

George Lim (20661338)

2019 - Spring - CSBHC - Computer Science, Honours, Co-operative Program / W-4 Work

iTunnelBear Cub (iOS Engineering) - TunnelBear Inc (Divisional Office)

EMPLOYER EVALUATION DETAILS

Guidelines for Completion

STUDENT GUIDELINES FOR COMPLETION

Provide your comments in the 'STUDENT COMMENTS' field.

Rating Details

- | | |
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| 1. INTEREST IN WORK - The degree to which the student pursues goals with commitment and takes pride in accomplishments | Rating-7 |
| 2. ABILITY TO LEARN - The extent to which the student becomes proficient with job duties and work processes | Rating-7 |
| 3. QUALITY OF WORK - The ability of the student to set high standards for own personal performance; strive for quality work; put forth extra effort to ensure quality work | Rating-7 |
| 4. QUANTITY OF WORK - The volume of work produced by the student, along with his or her speed and consistency of output | Rating-7 |
| 5. PROBLEM SOLVING - The student's demonstrated ability to analyze problems or procedures, evaluate alternatives, and select the best course of action | Rating-7 |
| 6. TEAMWORK - The degree to which the student works well in a team setting | Rating-7 |
| 7. DEPENDABILITY - The manner in which the student conducts him or herself in the working environment | Rating-7 |
| 8. RESPONSE TO SUPERVISION - The manner in which the student responds to direction and constructive criticism | Rating-7 |
| 9. REFLECTION - The student's demonstrated ability to learn and adapt from previous experience | Rating-7 |
| 10. RESOURCEFULNESS - The student's demonstrated ability to develop innovative solutions and display flexibility in unique or demanding circumstances | Rating-7 |
| 11. ETHICAL BEHAVIOUR - The extent to which the student's behaviour demonstrates integrity and ethics in work and relationships | Rating-7 |
| 12. APPRECIATION OF DIVERSITY - The degree to which the student shows understanding and sensitivity to needs and differences of others | Rating-6 |

sensitivity to needs and differences of others (i.e. ethnicity, religion, language, etc.)

13. ENTREPRENEURIAL ORIENTATION - The student's demonstrated ability to take informed risks that demonstrate creativity and add value to the company Rating-7

14. WRITTEN COMMUNICATION - The extent to which the student demonstrates effective written communication Rating-7

15. ORAL COMMUNICATION - The extent to which the student demonstrates effective oral communication Rating-7

16. INTERPERSONAL COMMUNICATION - The extent to which the student effectively listens, conveys, and receives ideas, information, and direction Rating-7

OVERALL PERFORMANCE RATING OUTSTANDING

for OUTSTANDING Rating only - Provide Comments

George's work and responsibilities here on the TunnelBear team have exceeded any expectations we had for him. During his 4 months here he has demonstrated more ownership and pride of work than I would expect from a Junior full-time employee, let alone a student. At one point George was the sole developer responsible for shipping a hotfix build of our application and we as a team felt comfortable letting George handle it.

SUPERVISOR'S COMMENTS

George's work and responsibilities here on the TunnelBear team have exceeded any expectations we had for him. During his 4 months here he has demonstrated more ownership and pride of work than I would expect from a Junior full-time employee, let alone a student. At one point George was the sole developer responsible for shipping a hotfix build of our application and we as a team felt comfortable letting George handle it.

SUPERVISOR'S RECOMMENDATIONS

George, keep doing what you're doing. You've far exceeded our expectations this term. My advice for future George:

- Try to take the time to discuss an approach before tackling a big problem where there might be a difference of opinion. Not that you ran into it much this term but I know you like to go heads-down and crank code and it'll be easier on you and the team if you figure at least the approach out together first.
- Don't overwork yourself, set some artificial limits on yourself and stick to them. Burnout is real and hard to detect.
- Take care of yourself, put more emphasis on ergonomics.

Did you review the completed evaluation form with the student

Yes

STUDENT COMMENTS

Future Employment Potential

Do you wish to have the student return for the next work term Yes

If you wish to have the student return for the next work term, have you offered to re-employ the student To be Determined

If you offered to re-employ the student for the next work term, how did the student respond

Submission Information**Supervisor's Name**

Cody LeBlanc

Supervisor's Title

Senior Software Developer

Management/Human Resources Name**Management/Human Resources Title****Last Updated By**

Vik Mitter (vik@tunnelbear.com) on August 20, 2019 10:15 AM