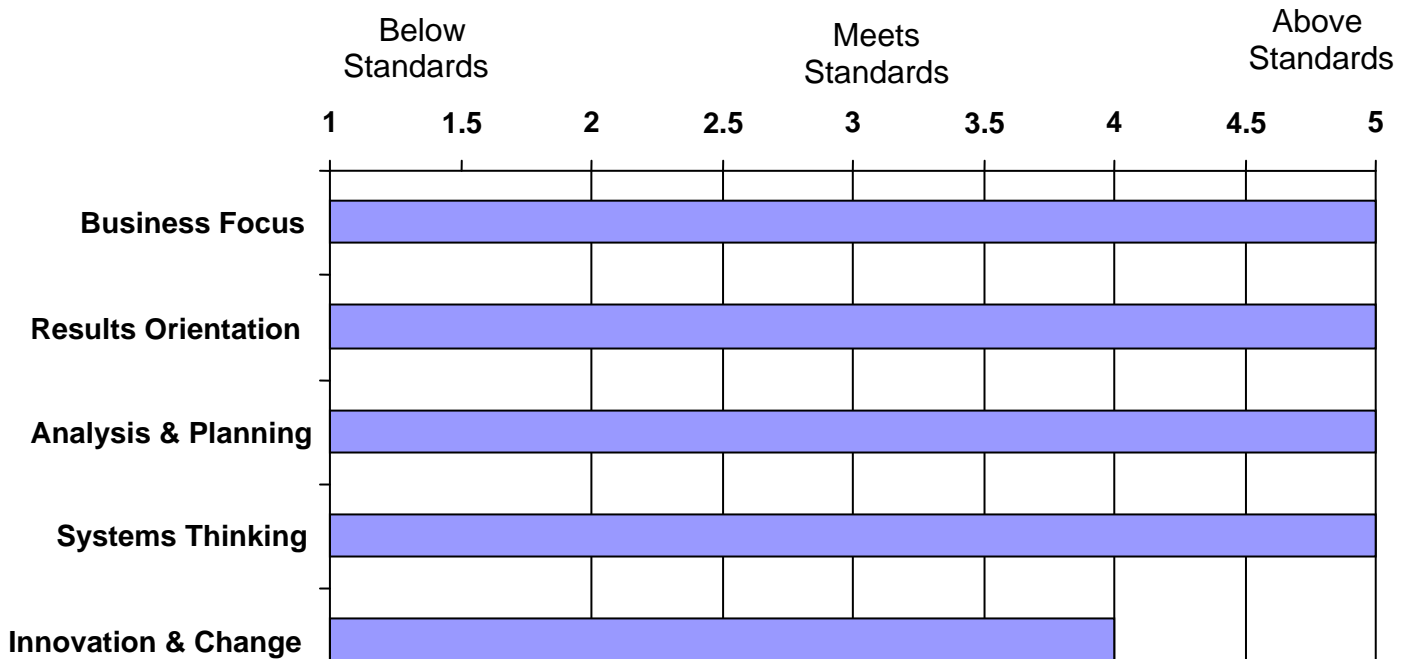


**DEVELOPMENTAL ASSESSMENT**  
**Anheuser-Busch Companies – Management Systems Group**  
**James F. Jaeger**  
**January 5, 2000**

Jim has a Bachelors degree in Business Administration, Cum Laude from Rutgers Univ. and an Associate Degree in Electronic Computer systems, with Honors from the RCA Technical Institute. He was an Electronic Technician and Technical Advisor for Applied Information Industries from 1972 to 1973. He was a Manager Trainee/Advisor for CGS Consyst/Datatel from 1975 to 1976. He was with NLT Computer Services Corporation from 1976 to 1982, where he was a Systems and Applications Analyst and Senior Account Manager. He has been with Anheuser-Busch Company since 1983 where he is a Senior Systems Project Manager. He was the Senior Systems Architect, Systems Designer and Project Manager for the fully integrated wholesale computer systems (WCS). He appears **to exceed standards for the core competencies of business focus, innovation and change, results orientation, analysis and planning, systems thinking and empowerment.** He appears to have a great deal of talent in these areas.

Joseph J. Hoffman, Ph.D.



**DEVELOPMENTAL ASSESSMENT**  
**Anheuser-Busch Companies – Management Systems Group Manager**  
**James F. Jaeger**  
**January 5, 2000**

**Strengths**

**1. Business Focus**

Jim has very strong capabilities in the area of business focus. He will effectively monitor business performance. He will scan the external environment to enhance the organization's competitive processes. He has solid business educational background. In both role plays, he was able to quickly scan a large amount of data and understand the business implications.

**2. Results Orientation**

He has tremendous drives and persistence to meet and exceed job goals. He is responsible, conscientious and dependable. **He pays attention to detail and follow through. He is highly planful and organized. He is highly effective at seeing a project through from inception to completion.**

**3. Analysis and Planning**

**He is exceptionally bright, currently functioning in a very superior range of intelligence.** He is an exceptionally strong problem solver and analytical thinker. He is **highly planful in his approach to work.** In both role plays, he very capably analyzed large amounts of data in a short time and was able to effectively utilize this data in communication and planning.

**4. Systems Thinking**

**He is highly effective at designing, improving and integrating business and operational processes in order to achieve goals.** He does not respond to individual events. **He will look for underlying root causes of issues and problems.** He is highly capable of understanding how other functional areas in the organization impact his activities and results.

**5. Innovation and Change**

He is likely to be creative and innovative in his approach to work. **He will come up with new effective ideas that others have not previously thought of.** He enjoys new learning, and he is inquisitive and curious.

Joseph J. Hoffman, Ph.

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