

**COCHLEAR CORPORATION  
90-DAY PROBATIONARY APPRAISAL**

Dated this 5<sup>th</sup> day of February, 1996.

On Jan. 9, 1996, the employee named below will have completed 90 days of service with Cochlear Corporation and will become eligible for permanent status. Please complete this appraisal and review it with you manager prior to discussing it with the employee. Then return it to Personnel.

NAME: Maria Perretta DEPT: Sales  
 TITLE: Executive Secretary <sup>Start</sup> HIRE DATE: 10-9-96

Factors	Not Rated	Unsatisf.	Meets Expectations			Excellent
			0	1	2	
1. Quantity of Work					✓	
2. Quality of Work					✓	
3. Effort to Learn Job						✓
4. Attendance & Punctuality				✓		
5. Attitude						✓
6. Interpersonal Skills					✓	
7. Observance of Company and Dept. Policies				✓		
8. Completion of Work Assignments					✓	

Comments on the above: Maria has done a very good job of taking responsibility for interacting with our South American customers. Her bilingual capabilities have significantly increased the productivity of the department. An inter-office personnel reassignment has been a success and a distraction issue is resolved.  
 Based on the above, I do do not recommend retention as a permanent employee.

Immediate Supervisor's Signature: John Holdy Date: \_\_\_\_\_

Reviewing Manager's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

If retention as a permanent employee is not recommended, or if an extension of the probationary period is recommended, contact the President before discussion with the employee.

Date of Discussion: 2/15/96 Employee's Signature: Maria Perretta  
 Employee may note any comments on back of form.

John Hruby

- \* 1) Maria Penetta's increase of 5.8% must be prorated for the 9 months in position. This reduces it to 4.2% for a new salary of \$29,000. Her review also must reflect the feedback from the internal investigation which concluded that there had been in fact some inappropriate conversations between Maria and co-workers regarding Mandi. It would be true that, after being counseled against this behavior, it ceased. It still should be noted under "judgment and common sense" which can not really be "outstanding" under the circumstances. I recommend "Expected" with "improvement" noted.

In the training area developing better computer skills might be higher priority than a Sales Course. I am thinking of TeleMagic or sales contact management software.