

Publix.

Associate Performance Evaluation

Cashier (203)

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 # □□□□
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Period Evaluation Covered □□/□□/□□□□ to □□/□□/□□□□	Date Evaluation Conducted □□/□□/□□□□	Job Class Code □□□
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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	□ x 2 =	□□	
Providing Service	□ x 2 =	□□	
Demonstrating Ownership	□ x 2 =	□□	

Differentiating Factors Pts. Sum of pts. above = □□ Copy these points into **Box A Points** in Total Point Section at bottom. Range is 6-54.

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*	□	
Punctuality*	□	
Scanning	□	
Tendering	□	
Bagging	□	
Associate Relations*	□	
Problem-Solving	□	
Safety Performance	□	
Work Space Organization (1-5)*	□	
Uniform & Appearance (1-5)*	□	

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

Total Points	Total Point Range	Total Performance Rating	FOR TOTAL PERFORMANCE RATING ADJUSTMENTS ONLY:
Box A Points (Differentiating Factors) □□	120 +	Role Model	The Total Performance Rating was adjusted to _____ by (Evaluating Manager's Initials)
Box B Points (Supporting Factors) □□	102 – 119	Exceeds Expectations	Sign Performance Evaluation during evaluation session with associate.
TOTAL SCORE = □□□	68 – 101	Meets Expectations/Successful	Manager's Signature _____ Date _____
	41 – 67	Needs Improvement	Associate's Signature _____ Date _____
	40 -	Unacceptable	