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|------------------------|-----------------|--------------------|--------------|
| Associate Name: | Store #: | Store Name: | Date: |
| Kelsey Kazmierczak | 810 | Eagan | 09/10/2015 |

I. Evaluate Business Basics & Competencies

| Business Basics | Performance Ratings | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|------------------------------|
| | N/A | Below Target | At Target | Exceeds Target | Significantly Exceeds Target |
| <ul style="list-style-type: none"> Consistently WELCOMES customers with a sincere, friendly greeting. Says hi, communicates what's happening in the store & asks questions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ | <input type="checkbox"/> |
| <ul style="list-style-type: none"> Consistently INTERACTS by demonstrating a genuine desire to listen, learn and thoughtfully suggest. Determines needs, suggests items, and reinforces selections | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ |
| <ul style="list-style-type: none"> Consistently NUTURES a long lasting relationship that keeps clients returning. Connects by using More! and Saks Credit programs. Facilitates a fast, friendly checkout. Says thanks you | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ | <input type="checkbox"/> |
| <ul style="list-style-type: none"> Understands the flow of merchandise and current trends; demonstrates product knowledge by speaking about current trends, style, fit, and fabric | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ |
| <ul style="list-style-type: none"> Exhibits a commitment to clienteling on a consistent basis by informing customers of new product and upcoming events; utilizes Locator to meet customer needs; works one-on-one to enhance the relationship and build the sale | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ |
| <ul style="list-style-type: none"> Consistently provides high performance checkout standards by ringing customer's transactions efficiently and accurately; is visible to service customers' needs in the fitting room and on the selling floor at all times (including cash-handling, balancing, & reconciliation if applicable) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ |
| <ul style="list-style-type: none"> Takes ownership of store shortage goals/results by adhering to policies and procedures; quickly reacts to shortage needs by partnering with management and AP | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ | <input type="checkbox"/> |
| <ul style="list-style-type: none"> Maintains store merchandising, visual and house keeping standards through consistent recovery | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ | <input type="checkbox"/> |
| <ul style="list-style-type: none"> Follows all store policies and procedures | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ | <input type="checkbox"/> |
| <ul style="list-style-type: none"> Exhibits consistent dependability by arriving to work on time and when scheduled. Demonstrates the need to be flexible with availability based on business needs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ | <input type="checkbox"/> |
| <ul style="list-style-type: none"> Consistently exhibits flexibility to support the store's efforts in areas like recovery, working outside immediate area of responsibility, achievement of individual goals/metrics and following the direction of the SSL | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ |
| Competencies | N/A | Below Target | At Target | Exceeds Target | Significantly Exceeds Target |
| Customer Focus <ul style="list-style-type: none"> Consistently demonstrates WIN Behaviors Consistently focuses on understanding/meeting the customer's needs Provides helpful, courteous, responsive, knowledgeable, and accessible service Builds customer relationships, solves their issues, and delivers on promises | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ | <input type="checkbox"/> |
| Teamwork & Collaboration <ul style="list-style-type: none"> Interacts professionally and courteously with all co-workers at all times Treats others with dignity and respect (co-workers & customers) Displays willingness to flex between different tasks and departments based on needs Effectively provides feedback to leaders in a solution based approach | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ |
| Drives For Results <ul style="list-style-type: none"> Leverages selling skills and product knowledge to influence customers and drive sales results Demonstrates urgency in quickly addressing customer needs Takes initiative and is accountable for delivering on commitments | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | ✘ | <input type="checkbox"/> |

III. Summarize Accomplishments / Successes

Kelsey did an exceptional job as our summer intern! She not only was a role model, team player, flexible with her scheduling, she went above and beyond by running our Twitter account, put looks together for fashion shows, assisted with markdowns, remerchandising the floor, dressing mannequins and driving sales through her knowledge of the fashion industry. She is knowledgeable with designers and styles. She consistently keeps herself informed of new trends and uses her knowledge to inform customers and coworkers.

IV. Summarize Areas For Growth / Development

Kelsey will be a great addition to any company looking for a self motivated business driver. I would only ask that she keep her enthusiasm of the business and stay positive in all that she does. She has no problem reaching out for assistance and has great networking skills. If Kelsey continues with these skills she will be successful in all that she does.

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