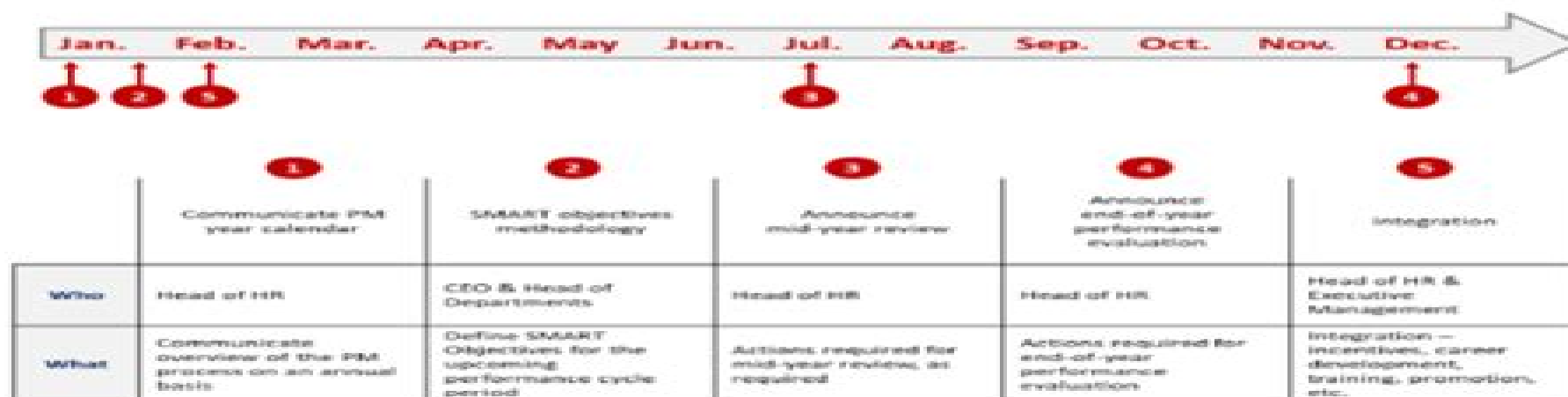


4.0 Performance Governance:

The below outlines the governance activities undertaken during the performance cycle period. This will ensure the integrity of the process and the adherence by all stakeholders to COMPANY performance standards and methodology.

Employee's Performance Cycle Period – Annual Basis



Roles & Responsibilities:

Below is an outline of the roles and responsibilities within the performance management cycle. Department heads and employees play key roles in the ongoing success with managing performance at COMPANY, supported by the Human Resources Department and the CEO as the role model for the process with direct reports.

CEO	- Drive the performance management process, including objective cascading and year-long communication about the progress against COMPANY business strategies - Act as a Role Model for the process with direct reports - Establish the standards for performance criteria and assessment with direct reports
Department Head	- Provides ongoing feedback to employees throughout the year - Works with the employee to set, monitor and review SMART objectives and prepare development plans - Helps align what the employee does - Is accountable for making meetings happen and communicating rationale that supports performance evaluation related decisions
Employee	Works with department head to set, monitor and review SMART objectives and prepares development plans
HR Department	- Assists the organization with the implementation and administration of the performance management system - Drives deadlines for timely planning, mid-year and year-end review meetings - Maintains records regarding the performance management - Provides support and assistance to every stakeholder involved

Manual For Performance Management

Ying-Ying Zheng



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