

## 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.

<b>Score</b>	<b>Explanation</b>
<b>1</b>	Unsatisfactory (job threatening)
<b>2</b>	Significant weaknesses
<b>3</b>	Weak
<b>4</b>	Some areas need improvement
<b>5</b>	Meets expectations
<b>6</b>	Generally better than expected
<b>7</b>	Exceeds expectations
<b>8</b>	Significantly exceeds expectations
<b>9</b>	Outstanding
<b>10</b>	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 6.30.2023**

**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. **7.75 10-5**
2. The person named above clearly communicates our department's short and long-term goals. **7.5 10-4**
3. The person named above communicates clear expectations of my work performance  
**8.75 10-3**
4. The person named above gives me enough feedback about how I am doing my job, in a timely and effective way. **7.5 10-4**
5. The person named above takes action to continually help me to develop and improve.  
**7.15 10-3.5**
6. The person named above coaches and trains effectively.  
**6 10-3**
7. When I do my job well, the person named above recognizes or comments on my good performance in a timely manner. **7.6 10-3.5**
8. The person named above strives to provide a fun working environment.  
**6.25 10-3**

Comments: Since I started Mammoth Lakes Tourism John Urdi has been an amazing boss. He has push me to learn things from the different departments in MLT, thanks to him I have grown in my role as an Office Manager

The various politics of this year have seriously damaged morale and not much has been done to rebuild it in anyway. we are always at least one full body short, and sometimes it feels like we are even shorter.