To; Kelly Maheu

From: Rick Cline

**Subject: Jason Gilbert Talent Assessment Grid**

I put Jason as a medium performer with high potential for the following reasons:

1. He has demonstrated good editorial sense and logic in his management of the Tools and Techniques series;
2. He has a very strong aptitude on user interface issues and helped greatly in the development of NuAnswers;
3. The issue that makes me hesitate in putting him at an even higher performance category is some breaks I experienced in communication. A number of times both Connie and I were surprised about a deadline being missed when prior knowledge would have helped. Missing the deadline was not Jason’s fault but he could have done a better job communicating and helping with corrective action;

This lack of communication can be found with some of the authors and I think Steve Leimberg was voicing that in our meeting. There were times, for example, when an author’s content was not used with little explanation given back to the author. Again, it is difficult to manage a group of authors but better and more frequent communication would have helped;

1. Because of his aptitude and experience in integrating technology and content, I could see a larger role for him working with the CE group or getting more responsibility with our development of online law school education. These projects are complex but Jason has the ability to handle them and will test his ability to communicate effectively about them going forward;
2. Accordingly, I would grade him a “Meets Expectations” sort of grade with still room to grow into more leveraged, higher potential type projects.