

DRAFT

Intern Evaluation Form

Name of Intern: Mike Nubie _____

Name of Supervisor: Michael Davis, Katie Bormaster

Please rate your intern on the competencies below using the following scale:

5 = *Very Strong*

4 = *Strong*

3 = *"OK" but needs improvement*

2 = *Weak*

1 = *Very Weak*

| Competency/Skill | Rating |
|--|--------|
| Adaptability to agency environment | 5 |
| Prior knowledge of marketing/advertising | 4 |
| Ability to comprehend challenging concepts | 5 |
| Insight and ability to see the "big picture" | 5 |
| Computer skills | 5 |
| Written communication skills | 4 |
| Verbal communication skills | 4 |
| Interpersonal skills | 5 |
| Attention to detail | 4 |
| Organization skills | 4 |

Please rate your intern on the competencies below using the following scale:

5 = *Always*

4 = *Sometimes*

3 = *Once in a while*

2 = *Rarely*

1 = *Never*

| Competency/Skill | Rating |
|---|--------|
| Reported to work on-time | 5 |
| Completed projects/tasks according to deadlines | 5 |
| Interacted well with peers/team members | 5 |
| Acted in a professional manner | 5 |

Please describe the ways this intern contributed positively (or negatively) to your team.

Bormaster: Mike contributed positively to our team in many ways. He was always here to help out anyway he could. He was pro-active in asking if he could be of assistance and when asked to complete tasks he did so with a sense of detail and urgency. His presence will definitely be missed!

Davis: Mike shows passion for his work, competency for learning new tools and the ability to collaborate with his peers. These qualities are key to success in the corporate world, but more importantly are some of Draft's benchmarks for success.

In what areas has your intern demonstrated notable strength?

Bormaster: He has demonstrated strength in his editorial and flash skills as well as his ability to adapt to the fast paced agency environment. He is able to maintain a sense of calmness and rationale in stressful situations, with focus on getting the job done.

Davis: Mike has design skills needed to be effective in a creative environment. As he masters the tools of motion design, he can focus on "big ideas" and let his technology enable, rather than the other way around. He has great potential using his instincts within Art/Design and programming.

In what areas would you recommend for development?

Bormaster: Although I have noticed growth in this area since he started, I would recommend development on his professional self-confidence and communication skills.

Davis: Mike should develop a style to collaborate with his peers. He has the confidence and insight once he seeks the help, but he can work on using the power of collaboration to improve his work. This comment is not to criticize involvement, but rather to keep his momentum moving forward. He was an awesome addition to the team!

Please comment on your intern's professional growth within the last 10 weeks.

Boarmaster: I think Mike's professional growth in the last 10 weeks is quite noticeable. He has not only become more knowledgeable on the industry as a whole, but has specifically strengthened his skills in programs such as flash and final cut pro. I have also noticed growth in his ability to look at the big picture.

Davis: I think Mike has momentum going for him. His internship at Draft just happen to come at a time that he was ready to increase his capacity. He quickly moved in and found a way to be effective supporting the team, then tackled his own projects that will used by the New Business team and our Chief Creative Officer in Emerging Media presentations.

Would you recommend this individual for a full-time position with Draft? Why or why not?

Bormaster: I would recommend Mike for a full-time position at Draft. He truly is a team player! He is a dedicated worker...somebody who always wants to learn and achieve.

Davis: Yes, Mike is ready for entry level support at the agency level.

If you believe this individual would be an asset to Draft, where do you see the best "fit" within the agency?

Bormaster: I do believe that Mike would be an asset to Draft. I could see him fitting best within the Emerging Media Group. His editorial skills in final cut pro, his ability to shoot and his knowledge of flash would make him a perfect fit. His efforts in wanting to develop/strengthen his understanding of concepts and how to execute those concepts in the programs mentioned above are a sign that he would be a great addition to the team.

Davis: Mike would fit in the Emerging Media Group or the Digital Group.