



Performance Improvement Plan (PIP)

Team Member: _____

Date: _____

The goal of this PIP is to help you achieve success with Flyers and retain you as a Team Member.

Flyers Energy recognizes the value and impact of each Team Member on our business, and has specific expectations set around each job role. Your Manager/Supervisor has identified a need for improvement in your performance, and is therefore assigning you to a PIP to support you in meeting the expectations of your position.

Need for Improvement (check all that apply)

- Initiative/Time Management Attendance/Reliability Safety Adherence Conduct Communication
 Accuracy/Attention to Detail Follow Through/Execution Other _____

PIP Timeline: *The below outlined performance improvement must be achieved within _____ days.*

Performance under Review (Description of what has happened/observations/examples)

Expectations (what expectations have been unmet by the performance described above)

Actions to Demonstrate (what actions must be taken to meet the expectations)

Special Circumstances & Guidance (what circumstances may be out of your control; what should you do if these circumstances occur)

Resources and/or Training Available

Flyers expects your full commitment to this PIP. Your continued employment is dependent on successful execution of the above outlined Actions, and the Expectations being met on a consistent basis. Failure to improve performance and meet expectations may result in disciplinary action up to and including termination.

Team Member Name

Team Member Signature

Date

Supervisor Name

Supervisor Signature

Date