

**PERFORMANCE RATING**

**PATHFINDERS ICS 225 ©**

**INCIDENT PERSONNEL PERFORMANCE RATING (ICS 225) INSTRUCTIONS:** The job supervisor will prepare this form for each subordinate. Rating will be reviewed with the individual who will sign at the bottom.

*THIS RATING IS TO BE USED ONLY FOR DETERMINING AN INDIVIDUAL'S PERFORMANCE*


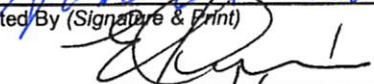
1. Name Scott P. Lewis	2. Incident Name and Number Greenbrier Command
3. Home Unit (address) Pathfinders Task Force	4. Location of Incident (address) Greenbrier County, West Virginia
5. Position Incident Commander	6. Date of Assignment From: 6/25/16 To: 7/1/16

**9. Evaluation:** Enter X under appropriate rating number and under proper heading for each category listed. Definition for each rating number follows:

- 3 – Superior: Consistently exceeds the performance requirements.
  - 2 – Satisfactory: Meets all requirements of the individual element.
  - 1 - Needs to improve: Meets some or most of the requirements of the individual element.
  - 0 – Deficient: Does not meet minimum requirements of the individual element.
- DEFICIENCIES MUST BE IDENTIFIED IN REMARKS --- IDENTIFY IMPROVEMENT NEEDED IN REMARKS.

	Daily Operations				Management				Base Duties				Other:			
	0	1	2	3	0	1	2	3	0	1	2	3	0	1	2	3
Knowledge of the job				X				X				X				
Ability to obtain performance				X				X				X				
Attitude				X				X				X				
Decisions under stress				X				X				X				
Initiative				X				X				X				
Consideration for the welfare of personnel				X				X				X				
Obtain necessary equipment and supplies				X				X				X				
Physical ability for the job				X				X				X				
Safety				X				X				X				
Other (specify)	Public/Private Partnerships															X

**10. Remarks**  
 Scott Lewis served as our Incident Commander for his first tasking and worked through a wide variety of needs and expectations from our staff. He set Objectives well, explained them to staff in just in time trainings, and established safety protocols for personnel. Scott's focus on legal liability issues as they relate to cost recovery from a disaster, combined with the Virtual Badge software for mapping the damage on site, led to decisions which will save the Greenbrier substantial dollars and future challenges as the facility moves towards recovery. The Virtual Badge software was easy to train and well received from the 50+ staff who used the application, our corporate counsel, and the insurance adjuster. The Disaster Solutions' team also opened doors to government reimbursements to the Greenbrier via FEMA which we had no idea existed. While our owner chose not to exercise all of these options, the \$1+ million in possibilities was a surprise to us.

11. Responder (Signature & Print) This rating has been discussed with me  Scott P. Lewis	12. Date 7/20/16
13. Rated By (Signature & Print) 	15. Rater's Position Chief Operating Officer Agency Administrator
	16. Date 7/20/16