable	Presentation was well received by reviewers.
Drive to Achieve	Outstanding	Worked out several difficult problems. Found solutions that were even better (more robust) than originally proposed. Added features to product that made it easier to use.
Teamwork/Collaboration	Above Average	Worked very well with co-op team as well as the

			engineers in the department. Was able to very effectively work on problems with others.
Adaptability	Above Average		Used Lean/Agile development process. Daily scrum meetings and weekly reviews used to monitor progress and make changes to goals. Was able to adapt quickly to changing requirements.
Rapid Learning and Comprehension	Outstanding		Came up to speed on MCP/Linux tools very quickly and was able to make significant technical contributions.
Technical and Professional Expertise 1	Linux	Outstanding	Came in with Linux knowledge and was able to apply it to the work quickly.
Technical and Professional Expertise 2			

Summary Evaluation

Please give your evaluation of the student's overall job performance, taking into consideration all of the evaluations you have provided above, weighting them in terms of importance to the job, as well as any additional job related factors you write into this block.

Rating	Comments
Outstanding	Gabriel was part of a speed team of two to that enhanced the MCP embedded Linux installer named Deploy. This tool is used by both MCP engineers and customers to install customized MCP embedded Linux operating system images onto target systems. Overall, the project was a success. Feedback from the "stakeholders" was positive. Gabriel and the team accomplished all the items that was originally expected. At the team's final presentation to the whole MCP technical team, the chief MCP architect commented that it was one of the more successful summer projects he has seen. Coming into the project, Gabriel had very good Linux skills and was able to implement changes quickly. Individually, he was responsible for the majority of the technical aspects (and success) of the project.
Date to be discussed with student:	08/04/2009

Date Completed: - Manager's Name: - *Wendel G. Voigt*

*NOTE: Once you have completed this evaluation click 'Print', then click 'Submit'. Provide the printed output to your student while discussing their performance.