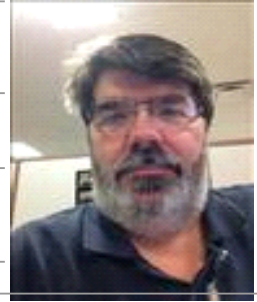


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Name: MARK HAZEL	Job Title: Software Engineering	Supervisor: DEBORAH PHILHOWER
Date of Hire : 02/01/2005	Group/VC: DES/Geospatial Systems (GS)	Gender: Male
Grade:	Location: GS Rochester, NY Herndon, VA FT Wayne, IN Clifton,	Citizenship UNITED STATES



Education

Date Completed (MM/YY)	Degree	Major	School & Location
10/80	Other	Electronics	Community College of the Air Force
06/76	High School Diploma		North Kingstown Senior High, North Kingstown, RI

VBLSS Certification: None

Experience

Dates (MM/YY)	Title	Company Name/Location
07/13 - 01/14	Software Test Engineer	Exelis
02/05 - 07/13	IT Systems Admin /Technician	ITT
02/03 - 02/05	IT Administrator	TCN / 1240 Jefferson Rd, Henrietta, NY
10/00 - 10/02	IT Domain Administrator	Computer Associates / Islandia, NY
10/95 - 10/03	Computer Technician	CompUSA
10/80 - 10/00	Eastman Kodak Co	Electronics/Automation Tech /IT Administrator

Prior Year Goals

- Reduce backlog maintaining sd2 goals, incident Resolution (service restoration infrastructure event, infrastructure restoration) Critical - 4 hours
High – 48 hours
Medium - 5 days
Low - 10 days
- Review Security audits in Green area and derive procedures and actions to close issues documented by Retina Scanner results.
- create procedures, scripts and actions that will enable classified areas to maintain security closures on actions identified by customer.

Performance Summary Against Goals

- Met Requirements --> completed
- Met Requirements --> completed. successful
- Met Requirements --> completed, successful. Learn the technology and test fixtures, using the Maestro application and obtain competency to run, debug, test and analyze scripts.

Current Year Goals

- To fully complete all peer review steps, including closure, and issuing/releasing owned work products to Windchill prior to delivery and/or at completion.
- Provide support to at least one Business Pursuit Initiative or Proposal before the end of the year to capture New Work which will be measurable by specific activities.
- Institute three innovative initiatives focused on work flow efficiencies and execution strategies demonstrating positive impact on development which will directly improve SPI & CPI performance
- Successful Completion of Software Testing of SIQT objectives for GPSIII in MITE/MAR TS by end of 1st Quarter 2014.
- Participate in Testing of GPSIII STE's at Cape Canaveral and Customer Site in Colorado

Interim FeedBack

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-
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Leadership Competency Summary[DEBORAH PHILHOWER]

	Developing	Proficient	Excels
Strategic Ingenuity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inspire Commitment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Enable Others	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Adaptive Agility	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Drive for Results	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Employee Strengths Against Goals and Leadership Competencies

Mark has several strengths against his goals. Mark is a team player. He will do whatever it takes to get the job done. Prior to joining the Software IT&V group this year, Mark worked in ROC IT and was instrumental in reducing over 22,000 vulnerabilities across 60 PCs. Mark offered to help out on the GPS III TSW team in NJ supporting 2nd shift for testing. By participating on this team, his efforts has allowed for continued shift work critical to this program.

Development Opportunities Against Goals and Leadership Competencies

As a new member of the IT&V team, Mark has development opportunities against his goals and Leadership competencies. Mark has been working with the GPS TSW team which has provided Mark with hands on training in running scripts and testing. Mark needs to continue to learn the software life cycle and grow his skills in writing test plans, procedures and documentation. Management will work with Mark to help increase his skills.

Career Aspirations & Individual Development Plan(MARK HAZEL)

What roles do you aspire to achieve within the organization?

Technical Expert Role

What are the positions you aspire to reach over the next 3 years in Exelis?

Technical competencies in Software Test Engineer Role.

Are you willing to relocate geographically within the next 12 months?

Yes

Are you willing to relocate geographically for short term (less than 1 year) or rotational assignment/project?

Yes

Are you willing to relocate outside of your home country for an assignment?

No

What constraints, if any, are there on your ability to relocate?

Children

Assessment of Employee's Career Aspirations and Readiness(DEBORAH PHILHOWER)

With continued training and additional responsibilities, Mark will be able to meet his career aspirations.

Individual Development Plan

Strategy Alignment	Development Objective	Objective Type	By When
Strategic Growth	Management will continue to work with Mark to grow his testing skills and overall knowledge of the SW Life Cycle and Software Tester skills.	70% Experiential Learning --> Added Responsibilities	12/14
Adapting, Collaborating, Transforming (ACT)	Mark will continue to be coached by Sr. members of the SW Organization to help increase his knowledge within the IT&V organization.	20% Feedback/ Coaching/ Mentoring --> Coaching and Feedback	8/14
Ingenuity	Mark should attend Internal Lunch n' Learns that would be beneficial to growing his skills and learn about other products.	10% Training --> Attend Internal Workshops	5/14

Assessment of overall performance(DEBORAH PHILHOWER)

Overall Mark has performed well this performance period. Mark is always willing to help and will do whatever you ask of him. Mark offered to be part of the GPS TSW team in NJ and has been working 2nd shift to allow continued testing. Mark is new to the IT&V organization and will continue to receive opportunities to grow his Software test skills. Mark needs to continue to learn how to write test plans, procedures and understand the documentation needed for SW test.

Indirect Supervisor's Comments (Optional)()

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Interim FeedBack-Supervisor Comments(DEBORAH PHILHOWER)