

Mammoth Lakes Tourism

Thank you for participating in this Employee Performance Management System (EPMS) Manager Survey. *Your opinion counts and will help us to strengthen the leadership of our company.*

Please use the scoring scale indicated below, and add comments if you wish to.

Score	Explanation
1	Unsatisfactory (job threatening)
2	Significant weaknesses
3	Weak
4	Some areas need improvement
5	Meets expectations
6	Generally better than expected
7	Exceeds expectations
8	Significantly exceeds expectations
9	Outstanding
10	Exceptional (by definition a rare score)

This is an anonymous survey, and your responses will be kept in strict confidence. Please take a few minutes to complete this survey and return it to the coordinator that gave it to you.

**Annual Performance Review of John Urdi, Executive Director, Mammoth Lakes Tourism
Fiscal Year Ending 6.30.2022**

AVG/Range

1. The person named above effectively communicates the company Mission, Vision, and Values and what we are trying to achieve as a company.

8.0 7-9

2. The person named above clearly communicates our department's short and long-term goals.

7.2 4-10

3. The person named above communicates clear expectations of my work performance

8.4 7-10

4. The person named above gives me enough feedback about how I am doing my job, in a timely and effective way.

8.2 7-10

5. The person named above takes action to continually help me to develop and improve.

7.6 6-9

6. The person named above coaches and trains effectively.

7.6 7-8

7. When I do my job well, the person named above recognizes or comments on my good performance in a timely manner.

8.0 6-10

8. The person named above strives to provide a fun working environment.

6.4 5-8

Comments:

I don't feel John championed the staff in the recent benefits review process with the MLT Board. I feel instead of advocating on behalf of the MLT staff, John allowed the

board to dictate the terms and did not present a strong and compelling argument on our behalf.

The Board decisions on the lack of serious improvements to the staff's benefits were short-sighted, and unfair. The board's announcement on their decisions were insulting and completely tone-deaf.

The MLT Team is one of the strongest, most dedicated, and efficient organizations in the Eastern Sierra.....frankly, we deserve better from our leadership.