

2011 Annual Review for Ryan M Moody



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Employee Information

First Name: Ryan
Last Name: Moody
Title: Lead Research Scientist
Division: Government & Industrial
Department: Research Department
Location: US - North Carolina
Manager: Dominic Germana

Review Information

Originator: Rachel Hadden
Review Period: 12/15/2011 - 02/10/2012
Due Date: 02/10/2012

SMART Goals

Performance Plan for Key Business Results

In this section, the manager and employee collaboratively define "WHAT" the employee is going to accomplish on the job. List 2-4 major business performance goals for the employee including the relative weight, specific target date for completion, and the results expected.

Refer to [Creating "SMART" Goals](#)

16.1

Category: Corp - Miscellaneous

SMART Goal:

Develop and Capture New Business

Metric:

- Prepare and maintain a library of at least 4 DARPA-scaled new project concepts.
- Initiate and lead visits to/from at least 3 sponsors.
- Initiate and lead at least 2 visits to/from potential partners in industry, academia, or government in search of new collaboration opportunities.
- Submit and/or contribute to 3 proposals/white papers.
- Contribute to at least one proposal to a non-DARPA & non-ONR sponsor.
- In coordination with G&I, HRD, or Health division staff, prepare at least one IR&D project proposal per half that leverages Research technology and/or expertise to the benefit of a divisional effort.
- In coordination with G&I, HRD, or Health division staff, prepare at least one ER&D project proposal that leverages Research technology and/or expertise to the benefit of a divisional effort.
- Proactively pursue follow-on funding for your existing projects.

Start:
01/01/2011

Due:
12/31/2011

Status:
Completed

Weight:
20.0%

% Complete:
0.0%

Milestones

Rating by Dominic C Germana:

Rating: 2.0 - Meets Expectations

Manager comments:

Ryan continued to expand his contributions to Maritime Research by putting significant effort into business development. Especially towards the end of the year during the stoppage of Barracuda technical work, Ryan redoubled his efforts to help win new

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

- Prepare and maintain a library of at least 4 DARPA-scaled new project concepts.
- I have slide decks and CAD for the following: Flying / Swimming UAV, The mini RILS, RILS Platform upfits, Aileron Vectored

business. His work on the ADAPS, RILS, and LDUUV proposals will hopefully bear fruit in the near future. Ryan's continued contact with countermeasure government sponsors and Argon has helped us put our best foot forward for continued funding.

Thruster

- Initiate and lead visits to/from at least 3 sponsors.
- Initiated and lead an ONR visit to brief ModX to T. McMullen along with Argon and BTEch.
- Participated in a visit to NUWC Launcher facility with Argon, met with NUWC and PMS 415 to talk over interpretation of PIPS.
- Participated in a visit to ONR with Ed and Craig to visit Mike Wardlaw and talk over air launched countermeasures
- Participated in a trip to DARPA with Stephen L. to brief Chris Warren on Kaman concept and other needs with DARPA PM.
- Initiate and lead at least 2 visits to/from potential partners in industry, academia, or government in search of new collaboration opportunities.
- Arranged a side trip for Argon to visit BTEch while we were at NUWC
- Arranged multiple trips to Argon for design reviews and planning meetings
- Submit and/or contribute to 3 proposals/white papers.
- Contributed to ADAPS white paper by doing volumetric / gravimetric, packing density feasibility study for Don E.
- Co-Author of the RILS OPNAV N857 Proposal
- Did sizing and feasibility calculations for a surface craft proposal for Don E.
- Contribute to at least one proposal to a non-DARPA & non-ONR sponsor.
- Co-Author of the RILS OPNAV N857 Proposal (Non – DARPA / ONR)
- Contributed CAD, labor costing and feasibility calculations for LDUUV proposal. (I think this was Non – DARPA / ONR)
- Investigated crowd sourcing as a potential funding source. Have not written a proposal and haven't billed any hours to this. Still some work to do before we could justify writing a proposal.
- In coordination with G&I, HRD, or Health division staff, prepare at least one IR&D project proposal per half that leverages Research technology and/or expertise to the benefit of a divisional effort.
- Provided Aileron vectored thruster BOM, costing, design and feasibility analysis info for the ADAPS effort. Also provided concept CAD for ADAPS. This is being pushed forward by several people in G&I, primarily Edison H.
- Proposing and getting funding for integrating the iRobot autopilot on the CM and then on ModX was a victory for this year. The work that we did on countermeasure enabled Stephen to improve the accuracy of his hydro models. These updated hydro models were then used for SeaGlider Hydro Analysis, so it did feed back around into a divisional effort.
- In coordination with G&I, HRD, or Health division staff, prepare at least one ER&D project proposal that leverages Research technology and/or expertise to the benefit of a divisional effort.
- Co-Author of the RILS OPNAV N857 Proposal. This is an ER&D effort where I worked closely with Ed, Stephen and Paco (G&I) to respond to OPNAV's wishes. This certainly leverages research technology, remains to be seen whether G&I division will adopt it and push it forward.
- Proactively pursue follow-on funding for your existing projects.
- Arranged visits to brief T. McMullen at ONR.
- Pitched countermeasure capabilities to Mike Wardlaw.
- Arranged and Managed very successful ModX demo in front of PMS 415 customer.
- Managed Barracuda effort to exceed Argon's expectations and PMS415's expectations.

16.2

Category: Corp - Miscellaneous

SMART Goal:

Plan, Execute, and Deliver Projects

Metric:

- Ensure project deliverables are met within budget and schedule.
- Develop and integrate technologies that further our technology roadmap and products.

- Keep an updated project risk chart with risk mitigation plans identified.
- Ensure end-of-project materials promote the Research group and corporate marketing.
- Conduct and participate in regular team meetings.
- Ensure that iRobot IP and Gov't sensitive information (ITAR, classified) are properly handled and protected.
- Follow corporate guidelines for marking and disposition of material acquisitions.
- Ensure indirect expenses (OH, IRAD) are justified and to the company's benefit.
- Ensure projects benefit our group's P&L goals (%billable, OH, bottom/top line)

Start: 01/01/2011	Due: 12/31/2011	Status: Completed	Weight: 60.0%	% Complete: 0.0%
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Milestones

Rating by Dominic C Germana:

Rating: 3.0 - Exceeds Expectations

Manager comments:

Ryan's technical work and leadership in 2011 were highly successful. Government sponsors as well as prime contractor Argon ST were very pleased with iRobot's performance on the ModX, Barracuda, and RILS programs. Execution of the IR&D autopilot work results in a new capability resident with iRobot, eliminating the necessity of relying on outside providers of vehicle controls in the future. Ryan's leadership in capturing high quality project promotional materials for RILS has directly helped to provide one of the most likely near term funding opportunities for Maritime Research (RILS OPNAV proposal).

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

- Ensure project deliverables are met within budget and schedule.
- I've managed the ModX and Barracuda projects to ensure that we not only met but exceeded expectations. For both efforts this required communications and scheduling of milestones for our iRobot team and our external team members. During ModX, this required careful management of Argon, BTech and VCT to ensure that our technical and financial expectations were understood and completed. During Barracuda, (even though we were not prime) it still required careful management of Argon, BTech and VCT to make sure that they were aware of all the risk and tradeoff issues involved with this big system integration effort.
- For ModX, I managed the team to complete the contract deliverables on time and on budget. We were able to fit some IR&D labor into our schedule and accomplished an autopilot for ModX. This was above and beyond the customer's expectations (only should've happened if we were awarded CPU).
- I managed the Barracuda effort such that we were ahead of schedule and under budget at PDR. I worked early on to make sure the team understood big risks and open questions and their impact on potential outcomes and worked toward quick resolution.
- Overall
- Develop and integrate technologies that further our technology roadmap and products.
- Proposed IR&D funding and made the case for developing and integrating iRobot autopilot on our countermeasure vehicles. Conducted and managed autopilot integration and testing. This enabled hydro models to be refined. Hydro models were then applied to ModX, SeaGlider, SIT Ranger and RTV. We've all been advocating for a long time for Nekton / iRobot to own the vehicle Autopilot / Controls Competency, and we finally realized that this year. This will save us hundreds of thousands of dollars on future efforts and the IP and all data rights belong to iRobot.
- Frank and I identified and developed criteria for recognizing when countermeasures get into vortex ring state and behaviors to break the vehicle out of vortex ring state.
- Did detailed design work BOM and costing for Aileron Vecteded thruster. This could be applied to a variety of iRobot platforms. It's currently on the equipment list for the ADAPS platform.
- Keep an updated project risk chart with risk mitigation plans identified.
- I have this for ModX, Barracuda and RILS
- Ensure end-of-project materials promote the Research group and corporate marketing.
- I got Dr. Headrick (ONR) to agree to "abandon in place" of the RILS platform so we'll have it available for demos and future testing.
- I used the very end of the RILS funding to conduct a RILS quarry

demo and have our marketing dept. in Bedford generate a really awesome RILS promo video. I got Dr. Headrick to approve general release of this video, and it was circulated around to a bunch of agencies and helped garner the interest of OPNAV N857.

- Conduct and participate in regular team meetings.
- I've participated in them and presented at some.
- Ensure that iRobot IP and Gov't sensitive information (ITAR, classified) are properly handled and protected.
- I've been careful to make sure that our team fulfills our responsibilities with classified countermeasure information. I've consulted with Ed, Joe, Jeff B. and Paul L. and Jeff S. to make sure that we're handling material correctly. This has required a lot of working back and forth with Argon to make sure that all the subcontractors are looking at the right material and figuring out how to communicate info to them so the program can move forward.
- For the projects I've managed, I've worked closely with Ed, Joe and Dominic to make sure that we're billing our labor truthfully and accurately. Also to make sure that we plan out our efforts and take advantage of IR&D labor to protect IP, especially related to Autopilot / Hydro analysis / Controls work.
- Worked with Argon to make sure that we were covering info that we needed to in reviews.
- Follow corporate guidelines for marking and disposition of material acquisitions.
- Taken guidance from Ed and Randi McGowan to make sure that ModX, RILS, Barracuda, and previous countermeasure assets are accurately tagged and accounted for.
- Ensure indirect expenses (OH, IRAD) are justified and to the company's benefit.
- I've listed several examples of this above. In each case I've made sure that I had permission and full support before billing labor and materials to OH / IRAD.
- Ensure projects benefit our group's P&L goals (%billable, OH, bottom/top line)
- I've managed ModX, Barracuda and IR&D efforts to ensure that we're meeting our program objectives (schedule and budget), and I've managed and allocated tasks and effort so we could stay on track with our hyperion planning. This has included closely managing Argon, BTech and VCT to make sure that they bill what they said they would.

Category: Corp - Miscellaneous

SMART Goal:

Increase Visibility and Establish Reputation as Technical Leader

Metric:

- Deliver at least one external presentation at a conference, workshop, university seminar series, or similar event.
- Prepare and submit at least one technical paper for publication in a respected workshop, conference, or journal.
- Host at least one invited talk at iRobot by a respected member of the industry or academic research community.
- Providing at least one news item every month for the G&I weekly.
- Support Research Group hosted demonstrations as requested.

Start:

01/01/2011

Due:

12/31/2011

Status:

Completed

Weight:

10.0%

% Complete:

0.0%

Milestones**Rating by Dominic C Germana:****Rating:** 2.0 - Meets Expectations**Manager comments:**

Ryan's efforts have led to increased visibility of iRobot as a technical expert in Maritime Robotics in the eyes of several partner organizations, government sponsors, and the community at large. In addition to direct project related external communications, Ryan has contributed to STEM outreach with local school visits to our facility as well as the NC Museum of Life and Science Robot Rumble event.

Rating by Ryan M Moody:**Rating:** 2.0 - Meets Expectations**Employee comments:**

- Deliver at least one external presentation at a conference, workshop, university seminar series, or similar event.
- I've presented multiple times at Argon for customer design reviews. I've briefed T. McMullen and Mike Wardlaw at ONR. I presented a ModX program overview at the ModX demo day.
- I've received feedback from people in the audience (NUWC and PMS415) saying that they really enjoyed the presentations that I gave and they felt like they had a good understanding of the technical details and how they tie back into the overall program.
- Prepare and submit at least one technical paper for publication in a respected workshop, conference, or journal.
- The somewhat clandestine nature of RILS, ModX and Barracuda don't lend themselves well to papers and publications. I've mentioned to Stephen L. that he may want to write a paper on the refinement of his hydro analysis as a result of this past years work.
- Even though I haven't written a Journal article, I consider the in depth content preparation and presentation for kickoff, SRR, PDR and ModX CDR to be commensurate with the peer reviewed process of writing journal articles. I also consider these efforts to have the same if not much greater effect of establishing iRobot, our team members and myself as industry leaders in countermeasure and maritime robotic systems.
- Host at least one invited talk at iRobot by a respected member of the industry or academic research community.
- I initiated having Tom Yost and Gary Frey come from Barber Nichols to visit our facility and talk over vehicle design, DFM and DFA. They didn't do a lunch and learn, but they did get to meet and talk with everyone on our team.
- Providing at least one news item every month for the G&I weekly.
- I have submitted a number of things to Ed over the course of the year. I usually leave it to him to determine what is and is not G&I weekly mtrl.
- Support Research Group hosted demonstrations as requested.
- This year I was requested to support Luna tether testing on transphibian. I supported that effort by providing top side and underwater videography. I provided planning and equipment gathering for the test. Equipment set-up and tear down. Transphibian wrangling during the test.

Category: Corp - Miscellaneous

SMART Goal:

Provide Technical Leadership

Metric:

- Provide at least one Research Technology Seminar presentation per half on your project activities, an overview of your technical field, or similar.
- Prepare and submit at least 2 invention disclosures and be a co-inventor of at least one provisional or full patent filing per year.
- Provide and support mentorship and growth opportunities for others in the group, such as through mentoring new hires, more junior researchers, and proactive collaboration and meaningful tasking.

Start:

01/01/2011

Due:

12/31/2011

Status:

Completed

Weight:

10.0%

% Complete:

0.0%

Milestones

Rating by Dominic C Germana:

Rating: 2.0 - Meets Expectations

Manager comments:

Ryan did a great job tasking the team to use everyone's best capabilities. He was also active in patent concepts and filings as well as group presentations.

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

- Provide at least one Research Technology Seminar presentation per half on your project activities, an overview of your technical field, or similar.
- I gave a presentation on countermeasures during the Maritime all hands on May 31.
- I gave a talk on countermeasure efforts during the research bi-weekly mtg. on March 15, 2010
- Prepare and submit at least 2 invention disclosures and be a co-inventor of at least one provisional or full patent filing per year.
- Craig and I submitted Aileron Vectored Thruster to Joe Sivak for consideration.
- Frank and I submitted vortex Ring State identification and mitigation to Joe for consideration.
- iRobot is pursuing the Vortex Ring State patent so Frank and I are listed as Co-Inventors.
- There was recently a patent issued that Rick submitted with me as co-inventor shortly after the acquisition. It's for hinged wings on a glider that provide roll restoring dihedral in both ascent and descent.
- Provide and support mentorship and growth opportunities for others in the group, such as through mentoring new hires, more junior researchers, and proactive collaboration and meaningful tasking.
- There were a number of tasks I assigned to Sam, Craig and Eric over the year so they could grow their capability and have more ownership in the countermeasure programs.
- Craig, assigned thermal analysis for Barracuda, made use of his experience in this area
- Sam, assigned him a bunch of subsystem testing, data collection and writing up the results. Also had him start learning Solidworks so he could design and build his own test setups much faster than waiting on me or Eric to design and build it for him.
- Eric, gave him mechanical design authority for the propulsion and steering section of Barracuda. This is a big responsibility and Eric was doing an awesome job with it. I worked closely with Eric on this, helping make critical decisions, but he was coming up with awesome ideas for how to implement it.
- Proposing, advocating and pursuing IR&D funding for the autopilot was a big part of this. There had been assertions in the past that our group couldn't control a countermeasure. Part of lobbying hard for this opportunity was to give everyone in our group a chance to show that they could do it.

Core Competencies

This section defines core competencies that are essential to the achievement of the organization's business goals.

Job Knowledge

Understands duties and responsibilities, has necessary job knowledge, has necessary technical skills, understands company mission/values, keeps job knowledge current, is in command of critical issues.

Rating by Dominic C Germana:

Rating: 3.0 - Exceeds Expectations

Manager comments:

Ryan is an excellent technical contributor and leader. His experience in maritime robotics and mechanical engineering allow him to quickly identify critical design tradeoffs so the correct decision can be made and implemented. His mechatronics education gives him a multidisciplinary background that has helped him in leading complete multidisciplinary development efforts.

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

- When we set my goals (duties / responsibilities) for 2011, we decided for me to concentrate heavily on "plan, execute and deliver on projects", so that's what I've done on ModX and Barracuda this year. I bring multi-disciplinary knowledge and skills to the projects. The ideas that I've proposed for IR&D and the proposals I have contributed to have all supported iRobot's mission of being world leader in remote presence for dirty, dull, dangerous environments. I've refreshed myself on Pro/E and Windchill for Barracuda purposes and spent my professional engineer, professional development hours learning about the oil and gas industry so I can help identify opportunities for our technology there. I've learned google sketchup on my own which will come in handy in planning field tests and writing proposals and other engineering documentation. I took project management courses for 2010 PDHs which I used in managing ModX and Barracuda during 2011.

Accountability

Targets and achieves results, sets challenging goals, prioritizes tasks, overcomes obstacles, accepts accountability, sets team standards and responsibilities, provides leadership/motivation.

Rating by Dominic C Germana:

Rating: 3.0 - Exceeds Expectations

Manager comments:

Ryan's comments show the widespread ways in which he has demonstrated excellent accountability. His leadership by example has helped to improve the effectiveness of the entire Maritime Research organization.

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

Targets and achieves results - I set milestones for our team for ModX and Barracuda so we could stay on or ahead of schedule and come in on or under budget. This has required getting everyone's buy in on the challenging milestones and making sure that we stay focused on critical tasks.
sets challenging goals - throughout the year, I do a lot of project planning and work breakdown structures, and they are often times ambitious, but I always circulate them around to the team before they get submitted for costing
prioritizes tasks - for ModX and Barracuda I have made sure that our work is driven by contract deliverables and informed by the technical realities.
overcomes obstacles - like unwinding the tether from the prop at the bottom of the quarry before we release ModX back into a hover at the customer demo.
accepts accountability - like with the whole actuator speed issue, I let Argon know that I was aware of the update rate that we could provide and not concerned about it impacting vehicle controllability.
sets team standards and responsibilities- I've assigned responsibilities for Modx and Barracuda and made deliverable due dates clear. As far as team standards, I knew that we had to arrive at a standard with which we would provide engineering mtr'l to Argon, so I had our team consider what we should standardize on for info delivery. I wanted this to be a mutual decision, so we talked it over, settled on the standard and produced a design package for Argon to evaluate.
provides leadership/motivation. - I've tried several times over the course of the year to make sure that our team knows that we're doing good work for iRobot by working on OPM and creating a good name for iRobot through our performance on Modx and Barracuda. I've also made sure the team knows that we're doing important work for the Sub Fleet, and that our previous work has already been critical in informing the way the PIPS is written. I think having these high level goals / motivations before the team is crucial.

Judgment/Decision Making

Recognizes problems and responds, systematically gathers information, sorts through complex issues, seeks input from others, addresses root cause of issues, makes timely decisions, can make difficult decisions, uses consensus when possible, communicates decisions to others.

Rating by Dominic C Germana:

Rating: 2.0 - Meets Expectations

Manager comments:

There have been many decisions and judgments required in our multi-organization teams this year, and Ryan has done a great job capturing the relevant information and presenting it for the extended team in a way that shows the best path forward.

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

- I think I've done this during this past year in managing the ModX and Barracuda efforts. I've had to sort through a lot of multi-disciplinary / multi faceted design and programmatic issues and make sure that our team (us and the other companies) were aware of them and could work out a plan. I bring others into planning and problem solving. This year I've had to do a lot of communicating technical and programmatic risks and tradeoffs. We are a sub on Barracuda, but our role is more in line with system integrator and that being the case, I've had to assert technical approaches and communicate tradeoffs and potential outcomes to Argon and the other team members. I've had to make difficult decisions and difficult phone calls to Argon, BTech and VCT about limiting the scope of their work and funding on ModX so that we could meet the contract deliverables and generate useful technology even in the absence of the CPU.

Communication

Communicates well both verbally and in writing, creates accurate and punctual reports, delivers presentations, shares information and ideas with others, has good listening skills.

Rating by Dominic C Germana:

Rating: 2.0 - Meets Expectations

Manager comments:

In the past as a talented mechanical engineer working on one-off prototypes, Ryan was able to work effectively without an abundance of documentation. As he has moved to lead larger programs and our team has expanded to include a large number of outside collaborators, Ryan has done a great job adapting his communication style to include consistent, more formal documentation of key technical characteristics and decision points.

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

- I've written a number technical reports and proposals and presentations this year. The technical reports that I submit are usually well received and serve as a good launching point for discussion and for our team members to fully wrap their minds around technical and programmatic issues. I've received positive feedback on my presentation style and content.
- From memory, I've written detailed reports about: Barracuda CG/CB for several permutations, ModX Hydrophone manufacture and integration, ModX hydrophone on hull propulsion noise testing, Hydrophone tether dynamics, Vehicle architecture / layout decisions and potential outcomes, CMS-2 Design and integration, Vehicle architecture and joint design / layout. ADAPS feasibility study, and others.

Relationship/Teambuilding

Meets all team deadlines and responsibilities, listens to others and values opinions, helps team leader to meet goals, welcomes newcomers and promotes a team atmosphere.

Rating by Dominic C Germana:

Rating: 3.0 - Exceeds Expectations

Manager comments:

Ryan is always a pleasure to work with and this was reflected in the positive interactions among iRobot's Barracuda team as well as with our external team organizations. The team was working at top efficiency toward ModX and Barracuda progress this year thanks to Ryan's contributions to forging a cohesive team.

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

- I get tasks assigned to me done in time so I'm not holding things up, like recently I got assigned to assess state of SL Montevideo motors and pressure test them and have one ready for assembly by the time the new SIT Ranger tail shows up, so I worked to make sure that I had it tested and ready to go.
- I value opinions and knowledge and I bring them to bear on technical, programmatic and planning tasks on a regular basis. I've contributed to proposals this year and to SIT Ranger lately and I've made sure to provide my deliverables on time.
- I think I promoted a team atmosphere in ModX, Barracuda and RILS by having others take very tangible ownership in the programs. And it was obvious to everyone who was doing what and how critical they were to the success of the team.

Customer Focus

Builds customer confidence, is committed to increasing customer satisfaction, sets achievable customer expectations, assumes responsibility for solving customer problems, ensures commitments to customers are met, solicits opinions and ideas from customers, responds to internal customers.

Rating by Dominic C Germana:

Rating: 2.0 - Meets Expectations

Manager comments:

Ryan had more opportunities than ever to engage external customer in 2011. Both prime contractor Argon ST and the overarching government customer were very pleased with the work of iRobot. Ryan is always happy to help his teammates in an internal customer service capacity.

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

- The examples above cover this one, on time and under budget, that's what I've pursued.
- From this past year, we were able to interact with PMS 415 and NUWC reps in a new way at the ModX demo. They were interested and engaged like never before. They were really interested in seeing hover with tether, so we were able to do that, and what we couldn't show them that day, we went back out, did it and sent them the video. So I think in this case, we were able to solicit their opinions and ideas. We also uncovered the need to further educate them on buoyant recovery options and realities.
- I've responded to internal customers by being a resource for proposal text, concept CAD, feasibility studies. I look forward to continuing to be a resource to internal customers in the year to come.

Leadership/Initiative

Leads through change and adversity, makes the tough call when needed, builds consensus when appropriate, motivates and encourages others.

Rating by Dominic C Germana:

Rating: 3.0 - Exceeds Expectations

Manager comments:

2011 has provided a lot of adversity for Maritime Research, especially with regard to the end of year funding situation. Ryan rolled with the punches and continued to contribute to iRobot very effectively. Ryan's leadership by example helped the Barracuda team to function like a well oiled machine.

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

- When it became obvious that there would be no CPU dollars for ModX and that we would have decrease the scope of the effort, I worked up a new WBS that had us meet our contract deliverables and provide a mobile controlled vehicle. This was done by reducing scope and funding of our subcontractors and proposing IR&D hours to integrate, tune and refine the autopilot and then port it over to ModX. Producing this plan was a team effort and so by the time it was ready to show to folks, everyone was already aware of it and on board with it. The hard part in this was calling Argon, B-Tech and VCT and explaining that we were going to reduce their scope and funding. That's difficult news to break, especially to team members that are as awesome as Argon and B-Tech.

Management

Defines roles and responsibilities, motivates and challenges employees, delegates effectively, rewards contributions, manages collaboratively.

Rating by Dominic C Germana:

Rating: 3.0 - Exceeds Expectations

Manager comments:

As Ryan commented, he has taken his role in leading the countermeasure programs very seriously. Although Ryan would prefer to be cranking out clever mechanical design solutions, he recognizes that he can provide greater value by leading the effort, even though it means that he sometime needs to pass on the technical work that he enjoys. Ryan is a gracious leader, with a collaborative style and generous in sharing the glory with his team members.

Rating by Ryan M Moody:

Rating: 2.0 - Meets Expectations

Employee comments:

- This year for ModX and Barracuda I've had to delegate out even the most coveted mechanical design task, "the propulsion and steering module". I've worked closely with Eric on this and he's done an awesome job, but it was still hard to let this one go. I realized that if I was going to stay on top of managing the project with multiple subcontractors, I was going to have to delegate most all of the design work.

- As far as rewarding contribution, I've highlighted the contributions of our team members during weekly meetings with Argon and during the big reviews at Argon in front of the customer.

Overall Performance Summary

Calculated Form Rating: 2.61/3.0

Overall Form Rating: 3.0 - Exceeds Expectations

	Rating	Weights
SMART Goals	2.6 / 3.0	60.0%
Develop and Capture New Business	2.0 - Meets Expectations	20.0%
Plan, Execute, and Deliver Projects	3.0 - Exceeds Expectations	60.0%
Increase Visibility and Establish Reputation as Technical Leader	2.0 - Meets Expectations	10.0%
Provide Technical Leadership	2.0 - Meets Expectations	10.0%
Core Competencies	2.63 / 3.0	40.0%
Job Knowledge	3.0 - Exceeds Expectations	
Accountability	3.0 - Exceeds Expectations	
Judgment/Decision Making	2.0 - Meets Expectations	
Communication	2.0 - Meets Expectations	
Relationship/Teambuilding	3.0 - Exceeds Expectations	
Customer Focus	2.0 - Meets Expectations	
Leadership/Initiative	3.0 - Exceeds Expectations	
Management	3.0 - Exceeds Expectations	

Overall Comments

Overall Comments

Manager comments:

Ryan has continued to be a top performer within the Maritime Research group. With the significant downsizing of the group, his future contributions will be even more important to the success of the organization. I certainly agree with Ryan's sentiments that the group's effective functioning was among the best it has ever been. Ryan's leadership of the primary project sustaining the group was a major contributing factor to this high functioning.

Employee comments:

Our team made some really awesome headway this year on countermeasure. Argon and PMS 415 / NUWC were all happy with our work. I think our iRobot team was working really well together. I think we were working together as well as we ever have because we had all the right people on board doing what they do best, and I think you and Ed have really done a lot to make our Maritime research Dept. work well. I also think we were working with outside partners Argon, BTech, BNI and VCT in the best external relationships we've ever had. I think this team work and the unity we had around producing an awesome countermeasure for the Sub Fleet motivated and inspired our team. My hope is that we get the OPNAV contract and that we can get our team back together and produce a robotic system that will be transitioned to the iRobot product pipeline. I want to see our group advancing iRobot's mission and objectives in a very clear way.

Signatures

Employee signature does not imply agreement or disagreement, only the acknowledgement that the discussion occurred.

Employee:	<u>Ryan Moody</u>	<u>02/10/2012</u>
	Ryan Moody	
Manager:	<u>Dominic Germana</u>	<u>02/10/2012</u>
	Dominic Germana	