Performance Ratings and Definitions

EVERSOURCE ENERGY

Rating	Definition
Top Achiever	• Routinely exceeds expectations • Is self directed; expertly skilled • A role model
High Contributor	• Frequently exceeds expectations • Demonstrates high-level skill, initiative, and productivity
Successful Contributor	• Routinely meets expectations and may occasionally exceeds expectations
Improvement Needed to be a Successful Contributor	• Performance approaches job requirements but does not fully meet expectations • Some improvement is needed
Did Not Meet Performance Expectations	• Performance does not meet job requirements and is below expectations • Sustained improvement is required