

2014 Government Contracts Department Evaluation: Associates and Senior Advisors

Admin View

Basis for Evaluation

These 3 questions are mandatory and you will not be able to continue to the next page without answering them.

1. Is this Associate a member of your department? *

- ☐ Yes
☐ No

2. Is this Associate a member of your practice team? *

- ☐ Yes
☐ No

3. Estimated amount of work this Associate has performed under your supervision during the past 12 months. *

- ☐ Fewer than 50 hours
☐ 50-100 hours
☐ 101-250 hours
☐ 251 - 500 hours
☐ Over 500 hours

Please provide comments that support your rating.

Associate Profile Descriptions by Level

Click on the View Level Profiles/Competencies links below to read a descriptor for each level before proceeding to the evaluation. No action is required on this page. Click NEXT to proceed.

Level 1 Associate Profile

[View Level Profiles/Competencies](#)

Level 2 Associate Profile

[View Level Profiles/Competencies](#)

Level 3 Associate Profile[▶View Level Profiles/Competencies](#)**Level 4 Associate Profile**[▶View Level Profiles/Competencies](#)**I. SKILLS****Research and Analysis ***[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Written Communications *[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Oral Communications *[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Advocacy/Negotiation *[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3

- ☐ Level 4
- ☐ No basis for judgment

**Professional Judgment/
Growth ***

[View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

**Overall rating in
the category of SKILLS: ***

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Comments on SKILLS (to the extent you can identify specific examples, please do so; please specify in your comments the particular strengths of the Associate and areas that the Associate has not satisfied from the above core competencies)

(max. 7000 characters)

II. CLIENT SERVICE

**Client Management
and Relations ***

[View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1

- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Cross Organizational Collaboration and Development *

[View Level Profiles/Competencies](#)

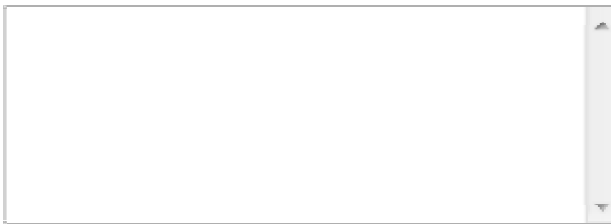
- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Overall rating in the category of CLIENT SERVICE: *

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Comments on CLIENT SERVICE

(to the extent you can identify specific examples, please do so; please specify in your comments the particular strengths of the Associate and areas that the Associate has not satisfied from the above core competencies)



(max. 7000 characters)

III. WORK MANAGEMENT

Work Efficiency *

[View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Delegation and Supervision *

[View Level Profiles/Competencies](#)

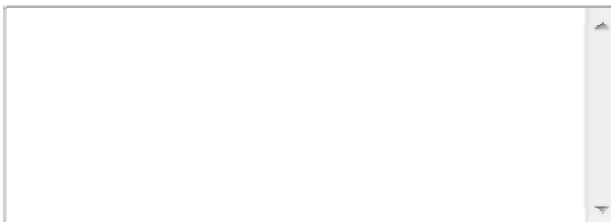
- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

**Overall rating in the
category of****WORK MANAGEMENT: ***

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Comments on WORK MANAGEMENT

(to the extent you can identify specific examples,
please do so; please specify in your comments the
particular strengths of the Associate and areas that the
Associate has not satisfied from the above core
competencies)



(max. 7000 characters)

IV. INTERPERSONAL TRAITS

Teamwork and Cooperation *[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

**Responsiveness,
Commitment
and Initiative ***[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Character *[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

**Overall rating in the
category of
INTERPERSONAL TRAITS: ***

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Comments on INTERPERSONAL TRAITS
(to the extent you can identify specific examples,

please do so; please specify in your comments the particular strengths of the Associate and areas that the Associate has not satisfied from the above core competencies)



(max. 7000 characters)

V. FIRM CITIZENSHIP

Firm's Policies and Plans *

[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Non-Billable Involvement *

[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Firm's Reputation and Commitment to Community



[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐

Level 4

- ☐ No basis for judgment

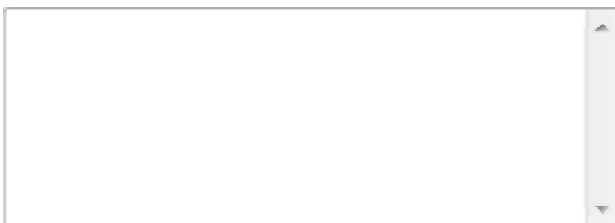
Overall rating in the
category of

FIRM CITIZENSHIP: *

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

Comments on FIRM CITIZENSHIP

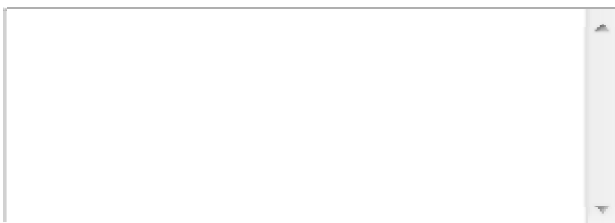
(to the extent you can identify specific examples,
please do so; please specify in your comments the
particular strengths of the Associate and areas that the
Associate has not satisfied from the above core
competencies)



(max. 7000 characters)

OTHER COMMENTS

Please make any other comments you believe are
relevant to the Associate Compensation Committee's
evaluation of this Associate.



(max. 7000 characters)

GOVERNMENT CONTRACTS SUBSTANTIVE AREAS

IMPORTANT - PLEASE READ

If you are NOT in the Government Contracts department, please skip this section. Click Submit to complete your

evaluation.

If you ARE in the Government Contracts department, please rate this Associate on the Departmental Substantive Areas.

**Overall Rating on
Government Contract
Substantive Areas**

[▶View Level Profiles/Competencies](#)

- ☐ Does not meet Level 1
- ☐ Level 1
- ☐ Level 2
- ☐ Level 3
- ☐ Level 4
- ☐ No basis for judgment

**Comments on GOVERNMENT CONTRACTS
SUBSTANTIVE AREAS that substantiate rating:**



(max. 7000 characters)