

UTC EMPLOYEE IMPROVEMENT PLAN (EIP)

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| Employee Name | Supervisor Name | Stand Alone Document <input type="checkbox"/> Related to Performance <input type="checkbox"/> Review Dated |
|---------------|-----------------|---|

An Employee Improvement Plan is designed to address an employee's failure to demonstrate an effective level of job performance. Through the early identification of employee performance problems, the Company hopes its employees will raise their performance to satisfactory levels and avoid the need for formal disciplinary action.

| EMPLOYEE IMPROVEMENT PLAN PERIOD | |
|----------------------------------|--------------|
| Starting Date: | Ending Date: |
| Interim Assessment Date(s): | |

| ACTION PLAN |
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| 1. Area Requiring Improvement |
| Means of Improvement |
| Success Criteria |
| Assessment |

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| 2. Area Requiring Improvement |
| Means of Improvement |
| Success Criteria |
| Assessment |

Note: The Employee Improvement Plan should not be interpreted as an implied or express contract of employment. The performance period and performance requirements may be amended at the Company's discretion. Failure to demonstrate the necessary rate of improvement may be cause for additional action, up to, and including, termination. Violation of general company rules can be cause for immediate dismissal at any time.