

| Bill Reynolds | | | Comments : |
|--|------------|---------------|---|
| Criteria for Evaluation | Self Score | Average Score | |
| General Quality of Participation | | | <p>Positive Performance Elements</p> <ul style="list-style-type: none"> • Vast experience and his comments are always on point • Challenges management well; knows how to work with team • Ability to think independently and critically • Very capable businessman and very lively personality <p>Areas for Improvement</p> <ul style="list-style-type: none"> • Time management, sometimes goes over time so we end up behind with the other meetings • Manage agenda and discussions of board members to be constructive within the assigned timetable • Needs to show up on time and be better prepared • We need to look less at past operating performance and have more focus strategy and the long term goals of the overall business |
| Prepares well for meetings | 6 | 8.2 | |
| Listens carefully to others | 8 | 9.2 | |
| Participation respectful and constructive | 8 | 9.2 | |
| Respects agenda and leadership | 8 | 8.2 | |
| Punctual and organized | 5 | 7.8 | |
| Business Focus/Value addition as a director | | | |
| Provides practical input | 7 | 10 | |
| Provides creative ideas/external examples | 7 | 9.5 | |
| Supports group/team strategy meetings | 7 | 8.5 | |
| Contributions to Committees (esp Chair) | 7 | 8.2 | |
| Balances family, group and BU interests | 6 | 8.8 | |
| Total Score/100 | 69 | 87.6 | |