

## Policy Regarding Performance and Conduct for Senior Executives and Senior Level Employees

Each Senior Executive Service (SES) and Senior Level (SL) employee is assigned an initial summary rating based on the employee's established performance standards, pursuant to OGE's SES performance management system. Rating officials must consider all available evidence that affected the employee's level of performance during the rating period, including information about misconduct when it affects performance under an applicable requirement or standard. With regard to performance awards, it is axiomatic that an employee who has committed actionable misconduct has not exhibited excellence during the rating period, and therefore, will be ineligible for a performance award.