

## NOTIFICATION OF PERFORMANCE RATING

11-Sep-01

To: IVINS BRUCE E

1. This is to notify you that for the period ending 30 June 2001, your performance was assessed as Exceptional - ~~Exceptional~~ - B with a total numerical rating of 84 which equates to 1 share(s). As a result of this performance rating, you will receive \$1,150.00 plus full comparability.
2. If your share increase results in your salary exceeding the top of your pay band, you will receive the appropriate amount up to the top of your pay band. The dollar value of the remainder of the shares will be paid in a lump sum cash award.
3. If you are on pay retention, you will receive one-half of the comparability amount.
4. Requests for reconsideration of your performance rating must be filed in accordance with guidelines provided in PDP Policy 11, Reconsideration Process. A copy of the policy is available in the Human Resources Office. For reconsideration, you must file your appeal to your immediate supervisor within 15 days upon receipt of your rating.
5. Payouts for those individuals who file reconsideration requests will be processed using the rating on file. Once a reconsideration request is processed and, if there is a change to the current rating of record, a revised payout award will be retroactive to the payout date of 9 September 2001. Consult your supervisor for questions about your rating and your Human Resources Office for any procedural matters.