From: Anderson, Narin
To: Clark, Aaron
Subject: Following Up on Our 2025 Mid-Year Review
Date: Friday, August 29, 2025 8:44:00 AM

Hi Aaron,

Thanks for meeting with me earlier this week to discuss my 2025 mid-year performance. I want to make sure I accurately captured the key points of our discussion.

My understanding is that your feedback included the following points:

- A concern that I am not managing projects with tools like Gantt charts as effectively as I could be.
- Feedback from peers that I am still "not vocal enough" in meetings.
- A perception that I sometimes have a "tunnel vision" approach to my work.
- A sense that while my progress was good at the start of the year, my follow-through is degrading and requires more prompting.

As we discussed, I explained that my focus has been on the execution and support of my assigned projects. When you asked about new initiatives, I clarified that I do have ideas, including expanding on my recent patent filings with three additional patent disclosures with the ideas already vetted by legal, but that the events of last year have had a permanent effect on my outlook. The rating I received, after eight years of no advancement, has made it clear that my career path here is limited. For that reason, I have made a conscious decision to focus on executing my core responsibilities well, rather than pursuing extra initiatives that are unlikely to be recognized or rewarded.

Please let me know if this does not accurately reflect your understanding of our conversation.

-Narin