

**Concurring Statement
of
Commissioner James H. Quello**

In re: Approval of SES Performance Appraisal of Mr. Michael
 Marcus

Because of the serious implications of a rating of Minimally Satisfactory, I believe it should be given with great reluctance and after full consideration of all of the factors involved. Mr. Marcus appears to be fully qualified by education and background. However, he was not under my direct supervision and the record indicates that the evaluation process was thorough. Therefore, I am constrained to concur with this evaluation from his immediate supervisor and the Executive Resources and Performance Review Board (ERPRB).