

GSK Performance and Development Plan (PDP)

Name	Employee 1 Level 1	Business Unit	GSK Biologicals
Job title		Departement	
Manager's Name	Level 1 Manager	Location	GSK Bio Rixensart
Plan Year	2009	Country	Belgium

Performance Plan

Performance Objectives: "what" you need to achieve	Accomplishments / Examples / Comments describe your progress to date
	Employee
	Manager

Behavioural Objectives:* "how" you need to deliver your performance objectives	Accomplishments / Examples / Comments describe your progress to date
1. Communication Bien parler 2. Communication 2 3. Creating business solutions	Employee Manager

* Typically you should identify up to 3 behaviours that you believe will directly impact achievement of your objectives. High Performance Behaviours (HPBs) are how work gets done to achieve GSK strategy and culture. Refer to the [PDP website](#) for further details

Development Plan

Development Activities / Objectives: include both long & short term development goals for your current role and career aspirations	Progress & Accomplishments describe your progress to date
<ul style="list-style-type: none">•••	Employee Manager

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Review of Performance and Behaviours

Stakeholder Feedback: record here feedback received from direct reports, colleagues, customers and other stakeholders	
Annual Review - Manager's Comments	Annual Review - Employee's Comments

Performance in meeting objectives and demonstrating the High Performance Behaviours are important factors in compensation decisions. This information, along with other factors, will be considered when making compensation recommendations. Please consult your manager for further details.

My manager and I have discussed this annual performance and development review and jointly prepared this document. My signature does not necessarily signify agreement or disagreement.

Employee's Signature: _____ Date: _____

Manager's Signature: _____ Date: _____

Employee and manager must sign in order to finalise this PDP. In lieu of signing, the employee can also email acknowledgement that the document has been received and discussed. The manager must then attach the email to the document in order to finalise.

Data Protection Law -The data in this document may be stored in paper form or electronically within the GSK computing environment and used by authorised data users to highlight internal talent and possible job opportunities globally within GlaxoSmithKline. By submitting this form and providing the information requested, you are authorising GSK to use the data supplied for these purposes. Please see the PDP guide for complete details on this subject.

Records Retention - This is an employment record which must be retained by the Company. Please refer to the GSK Global Records Retention Schedule, record category: GRS056 for details of the retention period: <http://corporate2.glaxo.com/Docretention> - select "Search" from the top menu, enter "GRS056" and click "Search".