



Associate Performance Evaluation  
Front Service Clerk (206)

Check this box if you consider the associate in training for the current evaluation period. (Factors marked with "\*" are not protected from TPTP Adjustment Rules for associates considered "in training.")

|                  |   |   |
|------------------|---|---|
| Associate's Name | Personnel Number  | Store #   |
|                  | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> |

|  |   |  |
|--|---|--|
| Period Evaluation Covered  | Date Evaluation Conducted   | Job Class Code   |
| <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> to <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> | <input type="text"/> <input type="text"/> <input type="text"/> |

**Differentiating Factors** – In your position, strong performance in these factors enhances the shopping experience for our customers and makes Publix stand out from our competitors. For this reason, points from ratings in these factors are doubled.

| Performance Factor (Scale 1-9) | Rating Given               | Points                                    | Manager's Comments on Differentiating Performance Factors |
|--------------------------------|----------------------------|---|---|
| Engaging Customers             | <input type="text"/> x 2 = | <input type="text"/> <input type="text"/> |   |
| Providing Service              | <input type="text"/> x 2 = | <input type="text"/> <input type="text"/> |   |
| Providing Carry-Out Service    | <input type="text"/> x 2 = | <input type="text"/> <input type="text"/> |   |
| Demonstrating Ownership        | <input type="text"/> x 2 = | <input type="text"/> <input type="text"/> |   |

**Differentiating Factors Pts.** Sum of pts. above =  Copy these points into **Box A Points** in Total Point Section at bottom. Range is 8-72.

**Supporting Factors** – In your position, strong performance in these factors provides the support needed to maintain Publix's established standards for quality and service.

| Performance Factor (Scale 1-9 unless noted below) | Rating Given         | Manager's Comments on Supporting Performance Factors |
|---|----------------------|--|
| Attendance*                                       | <input type="text"/> |  |
| Punctuality*                                      | <input type="text"/> |  |
| Bagging   | <input type="text"/> |  |
| Shopping Cart Procedures                          | <input type="text"/> |  |
| Maintaining a Clean Shopping Environment          | <input type="text"/> |  |
| Associate Relations*                              | <input type="text"/> |  |
| Problem-Solving                                   | <input type="text"/> |  |
| Safety Performance                                | <input type="text"/> |  |
| Work Space Organization (1-5)*                    | <input type="text"/> |  |
| Uniform & Appearance (1-5)*                       | <input type="text"/> |  |

**Supporting Factors Pts.** Sum of pts. above =  Copy these points into **Box B Points** in Total Point Section at bottom. Range is 10-82.

|   |   |   |  |
|---|---|---|--|
| <b>Total Points</b><br>Box A Points (Differentiating Factors) <input type="text"/> <input type="text"/><br>Box B Points (Supporting Factors) <input type="text"/> <input type="text"/><br><b>TOTAL SCORE =</b> <input type="text"/> <input type="text"/> <input type="text"/> | <b>Total Point Range</b><br>136 +<br>115 - 135<br>77 - 114<br>46 - 76<br>45 - | <b>Total Performance Rating</b><br>Role Model<br>Exceeds Expectations<br>Meets Expectations/Successful<br>Needs Improvement<br>Unacceptable | <b>FOR TOTAL PERFORMANCE RATING ADJUSTMENTS ONLY:</b><br>The Total Performance Rating was adjusted to _____ by (Evaluating Manager's Initials) _____<br><b>Sign Performance Evaluation during evaluation session with associate.</b><br>Manager's Signature _____ Date _____<br>Associate's Signature _____ Date _____ |
|---|---|---|--|