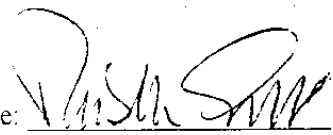


4.	Ability to meet schedules and deadlines when required; skilful use of time and resources to achieve maximum efficiency.	A				See above.
5.	Initiative (demonstrated aptitude to produce new ideas and/or bring about constructive innovation)	A				See above.
6.	Ability to work independently or with minimal supervision	A				See above.
7.	Effectiveness in maintaining harmonious working relations.	A				Ms. Sarmiento has worked effectively with individuals from various cultures and geographic areas.
8.	Sense of responsibility and dependability as regards working hours.	A				Ms. Sarmiento continues to come early and stay late when required.
9.	Effectiveness in planning and organisation of work.	A				Ms. Sarmiento has been able to plan and organise her work to maximise her output.
10.	Skill in producing a solution (ability to identify problems, power of analysis and soundness of recommendations and decisions)	A				Ms. Sarmiento continues to demonstrate initiative in recommending new solutions to problems even before she was asked.
11.	Written and oral expression in working language(s)	B				Ms. Sarmiento has very good written and oral skills in French and English.

Date

11/8/99

Signature:



Name and title: R. Smith-Gillespie, Chief

International Purchasing &
Supply Management Section