



Mark Pantoni 2020

PERFORMANCE GOALS

Performance goal #1

1. Bring in a top recruiting class that fits the STRONG culture of our locker room

- Coaching notes
- Year-end supervisor comments

Performance goal #2

2. Continue to be innovative and creative with our social media team (graphics, videos, branding)

- Coaching notes
- Year-end supervisor comments

Performance goal #3

3. Make sure we have the most organized and comprehensive on-campus visits for prospects and their families

- Coaching notes
- Year-end supervisor comments

PROFESSIONAL DEVELOPMENT GOALS

Professional development goal #1

1. Always have priorities in order - Faith, Family, Football

- Coaching notes
- Year-end supervisor comments

Professional development goal #2

2. Be a positive, motivating influence and leader to the recruiting staff

- Coaching notes
- Year-end supervisor comments

Professional development goal #3

3. Continue to study other top college personnel and NFL personnel to gain a better understanding of athletic traits and development

- Coaching notes
- Year-end supervisor comments

EMPLOYEE SELF REVIEW

- Accomplishments:

1. Talented freshmen class with promising future leaders
2. Successful addition of Chris Charizopoulos to the Creative Team

- **Strengths:**
 1. Film evaluation skills
 2. Organization

- **Opportunities for improvement:**
 1. Leadership skills
 2. Support for recruiting staff

- **Opportunities for developments:**
 1. Develop understanding of future image and likeness model for recruiting
 2. Develop new proposals to enhance the landscape of NCAA legislation

COMPETENCIES

Job Knowledge

Manager Comments :

Employee Comments :

Going into my 13th year in this profession, I believe I have a great understanding of the job and what it entails.

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Exceeds Expectations

Productivity & Quality of Work

Manager Comments :

Employee Comments :

I believe I am very productive in attacking the work day. I take great pride in getting things done quickly and with high quality.

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Exceeds Expectations

Communication

Manager Comments :

Employee Comments :

I can continue to improve communication amongst coaches and staff to keep everyone on the same page. Things get hectic, espeically on the road recruiting, so we can put better plans in place to keep everyone up to date.

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

Teamwork

Manager Comments :

Employee Comments :

We have a great recruiting and creative staff that works well together. This is a MUST in order to have success.

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Exceeds Expectations

Personal Conduct & Accountability

Manager Comments :

Employee Comments :

I am very professional in my work conduct and am very accountable in showing up on time. If someone needs something done, I am responsible to take care of it.

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Exceeds Expectations

Leadership

Manager Comments :

Employee Comments :

I can continue to improve my leadership skills amongst the recruiting and creative staffs. It is a continual learning process.

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

Management (if applicable)

Manager Comments :

Employee Comments :

As a manager and leader, there is always growth and room for improvement. It a daily commitment with lots of emotions, twists, and turns so you always have to know the pulse of your team.

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

Academic Success of Program (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Competitive Success of Program (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Commitment to Compliance (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Student-Athlete Welfare (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Budget Management (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Public Relations/Donor Relations (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Mark is the best in the country at what he does. He is very knowledgeable about every aspect of the recruiting department and his knowledge of every potential recruit in the country is amazing.. He is on top of every new trend and pushes his department to be the best in the country, He also holds the coaching staff accountable to make sure that we are on top of every potential recruit. Mark also leads the social media team led by Zach Swartz to make sure that we are #1 in social media, which is a whole different ballgame with NIL.

With the NIL coming in the near future, it will be interesting to see how this will change the landscape but we have faith that Mark's team will be on top of what is needed to do to bring in the the best overall student athlete for OSU.

YEAR END PERFORMANCE RATING

Performance Exceeds Expectations

YEAR END EMPLOYEE COMMENTS

Overall, it was a great year on the field and with our recruiting class! We are excited about the current culture of this program and the future that lies ahead. Coach Day has done a phenomenal job with the transition and has been a pleasure to work for!

ELECTRONIC SIGNATURES

Manager name : Brian Voltolini
Employee name : Mark Pantoni
Manager signature & date : Brian Voltolini May 21 2020 11:39AM
Employee signature & date : Mark Pantoni May 22 2020 9:49AM