July 8, 2019

OPEN RECORDS REQUEST

RECEIVED June 24, 2019

GROUP 1 of 4

TARRANT APPRAISAL DISTRICT

To: Chief Appraiser
Tarrant Appraisal District

I, Lonnie W. Hendry, Jr., an employee of the Tarrant Appraisal District do _____, do not X wish to allow public access to the personnel records in the custody of the Appraisal District relating to my home address, home phone number, and any other information of a personal nature that would constitute a clear unwarranted invasion of my personal privacy.

Lonnie W. Hendry Jr.
Employee signature

12-5-11
Date

Received by the Tarrant Appraisal District

Janet Akers
Representative of Tarrant Appraisal District

12/5/2011
Date

Tarrant Appraisal District

EXIT INTERVIEW QUESTIONAIRE

An essential source of information to us in evaluating our Company programs, policies, and practices is our employees. Please complete the appropriate questions on this form as honestly and accurately as possible. By no means will your answer reflect adversely on you, either in future rehire situations or in any employment reference the Company may be requested to provide a prospective future employer.

Section A (To be completed by the Personnel Department)

Employee Name Lonnie Hendry Jr. Employment Date _____

Department _____ Termination Date _____

Job Title _____ Class _____

Section B (To be completed by the terminating employee)

1. Please indicate and comment below on the primary reason(s) why you are terminating your employment. If more than one factor led to your decision to terminate, please state each one and indicate the most important.

I was offered a promotion at another appraisal district and not given a counteroffer by TAD.

2. What steps would have had to be taken by the Company to retain you as an employee?

Counteroffer, promotion, effort to retain me.

3. If you have accepted or plan to accept another position with another company or organization, please indicate what type of company or organization:

TRAD is Central Appraisal District. government

Tarrant Appraisal District

9. What would you consider the most worthwhile benefit or experience you obtained from your employment with our Company?

Great ARB staff, great relationships, management/leadership opportunity

10. Would you consider working for us again at a future date? ✓ Yes ____ No

11. Please use the space below to indicate any additional comments you wish to make about any aspect of your employment.

I would have loved to stay @ TAD if given the appropriate position. I hope to continue my career @ Travis County Appraisal District with the opportunity to come back to TAD when the right position is available.

Bonnie W Hurley Jr.

SIGNATURE

Thank you for taking the time to complete this form. If possible, a member of the Personnel staff will discuss the questions with you in order to obtain a clearer understanding of your comments and suggestions.

We appreciate your employment with us and wish you much happiness and success in your future endeavors.

Lonnie W. Hendry, Jr.
[redacted]

COPY

2/2/2015

Mr. Jeff Craig
Director of Administration
Tarrant Appraisal District
2500 Handley-Ederville Rd.
Fort Worth, Texas 76118

Mr. Craig,

Please accept this as formal notice of my intent to resign from the position of Manager – Appraisal Review Board Operations at the Tarrant Appraisal District, effective three weeks from today. My last day will be Friday, February 20, 2015. I will however accept the request of the Chief Appraiser and work at TAD on the following days after Friday, February 20, 2015:

- Friday - March 13th, 2015
- Monday – March 16th, 2015
- Wednesday – April 15th, 2015
- Thursday – April 16th, 2015

After much prayer and consideration I have decided to accept the position of Commercial Director at the Travis Central Appraisal District in Austin, Texas. Travis Central Appraisal District has given me an opportunity to lead the commercial and business personal property divisions of their organization. This Director position aligns with my long term career goals and will provide a new chapter for me and my family.

Working for TAD has been a wonderful experience and I feel privileged to have had the opportunity to be part of such a professional and well respected organization. I will certainly miss my colleagues and the friendships I have developed over the last nine years.

I truly appreciate the development and growth opportunities I have been given during my tenure at TAD. I would like to personally thank you for allowing me to become part of the management and leadership hierarchy; I hope my job performance has exceeded your expectations. My desire is to resign my position at TAD in a respectful and professional fashion that complies with the guidelines set forth in TAD's personnel policies and procedures.

I wish you and the entire Tarrant Appraisal District continued success into the future.

Sincerely,

Lonnie W Hendry, Jr.

Lonnie W. Hendry, Jr.

Tarrant Appraisal District

February 9, 2015

Lonnie Hendry, Jr.
[redacted]

Dear Lonnie:
In conjunction with your resignation from the Tarrant Appraisal District, enclosed please find the following:

1. If you are a participant in the Nationwide Retirement Solutions Deferred Compensation Program, you will need to contact them regarding the disposition of your deposits. Their customer service telephone number is 1-877-677-3678.

2. Final paychecks are normally provided on the payday following the pay period during which your last day at work occurs. Your final paycheck will include compensation for unused vacation leave and unused compensatory time and for the percentage of unused sick leave for which you are eligible. TAD does not provide terminal compensation for unused optional holidays.

3. On or before your last day of work at TAD, you will need to return any and all TAD property (measuring tapes, hand calculators, notebook computers, etc.) you have been provided to your supervisor. Your name badge, identification card, and building access card should be turned into the Administration Department.

4. A "Withdrawal Application" and related information regarding your Texas County and District Retirement System deposits. This information outlines the options you have relative to your TCDRS deposits. If you elect to withdraw or rollover your TCDRS contributions, you will need to complete, sign and date, and return this application form to me for signature and transmittal to TCDRS. For questions about your TCDRS options, you will need to call TCDRS at 1-800-823-7782.

5. An "Exit Interview Questionnaire" which we would like you to complete and return to me.

If you have any questions about the above, please feel free to contact me at 817-595-6010. I wish you all the best.

Sincerely yours,

Janet Akers

Janet Akers
Human Resource/Benefits Administrator

COBRA Continuation Coverage Election Notice
For Tarrant Appraisal District

Date **February 9, 2015**

Name **Lonnie Hendry, Jr.**
Address [redacted]
Address

Dear : Lonnie

This notice contains important information about your right to continue your health and/or dental coverage in the Tarrant Appraisal District plan. Please read the information contained in this notice very carefully.

To elect COBRA continuation coverage, follow the instructions on the following pages to complete the enclosed Election Form and submit it to us.

If you do not elect COBRA continuation coverage, your coverage under the Plan will end on [February 28, 2015] due to:

- ☐ End of employment
- ☐ Involuntary ☐ Voluntary
- ☐ Divorce or legal separation
- ☐ Loss of dependent child status
- ☐ Death of employee
- ☐ Reduction in hours of employment
- ☐ Entitlement to Medicare

Each person ("qualified beneficiary") in the category(ies) below is entitled to elect COBRA continuation coverage, which will continue group health care coverage under the Plan for up to 18 months or 36 months (See information attached):

Medical: (Employee only, EE and spouse, EE and child(ren) or Employee and Family)
Dental: (Employee only, EE and spouse, EE and child(ren) or Employee and Family)

If elected, COBRA continuation coverage will begin on [March 1, 2015] and can last until [August 31, 2016].

COBRA continuation coverage will cost: (700.49) Medical Premium per month
(1,273.46) Family Medical Premium per month
(9.24) Employee Dental Premium per month
(18.92) Family Dental Premium per month

If you have any questions about this notice or your rights to COBRA continuation coverage, you should contact: Janet Akers, Tarrant Appraisal District, 2500 Handley-Ederville Road, Fort Worth, TX, 76118. 817-595-6010. JAkers@tad.org.

COBRA Continuation Coverage Election Form

Instructions: To elect COBRA continuation coverage, complete this Election Form and return it to us. Under federal law, you have 60 days after the date of this notice to decide whether you want to elect COBRA continuation coverage under the Plan.

Send completed Election Form to: **Janet Akers**
Tarrant Appraisal District
2500 Handley-Ederville Road
Fort Worth, TX 76118

This Election Form must be completed and returned by mail. If mailed, it must be post-marked no later than 60 days from the date of this letter.

If you do not submit a completed Election Form by the due date shown above, you will lose your right to elect COBRA continuation coverage. If you reject COBRA continuation coverage before the due date, you may change your mind as long as you furnish a completed Election Form before the due date. However, if you change your mind after first rejecting COBRA continuation coverage, your COBRA continuation coverage will begin on the date you furnish the completed Election Form.

I (We) elect COBRA continuation coverage in the Tarrant Appraisal District Plan as indicated below:

Name	Date of Birth	Relationship to Employee	SSN (or other identifier)

a. _____

Medical _____ Dental _____ Yes or NO

b. _____

Medical _____ Dental _____ Yes or NO

c. _____

Medical _____ Dental _____

d. _____

Medical _____ Dental _____

e. _____

Medical _____ Dental _____

_____ _____
Signature Date

_____ _____
Print Name Relationship to individual(s) listed above

_____

_____ _____
Print Address Telephone number E-mail

Important Information About Your COBRA Continuation Coverage Rights

What is continuation coverage?

Federal law requires that most group health plans (including this Plan) give employees and their families the opportunity to continue their health care coverage when there is a "qualifying event" that would result in a loss of coverage under an employer's plan. Depending on the type of qualifying event, "qualified beneficiaries" can include the employee covered under the group health plan, the covered employee's spouse, and the dependent children of the covered employee.

Continuation coverage is the same coverage that the Plan gives to other participants or beneficiaries under the Plan who are not receiving continuation coverage. Each qualified beneficiary who elects continuation coverage will have the same rights under the Plan as other participants or beneficiaries covered under the Plan..

How long will continuation coverage last?

In the case of a loss of coverage due to end of employment or reduction in hours of employment, coverage generally may be continued only for up to a total of 18 months. In the case of losses of coverage due to an employee's death, divorce or legal separation, the employee's becoming entitled to Medicare benefits or a dependent child ceasing to be a dependent under the terms of the plan, coverage may be continued for up to a total of 36 months. When the qualifying event is the end of employment or reduction of the employee's hours of employment, and the employee became entitled to Medicare benefits less than 18 months before the qualifying event, COBRA continuation coverage for qualified beneficiaries other than the employee lasts until 36 months after the date of Medicare entitlement. This notice shows the maximum period of continuation coverage available to the qualified beneficiaries.

Continuation coverage will be terminated before the end of the maximum period if:

- any required premium is not paid in full on time,
- a qualified beneficiary first becomes covered, after electing continuation coverage, under another group health plan that does not impose any preexisting condition exclusion for a preexisting condition of the qualified beneficiary,
- a qualified beneficiary first becomes entitled to Medicare benefits (under Part A, Part B, or both) after electing continuation coverage, or
- the employer ceases to provide any group health plan for its employees.

Continuation coverage may also be terminated for any reason the Plan would terminate coverage of a participant or beneficiary not receiving continuation coverage (such as fraud).

How can you extend the length of COBRA continuation coverage?
If you elect continuation coverage, an extension of the maximum period of coverage may be available if a qualified beneficiary is disabled or a second qualifying event occurs. You must notify the **Tarrant Appraisal District** COBRA Administrator of a disability or a second qualifying event in order to extend the period of continuation coverage. Failure to provide notice of a disability or second qualifying event may affect the right to extend the period of continuation coverage.

Disability
An 11-month extension of coverage may be available if any of the qualified beneficiaries is determined under the Social Security Act (SSA) to be disabled. The disability has to have started at some time on or before the 60th day of COBRA continuation coverage and must last at least until the end of the 18-month period of continuation coverage. A copy of the SSA determination letter must be received by Janet Akers, Tarrant Appraisal District, 2500 Handley-Ederville Road, Fort Worth, TX, 76118 before the end of the 18 month period of continuation coverage Each qualified beneficiary who has elected continuation coverage will be entitled to the 11-month disability extension if one of them qualifies. If the qualified beneficiary

is determined to no longer be disabled under the SSA, you must notify the Plan of that fact within 30 days after SSA's determination.

Second Qualifying Event
An 18-month extension of coverage will be available to spouses and dependent children who elect continuation coverage if a second qualifying event occurs during the first 18 months of continuation coverage. The maximum amount of continuation coverage available when a second qualifying event occurs is 36 months. Such second qualifying events may include the death of a covered employee, divorce or legal separation from the covered employee, the covered employee's becoming entitled to Medicare benefits (under Part A, Part B, or both), or a dependent child's ceasing to be eligible for coverage as a dependent under the Plan. These events can be a second qualifying event only if they would have caused the qualified beneficiary to lose coverage under the Plan if the first qualifying event had not occurred. You must notify the Plan within 60 days after a second qualifying event occurs if you want to extend your continuation coverage.

How can you elect COBRA continuation coverage?

To elect continuation coverage, you must complete the Election Form and furnish it according to the directions on the form. Each qualified beneficiary has a separate right to elect continuation coverage. For example, the employee's spouse may elect continuation coverage even if the employee does not. Continuation coverage may be elected for only one, several, or for all dependent children who are qualified beneficiaries. A parent may elect to continue coverage on behalf of any dependent children. The employee or the employee's spouse can elect continuation coverage on behalf of all of the qualified beneficiaries.

In considering whether to elect continuation coverage, you should take into account that a failure to continue your group health coverage will affect your future rights under federal law. First, you can lose the right to avoid having preexisting condition exclusions applied to you by other group health plans if you have a 63-day gap in health coverage, and election of continuation coverage may help prevent such a gap. Second, you will lose the guaranteed right to purchase individual health coverage that does not impose a preexisting condition exclusion if you do not elect continuation coverage for the maximum time available to you. Finally, you should take into account that you have special enrollment rights under federal law. You have the right to request special enrollment in another group health plan for which you are otherwise eligible (such as a plan sponsored by your spouse's employer) within 30 days after your group health coverage ends because of the qualifying event listed above. You will also have the same special enrollment right at the end of continuation coverage if you get continuation coverage for the maximum time available to you.

How much does COBRA continuation coverage cost?

Generally, each qualified beneficiary may be required to pay the entire cost of continuation coverage. The amount a qualified beneficiary may be required to pay may not exceed 102 percent (or, in the case of an extension of continuation coverage due to a disability, 150 percent) of the cost to the group health plan (including both employer and employee contributions) for coverage of a similarly situated plan participant or beneficiary who is not receiving continuation coverage. The required payment for each continuation coverage period for each option is described in this notice.

The Trade Act of 2002 created a tax credit for certain individuals who become eligible for trade adjustment assistance and for certain retired employees who are receiving pension payments from the Pension Benefit Guaranty Corporation (PBGC). Under the tax provisions, eligible individuals can either take a tax credit or get advance payment of 65% of premiums paid for qualified health insurance, including continuation coverage. ARRA made several amendments to these provisions, including an increase in the amount of the credit to 80% of premiums for coverage before January 1, 2011 and temporary extensions of the maximum period of COBRA continuation coverage for PBGC recipients (covered employees who have a non-forfeitable right to a benefit any portion of which is to be paid by the PBGC) and TAA-eligible individuals.

If you have questions about these provisions, you may call the Health Coverage Tax Credit Customer Contact Center toll-free at 1-866-628-4282. TTD/TTY callers may call toll-free at 1-866-626-4282. More information about the Trade Act is also available at www.doleta.gov/tradeact.]

When and how must payment for COBRA continuation coverage be made?

Initial payment for continuation coverage
If you elect continuation coverage, you do not have to send any payment with the Election Form. However, you must make your initial payment for continuation coverage not later than 45 days after the date of your election. (This is the date the Election Notice is post-marked, if mailed.) Coverage is reinstated when payment is received. If you do not make your initial payment for continuation coverage in full not later than 45 days after the date of your election, you will lose all continuation coverage rights under the Plan. You are responsible for making sure that the amount of your initial payment is correct. You may contact Janet Akers, Tarrant Appraisal District, 2500 Handley-Ederville Road, Fort Worth, TX, 76118 817-595-6010 to confirm the correct amount of your initial payment or to discuss payment issues related to the ARRA premium reduction.

Periodic payments for continuation coverage
After you make your initial payment for continuation coverage, you will be required to make periodic payments for each subsequent coverage period. The amount due for each coverage period for each qualified beneficiary is shown in this notice. The periodic payments can be made on a monthly basis. Under the Plan, each of these periodic payments for continuation coverage is due on the first day of the month for that coverage period. If you make a periodic payment on or before the first day of the coverage period to which it applies, your coverage under the Plan will continue for that coverage period without any break. **The Plan will not send periodic notices of payments due for these coverage periods.**

Grace periods for periodic payments
Although periodic payments are due on the dates shown above, you will be given a grace period of 30 days after the first day of the coverage period to make each periodic payment. Your continuation coverage will be provided for each coverage period as long as payment for that coverage period is made before the end of the grace period for that payment.

If you fail to make a periodic payment before the end of the grace period for that coverage period, you will lose all rights to continuation coverage under the Plan.

Your first payment and all periodic payments for continuation coverage should be sent to: Janet Akers, Tarrant Appraisal District, 2500 Handley-Ederville Road, Fort Worth, TX, 76118. **Your personal check, cashiers check or money order should be made out to "Tarrant Appraisal District".**

For more information
This notice does not fully describe continuation coverage or other rights under the Plan. More information about continuation coverage and your rights under the Plan is available in your summary plan description or from the Plan Administrator.

If you have any questions concerning the information in this notice, your rights to coverage, or if you want a copy of your summary plan description, you should contact Janet Akers, Tarrant Appraisal District, 2500 Handley-Ederville Road, Fort Worth, TX, 76118. 817-595-6010.

Private sector employees seeking more information about rights under ERISA, including COBRA, the Health Insurance Portability and Accountability Act (HIPAA), and other laws affecting group health plans, can contact the U.S. Department of Labor's Employee Benefits Security Administration (EBSA) at 1-866-444-3272 or visit the EBSA website at www.dol.gov/ebsa. State and local government employees should contact HHS-CMS at www.cms.hhs.gov/COBRAContinuationofCov/ or NewCobraRights@cms.hhs.gov.

Keep Your Plan Informed of Address Changes

In order to protect your and your family's rights, you should keep the Plan Administrator informed of any changes in your address and the addresses of family members. You should also keep a copy, for your records, of any notices you send to the Plan Administrator.

Tarrant Appraisal District
Employee Information

Employee ID: 0783
Name: Hendry, Jr., Lonnie W
SSN: [redacted]
Status: Active

[redacted]

Email: [redacted]

Work Phone:
Voice Phone: [redacted]
Fax Phone:

Pay Type: Hourly
Salary/Pay Cycle: 0.00
Hourly Rate: 44.9200
Direct Deposit: Yes

Processing Group: 80
Group Title: Administration
Class: ARB Manager
Position: 26

Emergency Contact
Name: [redacted]
Telephone: [redacted]
Relationship: [redacted]
Email:

W-2 Information
MQGE: Yes
Statutory Employee: No
Retirement Plan: Yes
Third-Party Sick Pay: No
Issue Electronic W-2: No
Email:

Demographics
I-9 on File: Yes
Citizenship:
Marital Status: [redacted]
Gender: Male
Ethnicity: CAUCASI...
Employee Type: FULL-TIME
Military Status:

Dates
Hired: 12/5/2011
Action:
Last Day Worked:
Terminated:
Birth Date: [redacted]

Federal
Marital Status: [redacted]
Additional Withholding: 0.00
Earned Income Credit: None

State
SUTA State: TX
SWT State:
Marital Status:
Exemptions: 0
Deductions: 0
Credits: 0
Allowances: 0
Additional Withholding: 0.00
Spouse SSN:

Other Taxes Withholding
1st Tax Code:
1st Additional Withholdi...

Tarrant Appraisal District
Leave Liability

Employee ID	Employee Last Name	First, MI Name	Hours	Leave Code	Liability
0783	Hendry, Jr.	Lonnie W.	0.0000	Comp Exempt	0.0000
		Lonnie W.	0.0000	Comp Non-Ex	0.0000
		Lonnie W.	0.0000	LWOP	0.0000
		Lonnie W.	0.0000	OPHoliday12	0.0000
		Lonnie W.	8.0000	OPHoliday16	359.3600
		Lonnie W.	152.9200	Sick Leave	6,869.1664
		Lonnie W.	112.4500	Vacation10	5,051.2540
		Lonnie W.	0.0000	Vacation15	0.0000
Report Total			273.3700		12,279.7804

TARRANT APPRAISAL DISTRICT
EMPLOYMENT HISTORY

EMPLOYEE NO. 0783

EMPLOYEE NAME: Hendry, Lonnie Wayne Jr. SOCIAL SECURITY #: [redacted]

START DATE OR DATE CHANGE AND TYPE	JOB TITLE/JOB CODE		GRADE	ANNUAL SALARY	AUTO ALLOW.
12-5-11	Senior Commercial Appraiser	1107	23	$52,320.00	$8,000.00
1-1-12 COLA 3%	Senior Commercial Appraiser	1107	23	$53,890.00	$8,000.00
1-1-13 Merit Increase	Senior Commercial Appraiser	1107	23	$26.76 x 2080	$8,000.00
4-1-13 Promotion 5%	Commercial Property Appraiser Analyst	1304	24	$29.11 x 2080	$5,900.00
10-21-13 Promotion – add car allowance from previous position to salary and additional 30% increase	ARB Manager		47	$41.53 x 2080 $86,383.44	N/A
1-1-14 Merit Increase	ARB Manager		26	$43.19 x 2080 $89,835.20	N/A
1-1-15 Merit Increase and introduction of $2,500 Car Allowance	ARB Manager		26	$44.92 x 2080 $93,433.60	$2,500.00
2-20-15 Termination from TAD					

TARRANT APPRAISAL DISTRICT
EMPLOYMENT HISTORY

EMPLOYEE NO. 0783

EMPLOYEE NAME: Hendry, Lonnie Wayne Jr. SOCIAL SECURITY #: [redacted]

START DATE OR DATE CHANGE AND TYPE	JOB TITLE/JOB CODE		GRADE	ANNUAL SALARY	AUTO ALLOW.
1-1-09 COLA 3.6% & Merit Increase	Residential Appraiser	0900	22	$46,298	$8,000
3-17-09 5% Pay Increase with passage of RPA exam	Residential Appraiser	0900	22	$48,613	$8,000
5-3-10	Senior Residential Appraiser	1102	23	$51,044	$8,000
1-1-11 COLA 2.5%	Senior Residential Appraiser	1102	23	$52,320	$8,000
3-1-11	Senior Commercial Appraiser	1107	23	$52,320	$8,000
	Termination Date 9-21-2011				
	Previous Employment at TAD				
	Re-Hire on 12/5/11				

TARRANT APPRAISAL DISTRICT
EMPLOYMENT HISTORY

0783

EMPLOYEE NO.
EMPLOYEE NAME: Hendry, Lonnie Wayne Jr.

SOCIAL SECURITY #: [redacted]

START DATE OR DATE CHANGE AND TYPE	JOB TITLE/JOB CODE		GRADE	ANNUAL SALARY	AUTO ALLOW.
1-4-06	Residential Valuation Technician	0800	18	$33,794	$6,400
7-4-06 5% Pay Increase with Completion of Probation	Residential Valuation Technician	0800	18	$35,484	$6,400
1-1-07 COLA 3.5% & Merit Increase	Residential Valuation Technician	0800	18	$37,704	$6,800
1-1-08 COLA 3.01% & Merit Increase	Residential Valuation Technician	0800	~~18~~ 21	$40,415	$6,800
5-5-08	Residential Appraiser	0900	22	$42,436	$6,800

Received
8-11-05
A-3/2005

TARRANT APPRAISAL DISTRICT

2500 Handley-Ederville Road, Fort Worth, Texas 76118-6909

APPLICATION FOR EMPLOYMENT

(PLEASE PRINT OR TYPE PLAINLY)

To Applicant: We deeply appreciate your interest in Tarrant Appraisal District and assure you that we are sincerely interested in your qualifications. A clear understanding of your background and work history will aid us in placing you in the position that best meets your qualifications and may assist us in possible future upgrading.

PERSONAL Date 8-10-05

Name Hendry (Jr) (Last) Lonnie (First) Wayne (Middle) Social Security No. [redacted]

Present Address [redacted] (No.) [redacted] (Street) [redacted] (City) [redacted] (State) [redacted] (Zip)

Telephone No. A/C [redacted]

Are you legally eligible for employment in the U.S.A.? yes

Position(s) applied for Residental Valuation Technician

Would you work Full-Time ✓ Part-Time ____ Temporary ____

Were you previously employed by us? no If yes, when? ____

If your application is considered favorably, on what date ill you be available for work? 9-1 - 20 05

EMPLOYMENT EXPERIENCE

Start with your present or last job. Include military service assignments and volunteer activities.

May we contact your present employer? Yes ☑ No ☐

1	Employer: Provident Management	Dates Employed From: 9-04	To: now	Work Performed: Leased Apartment homes
	Address: 6100 Browning Dr. N.R.H. TX 76180	Hourly Rate/Salary Starting: 12/hr plus 500-1,000 per month Bonus	Final: Same	Directed incoming calls
	Job Title: Leasing Consultant			Outside Marketing
	Supervisor: Cary Cole; Telephone: (817) 485-1800			Resolve Resident Problems
	Reason for Leaving: presently employed			
2	Employer: Maidy Realty Advisors	Dates Employed From: 1-03	To: 8-04	Work Performed: Manage staff of 7
	Address: 6960 N. Beach St. Ft. Worth TX 76137	Hourly Rate/Salary Starting: 12.00/hr plus 300-500 monthly Bonus	Final: 32,640/yr 1,000 Bonus Quartely 2-300 Bonus monthly	Oversaw daily activities of 240 unit complex
	Job Title: Property Manager			Complied with TDHCA regulations
	Supervisor: Kim Nelson; Telephone: (214) 630-0481			Trained new employees
	Reason for Leaving: attend & attain education for real estate license			
3	Employer: AMLI Residential	Dates Employed From: 9-02	To: 1-03	Work Performed: Specialized in leasing Apartments
	Address: 1000 Henderson Ft. Worth TX	Hourly Rate/Salary Starting: 12.00/hr 300-500 Bonus monthly	Final: Same	Provided customer service
	Job Title: Leasing Manager			Set up corporate Housing
	Supervisor: Mendy Meulman; Telephone: (312) 443-1477			market surveys
	Reason for Leaving: Received better job offer			

SPECIAL SKILLS AND QUALIFICATIONS

Summarize special skills and qualifications acquired from employment or other experience: Microsoft Office applications, ie. Word Excel, Power Point, Publisher

Over 5 years in Multi-FAMILY Housing experience, Familiar with FAIR Housing Laws

Organization Memberships
Exclude organization names which indicate race, color, religion, sex or national origin.

RECORD OF EDUCATION

School	Name and Address of School	Course of Study	Check Last Year Completed?				Year Graduated	List Diploma or Degree
High	Pantego Christian Academy Pantego, TX	General	1	2	3	(4)	2000	H.S. Diploma
College	TARRANT County College Hurst, TX	Core under-graduate courses	1	(2)	3	4	2005	Associate's Degree
Other (Specify)	TARRANT County College Hurst, TX	Real Estate License courses	(1)	2	3	4	December 2005	Real Estate License

PERSONAL REFRENCES (Not former employers or relatives)

NAME	OCCUPATION	TELEPHONE
Mike Finley	Financial Planner, SES wealth management	817-276-8090
Henry Swanson	Senior Vice President, H BANK Texas	817-421-1212
Pam May	Accountant	817-485-5592

Either the employee or the employer may end the employment relationship at will at any time during or after the probationary period, with or without cause or advanced notice.

I certify that the above statements are correct, and if employed, understand that any false information in this application will be sufficient grounds for termination without notice. I further agree that all policies, orders, and regulations of the Tarrant Appraisal District shall constitute a part of my employment. I authorize the Tarrant Appraisal District to investigate all statements on this application.

Signature Lonnie W Hardy Jr. Date 8-10-05

An Affirmative Action/Equal Opportunity Employer

TARRANT APPRAISAL DISTRICT
PAYROLL CHANGE FORM

EMPLOYEE NUMBER: 0783

EMPLOYEE NAME: Lonnie Hendry

REASON FOR CHANGE: Promotion

Previous Salary: $60,548.80 PER PAY PERIOD: $2,328.80

NEW SALARY: $86,383.44 PER PAY PERIOD: $3,322.44
$60,548.80 + $5,900 (Car Allowance)
With 30% Increase added

Previous AUTO ALLOWANCE $5,900.00 PER PAY PERIOD: $226.92
New AUTO ALLOWANCE N/A PER PAY PERIOD: N/A
EFFECTIVE DATE: 10-21-13

This promotion to ARB Manager from Commercial Property Appraiser/Analyst will be effective this pay period to the new hourly rate of $41.53

NEW GRADE: ~~27~~ 26

EXEMPT CODE (52) OR NON-EXEMPT CODE (50): 52

WORKERS' COMP CODE – APPRAISERS (8720) OR OTHER (8810): 8810

NEW JOB TITLE: ARB Manager Support Services JOB CODE: _____

NEW DEPARTMENT: Support Services

CHANGE REQUESTED BY: N/A
Director or Manager Signature

CHANGE AUTHORIZED BY: _____
Executive Director/Chief Appraiser Signature

BUDGET APPROVAL: _____
Director of Administration Signature

CHANGE PROCESSED BY: Carol Thornton
Payroll Specialist Signature

DATE PAYROLL CHANGE PROCESSED: 10/30/13

Carol Thornton

From: Jeff Craig
Sent: Wednesday, March 26, 2014 10:30 AM
To: Carol Thornton
Subject: FW: First Day of Hearings

Could you put a copy of Mr. Frazier's e-mail in Loinnie H's personnel file?

Thanks!

From: Frazier, Olen [mailto:frazierarb@gmail.com]
Sent: Wednesday, March 26, 2014 9:56 AM
To: Jeff Craig
Subject: First Day of Hearings

Mr. Craig,

I will not belabor the point, but yesterday everything went very well; even in the midst of what some would have viewed a major crisis.

Mr. Hendry was calm; had his staff moving smoothly, along with adjusting on the fly and all the time without drama. You did well tapping Mr. Hendry for the job.

The TAD appraisers were professional and used the tools at hand.

We ran ten panels. One of our ARB members was on standby in the event someone did not show; one didn't and he was replaced within an hour. The ARB members stayed late because we had a sudden rush of people at the end of the day. One panel got out at nearly 6:00 or maybe later. Still, there was not one complaint from our members. The majority of the new members observed without pay because they wanted a head-start; a promising group.

There were a few upset protestors but those that I talked with left with a handshake and a thank you (I am not saying everyone left happy, that is the nature of the beast).

We leaned some things that we are investigating for the future that could drastically speed things up from the "way its always been done."

It was a pleasant day and people had smiles on their faces. I look forward to more of the same.

--
R. Olen Frazier
TCARB Chairman

Tarrant Appraisal District

Annual Disclosure of Real Estate Owned/Investments
2014

In compliance with following, each TAD employee that is a registrant under the auspices of the Texas Department of Licensing and Registration is annually required to report any financial interests in real property or private business that might pose a potential conflict of interest.

94.72. Responsibilities of a Registrant: Conflicts of Interest. *(New rule effective January 18, 2010)*

(a) A registrant must disclose in writing to the appraisal district or taxing entity any relationship of consanguinity within the third degree that may relate to an assignment so long as he holds a registration position.

(b) A registrant must disclose in writing to the appraisal district or taxing entity any outside employment.

(c) A registrant must disclose in writing to the appraisal district or taxing entity any financial interest in any private business or real property subject to the appraisal district or taxing entity where she is employed.

(d) A registrant must not invest in property, interests, or transactions which create a conflict of interest or which affects independent judgment or performance in the official position.

(e) A registrant must not engage in any activity or employment outside of the appraisal office or tax office if such engagement adversely affects his impartiality in the execution of his official duties or adversely affects the performance of his official duties.

(f) A registrant must not use agency resources for the personal benefit of himself, any party in whom he has an interest, or any public servant; or for the benefit of any social or political organization unless any member of the general public could make similar use of the agency resources.

(g) A registrant in their official capacity must not endorse the services or products of any person or firm.

Real Estate: [redacted]

Other

Signed: Lonnie W Hardy Jr

TDLR # 71702

TARRANT APPRAISAL DISTRICT
2500 HANDLEY-EDERVILLE ROAD
FORT WORTH, TEXAS 76118

#
0783

EMPLOYEE DATA

The information below is needed to comply with regulatory reporting requirements and to maintain important employee address and emergency contact information. Should any changes in this information occur, it is your responsibility to promptly notify the Human Resources Section of same. Please legibly print your responses and sign and date in the spaces provided below.

SOCIAL SECURITY #	FULL NAME			BIRTHDATE	SEX
[redacted]	Hendy, Jr.	Lonnie	Wayne	[redacted]	Male ✓ Female ____
	Last	First	Middle		

RACE: ✓ Caucasian ____ Black ____ Hispanic ____ Asian/ Pacific Islander ____ American Indian/American Native

Are you a U.S. citizen? Yes ✓ No ____

Are you handicapped? Yes ____ No ✓

If yes, please describe: ____

EDUCATIONAL ATTAINMENT COMPLETED:

- ____ No schooling completed
- ____ Elementary through 11th grade
- ____ 12th grade, no diploma
- ____ High school graduate/GED
- ____ Less than 1 year college
- ____ 1 or more years college, no degree
- ____ Associate degree
- ____ Bachelor's degree
- ✓ Master's degree
- ____ Master's degree + credit hours

PERSONAL INFORMATION:

Home Street Address	City & State	Zip Code
[redacted] ✓	[redacted] ✓	[redacted]
Home Phone Number (With Area Code)		
[redacted] ✓		

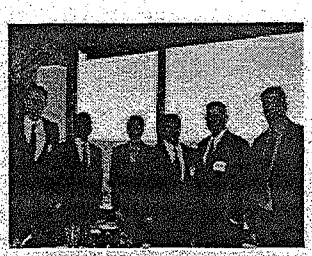
EMERGENCY CONTACT:

Name	Relationship (Spouse, Son, Daughter, Friend, Etc.)	
[redacted] ✓	[redacted] ✓	
Home Street Address	City & State	Zip Code
[redacted]	[redacted]	[redacted]
Home Phone Number (With Area Code)	Work/Alternate Phone Number (With Area Code)	
[redacted] ✓	—	

Lonnie Hendy Jr.
Employee Signature

8-20-14
Date

Student Team Finishes First in Statewide Competition



L to R: Steve Prochnow, Eddie Munoz, Ellen Boyer, Brent Card, Lonnie Hendry, and Fred Forgey

April 22, 2013—A team of UT Arlington graduate students in the Master of Science in Real Estate (MSRE) program came away with a first-place finish at the 2013 Texas Shoot-Out, a case study competition sponsored by the North Texas chapter of NAIOP, the association for commercial real estate development. UTA was the unanimous winner among judges, beating teams from SMU, Texas Tech, and Texas A&M.

The annual competition challenges student teams from universities across Texas to submit revitalization and development plans based involving a local real estate-oriented issue. In 2012, UTA placed third in the competition.

This year, the Texas Shoot-Out case highlighted the proposed Dallas Midtown development in North Dallas. A panel of judges graded the plans based on how effectively each team evaluated and resolved the case's development issues including assessment of community needs, economic base, functional design, aesthetics, risk mitigation, and financial analysis.

The UT Arlington student team consisted of Ellen Boyer, Brent Card, Lonnie Hendry, Eddie Munoz, and Steve Prochnow. "We had great team chemistry and were singularly focused on winning the competition," says the team's captain Lonnie Hendry. "The MSRE program's experiential approach gave us a competitive advantage. Through relevant site visits and field studies, we've learned firsthand from developers, property owners, and financial servicers how to apply our real estate knowledge to a real world development scenario. It was an honor to represent our university and bring the NAIOP Texas Shoot-Out trophy home to UTA."

The team, presenting as UTA Maverick Development, proposed the redevelopment of he declining Valley View Center site near the Galleria in North Dallas. The team's Dallas Midtown concept incorporated a sustainable, pedestrian-friendly design wi h signature architecture and a mix of high quality office space, retail, and multifamily housing that will complement and enhance the nearby Galleria rather than compete with it. Download the UTA Maverick Development team case.

In recognition of the team's winning case, UTA Maverick Development presented to the North Texas Chapter of the NAIOP on April 19. Each student on the UTA team will also receive a scholarship award from NAIOP.

"The NAIOP competition is an excellent exercise for our students to apply their knowledge and analytical skills in real estate to an actual redevelopment challenge in the North Texas region." says Fred Forgey, Executive Director of Graduate Real Estate Programs. "The team's concept and strategies were outstanding. They confirmed the strength of our program to the region's commercial real estate community."

The Master of Science in Real Estate is a 36-hour cohort-based program designed to accommodate working professionals and offered at UT Arlington's Fort Worth Center.

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TARRANT APPRAISAL DISTRICT
DEPARTMENTAL PROMOTION FORM

Employees Name: LONNIE HENDRY **Date:** (04/01/13)

Department: COMMERCIAL (223)

Employees Current Position: SR COMM. APPRAISER (23)

Length of Time in Current Position: _____ **Years** _____ **Months**

Length of Time with TAD: _____ **Years** _____ **Months**

Proposed Position After Promotion: COMM PROP. APPRAISER/ANALYST (24)

[Please detail the reasons this person is being recommended for promotion within the Department. Please be as specific as possible by including statistics, specific incidences that justify why this person has been proposed for the promotion, work performed that warrants promotion, etc.]

(see attached)

(Submit additional pages if necessary)

Submitted By: David Law (4/12/13)

Director Approval: _____ (/ /)

(Administration Only)

Action Taken: approve / disapprove

Budget Approval: _____ (4/15/13)

Admin Approval: _____ (/ /)

promote07-2010

Current: 55,660.80 + 8,000 + 5% + one time auto compensation add + 2100

New: ~~60,543.84~~ (29.11) 60,549.80 + 5900 Auto change

* Effective beginning 4/1/13

Jeff Craig

From: David Law
Sent: Tuesday, April 02, 2013 2:41 PM
To: Jeff Craig (JCraig@TAD.org)
Subject: FW: Lonnie Hendry

Jeff,

After a brief follow-up conversation regarding other personnel scenarios, it remains my desire to offer Lonnie Hendry a promotion to Commercial Appraiser Analyst. Lonnie has demonstrated his exceptional understanding of the commercial appraisal process and already assumed a leadership role among his peers. I would like reward his outstanding work with this promotion as soon as possible.

Thank you.
David

From: David Law
Sent: Friday, March 22, 2013 3:33 PM
To: Jeff Craig (JCraig@TAD.org)
Subject: FW: Lonnie Hendry

Jeff,

Just curious as to whether there has been any more discussions about Lonnie Hendry. If there are delays in other scenarios, I would definitely like to move him to an analyst as soon as possible.

Lonnie had the opportunity to demonstrate his value to our department this week in front of Jeff Law regarding a high profile commercial property. Once again he showed me, and I believe Jeff as well, that he is without a doubt one of our best assets in this department.

Please let me know when I can make this move.

Thanks
David

From: David Law
Sent: Tuesday, February 26, 2013 1:58 PM
To: Jeff Craig (JCraig@TAD.org)
Subject: Lonnie Hendry

Jeff,

On November 6th, 2012, I sent you an email regarding promotions for several very capable staff members in the Commercial Department. I am very appreciative of the response from Administration and so are several staff members. I only asked for those who I truly believe are deserving and those we can feel comfortable investing our future in.

At that same time I also mentioned another appraiser with these comments:

February 26, 2013

Jeff,

On November 6th, 2012, I sent you an email regarding promotions for several very capable staff members in the Commercial Department. I am very appreciative of the response from Administration and so are several staff members. I only asked for those who I truly believe are deserving and those we can feel comfortable investing our future in.

At that same time I also mentioned another appraiser with these comments:

> *There is one more individual who has exceeded our expectations in the Commercial department. Lonnie Hendry came to us from Residential and has set new standards for many of our staff. He had a very short learning curve and has embraced every challenge we threw at him from day one. I have seriously struggled with promoting some of the previously mentioned staff members above him. Although his tenure with TAD is longer, in each case those individuals have more time and experience in the "commercial" department. For that reason and only that reason I am waiting. In the first quarter of 2013 we will see and additional opening of an Analyst with the retirement of Glen Land. You can expect that I will ask very soon after that to recognize Lonnie's contribution to this section.*

We have laterally moved Missy McAlister-Kerr into Glen's position. This leaves a physical spot open in the commercial area and an open Analyst in the budget. I would like to fill the open spot sooner than later with a new Valuation Tech. I would like to give Lonnie Hendry the Analyst position now. Over the last three months Lonnie has only reinforced my opinion that his knowledge, commitment and value to TAD is equal to, or in several cases, exceeds that of longer tenured staff.

Through his graduate studies he has developed a very thorough understanding of real estate finance. He has brought more knowledge to the table in appraising apartments than we have seen since Tammy Wood assumed that responsibility several years ago. His attitude, countenance, presentation and overall skill set has challenged his co-workers. He is more than ready for an analyst position.

On a larger scale, I believe Lonnie is destined for even more opportunity at TAD. After leaving the district for a short time to work for a tax agent, Lonnie has had several discussions with me about that decision. I truly believe that he wants to make TAD a long term career. He has shared personal conversations with me about his family and his goals. I can say, without a doubt, that he is a man with the character and moral compass that TAD would be proud to have in even higher leadership rolls. I strongly recommend that we do everything we can to move him forward in this organization.

David Law

July 8, 2019

OPEN RECORDS REQUEST

RECEIVED June 24, 2019

GROUP 2 of 4

Tarrant Appraisal District

Employee: New Hire ☐ Change ☑ **Effective Date:** 4/1/13

Personal Information

Employee Name: LONNIE HENDRY
Address: _____ Phone #: _____
Social Security Number: _____ Date of Birth: _____
Sex: _____ Race: _____ Marital Status: _____
Emergency Contact: _____ Contact Phone #: ( ) _____
Relationship: _____

Payroll Information – Office Use Only

Date Hired: _____ Department: COMML Employee #: 0783
Location Code: _____ Grade: _____ Job Class: _____ Workers Comp Code: W/C Appr 4511 ☐ W/C Office 8810 ☐

Annual Salary: $_____ Hourly Rate: $_____ W-4 Status: _____
Annual Car Allowance (If Applicable): $_____ Car Allowance Per Pay Period: $_____ Direct Deposit: ☐
Benefits: Dental ☐ Disability ☐ Life ☐ Pension ☐ Health ☐ **Exempt Code (52)** ☐

Deductions: Pension ☐ Voluntary Life ☐ Deferred Comp ☐ Dependent(s) Dental Ins. ☐ Dependent(s) Health Ins. ☐ **Non Exempt Code (50)** ☐

Payroll Change Information

Days Worked _____ X Car Allowance (If Applicable) Per Day $_____ = Car Allowance Amount: $_____
Name Change: From _____ To: _____
One Time Service Recognition Award: 20 Year: $100.00 ☐ 25 Year: $200.00 ☐ 30 Year: $500.00 ☐
Six Month Probation Completion: _____ New Title: COMMERCIAL PROPERTY APPRAISER ANALYST
Previous Salary: $ 55,660.80 Hrly Rate: $ 26.76 Per Pay Period: $ 2,140.80 Car Allowance: $ 8,000 Per Pay Period: $ 307.69
New Salary: $ 60,548.80 Hrly Rate: $ 29.11 Per Pay Period: $ 2,328.80 Car Allowance: $ 5,900 Per Pay Period: $ 226.92
Merit Adjust: $_____ Explanation: PROMOTION
New Grade: 24 New Department: _____ New Job Code: 1304

Changes Authorized By

Change Requested By: _____
Director or Manager Signature

Change Authorized By: _____
Executive Director/Chief Appraiser Signature

Change Processed By: Carol Thornton
Payroll Specialist Signature

Budget Approval By: _____
Director of Administration Signature

Audited By: _____
Accounting/Finance Specialist

DATE PAYROLL CHANGE PROCESSED: 4/17/13

Carol Thornton

From: Jeff Craig
Sent: Monday, April 15, 2013 10:43 AM
To: Carol Thornton
Subject: FW: Lonnies' Promotion

From: Jeff Craig
Sent: Monday, April 15, 2013 10:40 AM
To: David Law
Subject: Lonnies' Promotion

Based on your recommendation, Lonnie has been promoted to Commercial Property Appraiser/Analyst effective 04/01/2013. His new salary will be $60,548.80 and his new *reduced* auto allowance will be $5,800 annually. A $2,100.00 one-time equity adjustment has been added to the base salary. This is a 5% increase. The base salary reflects an almost 8.8% increase, but the auto allowance has obviously been reduced by 26%. Net increase is 4.2% (not a perfect world, but the one we live in) He will benefit in the higher base salary on future increases and if the auto allowance is ever changed will be eligible for any increase going forward.

Jeff Craig

Jeff Craig
Director of Administration

2500 Handley-Ederville Rd.
Fort Worth, Texas 76118
817-595-6002 direct
817-595-6198 fax
jcraig@tad.org

Please consider the environment before printing this e-mail.

Christine Salinas

From: Jeff Craig
Sent: Tuesday, November 22, 2011 1:48 PM
To: David Law; Jeff Craig
Cc: Christine Salinas
Subject: RE: Lonnie Hendry

I have no problem

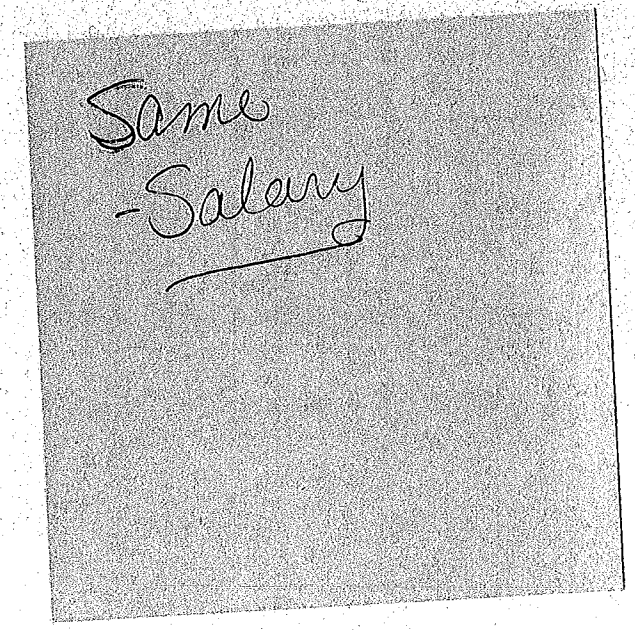
From: David Law
Sent: Monday, November 21, 2011 5:14 PM
To: Jeff Craig (JCraig@TAD.org)
Cc: Christine Salinas
Subject: Lonnie Hendry

Lonnie Hendry would like to start on December 5th. Let me know if there are any issues.

Thanks

David Law

Tarrant Appraisal District
2500 Handley-Ederville Rd.
Fort Worth, Texas 76118-6909
p: (817) 595-6037 **f:** (817) 595-6041
email: dlaw@tad.org
website: www.tad.org



Christine Salinas

From: Ginny Evans
Sent: Tuesday, November 29, 2011 1:07 PM
To: Christine Salinas; 98-EMP Notify
Cc: David Law; Willie Brand
Subject: RE: New Employee - Lonnie Wayne Hendry, Jr.

Mainframe and MARS security have been reactivated. Password for both systems is PASSWORD. Instructions for changing mainframe password are located on the Data Services Intranet page. Appraiser number is still N2.

From: Christine Salinas
Sent: Tuesday, November 29, 2011 12:46 PM
To: 98-EMP Notify
Subject: New Employee - Lonnie Wayne Hendry, Jr.

Lonnie W. Hendry, Jr. is coming back to TAD. He will begin on Monday, December 5, 2011 in the Commercial Department. Thanks.

TARRANT APPRAISAL DISTRICT
INTERNET/COMPUTER USE POLICY
EFFECTIVE OCTOBER 6, 2003

POLICY STATEMENT

It is the policy of the Tarrant Appraisal District (TAD) to properly, lawfully, and responsibly use and maintain the information technology and associated resources and products available to it exclusively for TAD business purposes, in accord with the provisions and exceptions which follow.

SCOPE

This policy and its provisions apply to all users of TAD's information technology system, that system encompassing, but not limited to, TAD's computers, computer software (whether owned, licensed, or otherwise), computer network, e-mail, Internet access, intranet, extranet, and similar hardware, software, and resources. For purposes of this policy, "user" is defined as a full-time, part-time, seasonal, or temporary TAD employee, as a consultant, contract worker, or statutory appointee, or as a volunteer.

TAD OWNERSHIP/RIGHTS

TAD's computer network, computers, computer software, temporary or permanent files, and any related systems or devices are either owned outright by TAD, leased, licensed, and/or under a lease/purchase agreement. Regardless of the acquisition method utilized, all such property is lawfully under TAD's control, with that authority extending to access to the Internet, e-mail usage, information processing and storage capabilities, and similar matters. Because of this, TAD reserves the right, for legitimate business purposes and with the Chief Appraiser's authorization, to at any time and without prior user notice:

- Access, retrieve and/or restore and read any message, image, program, or other information/data created, sent, stored, or received;
- Monitor any activity or individual's use;
- Inspect an individual's computer and audit installed hardware and software; and
- Take such other appropriate actions as will help insure the security, integrity and lawful, efficient, and proper use of TAD's information technology resources.

USER RESPONSIBILITIES

Full-time TAD employees may, *only* during authorized and available break times, established lunch periods, and for brief periods after normal TAD business hours, use TAD e-mail, Internet, and personal computer resources for allowable personal purposes. Such personal use must not interrupt or impede the work of others, disrupt TAD business, or cause an undue burden on, or in any way damage, TAD information technology resources. At the Chief Appraiser's discretion, TAD employee personal use of the aforementioned e-mail, Internet, and personal computers may be discontinued, with or without cause. In no case, whether entailing limited personal usage or use by any defined user, should there be any expectation of privacy. Electronic files or messages may, as a matter of fact, be considered TAD records, and, as a consequence, may be subject to public disclosure under the Texas Public Records Act.

Though not an all-inclusive listing, the following activities are prohibited in all cases:

- Using and/or installing any software not owned or licensed and installed by TAD;
- Creating, sending, forwarding, uploading, and/or storing discriminatory, harassing, pornographic, threatening, violent, slanderous, libelous, or other offensive messages, language, materials, and/or images, including cartoons, jokes, photos, and the like which embody any of these prohibited items;
- Accessing, viewing, downloading, inserting disks containing, storing, printing, and/or otherwise obtaining discriminatory, harassing, pornographic, threatening, violent, slanderous, libelous, or other offensive messages, language, materials, and/or images, including cartoons, jokes, photos, and the like which embody any of these prohibited items;
- Gaming and game playing, including gambling, wagering, and betting;

- Conducting commercial business, solicitations, advertisements, product or services marketing, or shopping;
- Activities which violate local, state, or federal law;
- Unauthorized e-mails to groups of TAD users, either on a global (everyone) or other group basis;
- Disclosing lawfully confidential information or data;
- Creating, sending, and/or forwarding chain letters
- Personal use by full-time TAD employees which exceeds and/or occurs outside the limits set forth above;
- Intentionally or carelessly performing acts which overload a computer or network to the extent that other users suffer with reduced or denied access or diminished functionality;
- Interfering with, disrupting, and/or infecting TAD computers, computer systems, networks, and related services with viruses, worms, or other destructive codes;
- Negligently or intentionally revealing a user's password or otherwise permitting others to use one's computer and/or network access without proper pre-authorization;
- Remotely accessing TAD's computer system and/or network without the prior written approval of the Chief Appraiser;
- Altering or attempting to alter files or systems without authorization;
- Unauthorized attempts to circumvent or disable computer system, network, and data protection and security measures;
- Connecting unauthorized equipment to the TAD network or computers;
- Removing any TAD computers, computer equipment, software, or related information technology items from TAD premises without the prior written approval of the Chief Appraiser;
- Illegally copying any material protected under copyright law or making that material available to others for copying, including copyrighted software, text, images, audio, and video;
- Engaging in political activities or campaigns or religious activity;
- Failing to discontinue activities which are, or have the potential to, hinder or damage computer, computer system, and/or network operations when requested to do so by proper authority;
- Illegal or unauthorized use of trade secrets, trademarks, and patented materials; and
- Other prohibitions and restrictions which are deemed reasonable and appropriate, consistent with above policy statement, and set forth in writing by the Chief Appraiser.

Users will be furnished copies of and explanations regarding this policy. To document their acceptance and understanding of them, user signature acknowledgements will be obtained.

VIOLATIONS/DISCIPLINE

Violations of this policy may result in disciplinary action, including removal of computer, Internet, and/or e-mail use and, for TAD employees and contract workers, extending to employment or contract termination and possible criminal and/or civil penalties.

USER RECEIPT AND ACCEPTANCE ACKNOWLEDGEMENT:

I have received, read, understand, and agree to fully comply with the above Tarrant Appraisal District Internet/Computer Use Policy. I further understand that violation of this policy may result in disciplinary action, including, but not limited to, (as applicable) employment or contract termination and possible criminal and/or civil penalties.

Lonnie W Hendy Jr. — Signature

12-5-11 — Date

Lonnie W. Hendy Jr. — Printed Name

Acknowledgment of Receipt of Personnel Policies and Procedures

I have received a copy of Tarrant Appraisal District's (the "TAD") Personnel Policies and Procedures, which outline the work performance requirements, policies, procedures and benefits. I will familiarize myself with the information in this document, will seek verification or clarification from my supervisor where necessary, and will comply with all policies and requirements.

All employees of the TAD are employees at will, and as such are free to resign with or without notice and with or without reason. Similarly, the TAD may terminate the employment of any employee at any time with or without reason and with or without notice. Employees also may be demoted or disciplined, and the terms and conditions of their employment may be altered at any time, with or without cause, at the discretion of the TAD.

The Personnel Policies and Procedures are not intended to be a contract (express or implied/bilateral or unilateral), nor are they intended to otherwise create any legally enforceable obligations on the part of the TAD or its employees. The Personnel Policies and Procedures do not create a property interest. The Personnel Policies and Procedures supersede and replace all earlier, inconsistent personnel policies, practices, and guidelines.

The information in the Personnel Policies and Procedures is subject to change as situations warrant, with or without notice, and I understand that changes in the policies may supersede, modify, or eliminate the policies summarized in the Personnel Policies and Procedures. Changes are effective upon implementation.

These policies and procedures are provided in writing for the purposes of distribution and convenience for our employees, they will also be maintained in a PDF file format on TAD's Intranet site. In the event the written version conflicts with the electronic version, the electronic version will overrule any written version any employee may be in possession of. When inconsistencies exist between the two, the electronic version will be relied upon.

Employee Signature: Lonnie W Hendry Jr.

Printed Name: Lonnie W Hendry Jr.

Date: 12-5-11

Notice to Political Subdivision Employees Concerning Workers' Compensation in Texas

COVERAGE: The Tarrant Appraisal District has workers' compensation insurance coverage from the Texas Association of School Boards Risk Management Fund to protect you in case of a work-related injury or illness. This coverage is effective on your first day of employment. Any injuries or illnesses that occur on or after that date will be handled by the Texas Association of School Boards Risk Management Fund. An employee or a person acting on the employee's behalf must notify the Human Resources section of TAD's Administration Department of an injury or illness by the 30th day after the date on which the injury occurs or the date the employee knew or should have known of an illness, unless the Texas Workers' Compensation Commission determines that good cause exists for failure to provide timely notice.

NOTE: As an employee of a political subdivision you are conclusively considered to have accepted the compensation provisions instead of common-law or statutory liability or cause of action, if any, for injuries received in the course of employment or death resulting from injuries received in the course of employment.

EMPLOYEE ASSISTANCE: The Division provides free information about how to file a workers' compensation claim. Division staff will explain your rights and responsibilities under the Texas Workers' Compensation Act and assist in resolving disputes about a claim. Contact your local Division field office or call 800-252-7031 for assistance.

SAFETY HOTLINE: The Division has established a 24-hour, toll-free telephone number to report unsafe conditions in the workplace that may violate occupational health and safety laws. Employers are prohibited by law from suspending, terminating, or discriminating against any employee because he or she in good faith reports an alleged occupational health or safety violation. Contact the division of Workers' Health and Safety at 800-452-9595.

I have read and understand the information contained in this notice.

Lonnie W. Hendy Jr. — New Employee Signature

12-5-11 — Date

Lonnie W Hendy Jr. — Printed New Employee Name

© 2006 Texas Association of School Boards Risk Management Fund All Rights Reserved.

TARRANT APPRAISAL DISTRICT
2500 HANDLEY-EDERVILLE ROAD
FORT WORTH, TEXAS 76118

EMPLOYEE DATA

The information below is needed to comply with regulatory reporting requirements and to maintain important employee address and emergency contact information. Should any changes in this information occur, it is your responsibility to promptly notify the Human Resources Section of same. Please legibly print your responses and sign and date in the spaces provided below.

SOCIAL SECURITY #	FULL NAME			BIRTH DATE	SEX
[redacted]	Hendry, Jr.	Lonnie	Wayne	[redacted]	Male ✓ Female ____
	Last	First	Middle		

RACE: ✓ Caucasian ____ Black ____ Hispanic ____ Asian/ Pacific Islander ____ American Indian/American Native

Are you a U.S. citizen? Yes ✓ No ____

Are you handicapped? Yes ____ No ✓

If yes, please describe: ____

EDUCATIONAL ATTAINMENT COMPLETED:

- ____ No schooling completed
- ____ Elementary through 11th grade
- ____ 12th grade, no diploma
- ____ High school graduate/GED
- ____ Less than 1 year college
- ____ 1 or more years college, no degree
- ✓ Associate degree
- ✓ Bachelor's degree
- ____ Master's degree
- ____ Master's degree + credit hours

PERSONAL INFORMATION:

Home Street Address	City & State	Zip Code
[redacted]	[redacted]	[redacted]
Home Phone Number (With Area Code)		
[redacted]		

EMERGENCY CONTACT:

Name	Relationship (Spouse, Son, Daughter, Friend, Etc.)	
[redacted]	[redacted]	
Home Street Address	City & State	Zip Code
[redacted]	[redacted]	[redacted]
Home Phone Number (With Area Code)	Work/Alternate Phone Number (With Area Code)	
[redacted]		

Lonnie W Hendry Jr.
Employee Signature

12-5-11
Date

TRANSACTION REPORT

DEC/06/2011/TUE 09:20 AM

FAX(TX)

#	DATE	START T.	RECEIVER	COM.TIME	PAGE	TYPE/NOTE	FILE
001	DEC/06	09:20AM	915123288887	0:00:34	2	OK SG3	0347

FAX

Tarrant Appraisal District

2500 Handley-Ederville Road

Fort Worth, Texas 76118

From: Jeff Craig, Director of Administration

E-Mail: jcraig@tad.org

Fax Number: (817) 595-6198

Office Number: (817) 595-6002

To: TCDRS, Attn: Plan Administration

Fax Number: 512-328-8887 Phone Number: 512-328-8889

Date: December 6, 2011 Number of Pages: 2

Re: Signed Social Security Windfall/Offset Form

Remarks: Per the December 23, 2004 TCDRS letter regarding new federal notice requirements pertaining to public agencies which do not participate in Social Security, attached please find a signed disclosure statement for the following new Tarrant Appraisal District employee:

Lonnie W Hendry Jr

If you need an originally-signed copy of this document, please let me know, and I will mail it to you. Also, please let me know if you need anything else relative to this document. Thanks.

TARRANT APPRAISAL DISTRICT
STATEMENT CONCERNING YOUR EMPLOYMENT IN A JOB NOT COVERED BY SOCIAL SECURITY

Employee Name: Lonnie Hendry Jr TCDRS Employee ID #: [redacted]

Employer Name: Tarrant Appraisal District TCDRS Employer ID #: 607

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is $313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to the Social Security publication, "Windfall Elimination Provision."

Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a federal, state or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of $600.00 based on earnings that are not covered under Social Security, two-thirds of that amount, $400.00, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a $500.00 widow(er) benefit, you will receive $100.00 per month from Social Security, $500.00 - $400.00 = $100.00. Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to the Social Security publication, "Government Pension Offset."

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll-free 1-800-772-1213, or, for the deaf or hard of hearing, call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future social security benefits.

Employee Signature: Lonnie M Hendry Jr Date: 12-5-11

Tarrant Appraisal District
Leave History
0783 - Hendry, Jr.
From 12/31/2004 Through 12/2/2011

Employee Last Name	First, MI Name	Leave C...	Leave Title	Hours A...	Hours T...	Net Hours	Pay Date	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	1/12/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	1/26/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	12.00	(7.38)	2/9/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	2.00	2.62	2/23/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	2.00	2.62	3/9/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	3/23/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	4/6/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	2.00	2.62	4/20/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	5/4/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	2.00	2.62	5/18/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	6/1/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	12.75	(8.13)	6/15/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	44.00	(39.38)	6/29/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	2.75	1.87	7/13/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	1.75	2.87	7/27/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	7.00	(2.38)	8/10/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	6.00	(1.38)	8/24/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	40.00	(35.38)	9/7/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	9.00	(4.38)	9/21/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	1.57	13.15	(11.58)	10/5/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	(118.39)	0.00	(118.39)	12/1/11	removed previous balance that was not on pay off
				570.40	570.40	0.00		Activity Total
		Balance...	Sick Leave - 15 Pe...	570.40	570.40	0.00		
		Vacatio...				0.00		Opening Balance
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	2.39	0.00	2.39	1/13/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.04	0.00	3.04	1/27/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	2/10/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.04	0.00	3.04	2/24/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	3/10/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	3/24/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	4/7/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	4/21/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	5/5/06	

Remove from MIP + GHG

Tarrant Appraisal District
Leave History
0783 - Hendry, Jr.
From 12/31/2004 Through 11/2/2011

Employee Last Name	First, MI Name	Leave C...	Leave Title	Hours A...	Hours T...	Net Hours	Pay Date	
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Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	1/26/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	12.00	(7.38)	2/9/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	2.00	2.62	2/23/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	2.00	2.62	3/9/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	3/23/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	4/6/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	2.00	2.62	4/20/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	5/4/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	2.00	2.62	5/18/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	0.00	4.62	6/1/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	12.75	(8.13)	6/15/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	44.00	(39.38)	6/29/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	2.75	1.87	7/13/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	1.75	2.87	7/27/11	
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Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	40.00	(35.38)	9/7/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	4.62	9.00	(4.38)	9/21/11	
Hendry, Jr.	Lonnie W.		Sick Leave - 15 Pe...	1.57	13.15	(11.58)	10/5/11	
				688.79	570.40	118.39		Activity Total
		Balance...	Sick Leave - 15 Pe...	688.79	570.40	118.39		
		Vacatio...				0.00		Opening Balance
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	2.39	0.00	2.39	1/13/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.04	0.00	3.04	1/27/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	2/10/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.04	0.00	3.04	2/24/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	3/10/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	3/24/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	4/7/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	4/21/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	5/5/06	
Hendry, Jr.	Lonnie W.		Vacation 0-4 Yrs.	3.08	0.00	3.08	5/19/06	

TEXAS COUNTY & DISTRICT RETIREMENT SYSTEM

New Employee Information

PURPOSE

Use this form to set up your Texas County & District Retirement System (TCDRS) account when you initially become employed by a county or district (employer) participating in TCDRS.

NEW MEMBER INFORMATION

Tarrant Appraisal District			607
COUNTY/DISTRICT (EMPLOYER) NAME *			EMPLOYER'S TCDRS NUMBER
[redacted]	Lonnie	WAYNE	HENDRY, Jr.
SSN *	FIRST NAME *	MIDDLE NAME	LAST NAME *
[redacted]		[redacted]	[redacted] / [redacted]
MAILING ADDRESS *	APT/STE #	CITY *	STATE * / ZIP CODE *
[redacted]		[redacted]	
E-MAIL ADDRESS	EVENING PHONE NUMBER	DAYTIME PHONE NUMBER	FAX NUMBER
[redacted]	☒ MALE ☐ FEMALE	Senior Commercial Appraiser	5,027
DATE OF BIRTH *		JOB TITLE	MONTHLY SALARY

TEXAS PUBLIC RETIREMENT SYSTEM ACCOUNTS

Service earned with another TCDRS participating employer or another statewide public retirement system (listed below) may be used for your eligibility for benefit payments from TCDRS under the Proportionate Retirement Program. Please check the appropriate box below if you have an account with one or more of these systems:

- ☐ Employees Retirement System of Texas (ERS)
- ☐ Texas Municipal Retirement System (TMRS)
- ☐ City of Austin Employees Retirement System (COARS)
- ☐ Teacher Retirement System of Texas (TRS)
- ☐ Judicial Retirement System of Texas (JRS)

TCDRS MEMBERSHIP INFORMATION

TCDRS administers the retirement plan provided by your employer. The plan includes service retirement, disability retirement, and death benefits.

As a member of TCDRS you should receive a *Guide to Member Benefits* from your employer. Additionally, each year you should receive a TCDRS Annual Statement of Deposits and Estimated Retirement Benefit for the prior year.

BENEFICIARY DESIGNATION FORM

You should also fill out and send a *Beneficiary Designation* (TCDRS-06) to our office so that payments can be made according to your wishes in the event of your death. If you do not have a valid beneficiary on file, it can potentially result in the loss or delay of benefits for loved ones and even possible legal disputes and expenses for your survivors.

PLEASE COMPLETE FORM: http://www.tcdrs.org/forms/TCDRS-06.pdf

* REQUIRED FIELDS

Security Card Assignment

Date Issued	12-5-2011
Card Number	28782
Employee Name	Lonnie Hendry
Department	Residential
	o 24-hr card access

The above security card has been issued. Please activate the card effective immediately.

Signed

1-5-2011
Date

Security Card Return

Card Number	
Employee Name	
Department	

The above security card has been returned to Administration. Please remove it from the security system immediately

Signed

Date

TARRANT APPRAISAL DISTRICT
SECONDARY EMPLOYMENT REQUEST FORM - NEW EMPLOYEES

Employee Name:

To avoid conflicts of interest and/or other potential problems associated with your new position with the Tarrant Appraisal District, TAD Personnel Policies stipulate that pre-approval must be obtained to either continue and/or accept any "outside" or non-TAD second jobs. This extends, but is not limited to, part-time, seasonal, and commission or fee-based work, self-employment, and other arrangements which result, or might result, in income for the involved TAD employee. In the spaces below, please indicate whether or not you have such a second income-producing job (or jobs) and, if so, if you wish to seek approval to continue with it (them).

_____ No, I don't have a second job or jobs, so this does not apply to me at this time.

_X_ Yes, I do have a second job(s) as defined above and, per the information provided below, wish to seek the required approvals to continue it (them). I further understand that, if approved, no TAD time, facilities, equipment, or other resources may be used in any way in conjunction with my second job(s).

Lonnie W Hardy Jr. — Employee Signature — 12-5-11 — Date

Secondary Employer Name: Self.

Location Address: [redacted]

City/State/Zip

Location Contact Name/Phone Number: Self [redacted]

Job Title/Brief Description of Duties: Texas Real Estate Broker.

Is the job seasonal, temporary, year-round part-time, or what? Please explain: I hold an active Broker's license and fully understand I can not broker real estate in TARRANT county.

I am herewith requesting approval to continue to work a second job with the above employer. I understand that my primary employment is with the Tarrant Appraisal District and should any conflicts or problems arise between my work responsibilities with TAD and my secondary job, I will either have to make a decision between the two jobs or otherwise resolve the problem to TAD's satisfaction.

Lonnie W Hardy Jr. — Employee Signature — 12-5-11 — Date

Recommended — Not Recommended

Department Director — 12/8/11 — Date

Recommended — Not Recommended

Director of Administration — 12/10/11 — Date

Approved — Disapproved

Chief Appraiser — 12-16-2011 — Date

Tarrant Appraisal District

Annual Disclosure of Real Estate Owned/Investments

2013

In compliance with following, each TAD employee that is a registrant under the auspices of the Texas Department of Licensing and Registration is annually required to report any financial interests in real property or private business that might pose a potential conflict of interest.

94.72. Responsibilities of a Registrant: Conflicts of Interest. *(New rule effective January 18, 2010)*

(a) A registrant must disclose in writing to the appraisal district or taxing entity any relationship of consanguinity within the third degree that may relate to an assignment so long as he holds a registration position.

(b) A registrant must disclose in writing to the appraisal district or taxing entity any outside employment.

(c) A registrant must disclose in writing to the appraisal district or taxing entity any financial interest in any private business or real property subject to the appraisal district or taxing entity where she is employed.

(d) A registrant must not invest in property, interests, or transactions which create a conflict of interest or which affects independent judgment or performance in the official position.

(e) A registrant must not engage in any activity or employment outside of the appraisal office or tax office if such engagement adversely affects his impartiality in the execution of his official duties or adversely affects the performance of his official duties.

(f) A registrant must not use agency resources for the personal benefit of himself, any party in whom he has an interest, or any public servant; or for the benefit of any social or political organization unless any member of the general public could make similar use of the agency resources.

(g) A registrant in their official capacity must not endorse the services or products of any person or firm.

Real Estate: [redacted]

Other

Signed: Lonnie W Hindy Jr.

TDLR # 71202

STIFEL
NICOLAUS

May 27, 2014

Tarrant Appraisal District
ATTN: Lonnie Hendry
2500 Handley-Ederville Road
Fort Worth, Texas 76118

RECEIVED
MAY 29 2014
APPRAISAL
REVIEW BOARD

Dear Mr. Hendry,

I wish to compliment you and two members of your staff, Vera Pope and Carla Vasquez. Today, I was in your area participating in the Property Tax Protest hearings.

I arrived 2 hours earlier than my appointed time and was greeted by Carla. She had a warm, welcoming smile on her face and she encouraged me to sign in even though my appointment was later. She felt that I would be seen earlier. I did as she suggested and began to "people watch." I continued to watch Carla and she never missed a beat. She always asked if she could help, and always acted professional, regardless of the interruption, the hard of hearing senior citizen, or the angry homeowner whose protest wasn't allowed made their way to her area.

I was impressed with the patience being displayed at the reception area. Mr. Hendry, you also made a favorable impression on me. You were courteous and quick to flash a smile to nervous homeowners waiting for their turn with the panel. I admired how you could ease their tension by letting them know you would move them to another panel so they wouldn't wait as long. You made the homeowner smile when you had a difficult name to pronounce and would choose to use their address rather than mispronounce their difficult last name.

I was particularly impressed with one young lady. Vera Pope stood with a senior citizen for 20 minutes while he rambled on about the neighbors being able to look into his backyard and that code enforcement had to get after him to clear out a shed. She stayed there out of respect and I think she made the elderly gentlemen feel better when she told him that she drove by his house on her way home from work, and that she would take a look at his backyard. When he left, I walked over to congratulate Vera on "going beyond the call of duty." She could have easily done the wrong thing. She chose differently.

I am in the people business. I make my living helping people with their finances. When I see quality service I try to recognize those that deserve it. The 3 of you mentioned certainly were worthy of commendation.

RECEIVED
MAY 29 2014
APPRAISAL
REVIEW BOARD

You have a difficult profession and your clientele doesn't always leave pleased, especially during protest time. However, my little wait demonstrated that there are civil servants who understand the meaning of "customer service." I'll see you again, probably [illegible] time next

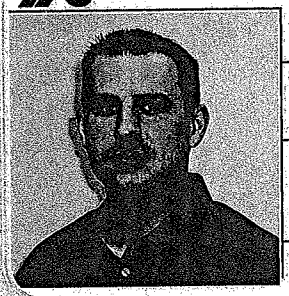
year. It's comforting knowing that I'll be treated professionally by a group that cares about people. Thank you for your service.

Respectfully,

Lawrence A. Padron
Senior Vice President
Branch Manager

Hendry, Lonnie Wayne Jr.

TARRANT APPRAISAL DISTRICT
2500 Handley-Ederville Road
Fort Worth, TX 76118-6909



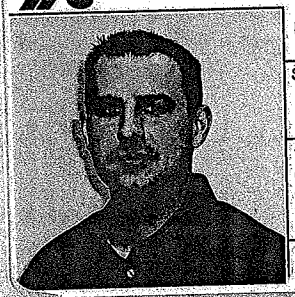
NAME Lonnie Hendry

SIGNATURE Lonnie Hendry

This is to certify that this individual is an employee of the Tarrant Appraisal District and is vested with certain authority and responsibilities assigned by the Chief Appraiser under the laws of Texas and the Texas Property Tax Code.

ID 0783

TARRANT APPRAISAL DISTRICT
2500 Handley-Ederville Road
Fort Worth, TX 76118-6909



NAME Lonnie Hendry

SIGNATURE Lonnie Hendry

This is to certify that this individual is an employee of the Tarrant Appraisal District and is vested with certain authority and responsibilities assigned by the Chief Appraiser under the laws of Texas and the Texas Property Tax Code.

ID 0783

Oxford® NO. 753 1/2

TARRANT APPRAISAL DISTRICT
PAYROLL CHANGE FORM

EMPLOYEE NUMBER: 0783 **DATE:** 12/22/05

EMPLOYEE NAME: Lonnie Wayne Hendry, Jr.

REASON FOR CHANGE: New hire as Residential Valuation Technician to fill vacancy created by Nathan Hallmark's impending departure

NEW SALARY: $33,794.00 ÷ 2080 = 16.25 **PER PAY PERIOD:** $1,299.77

AUTO ALLOWANCE: $6,400 **PER PAY PERIOD:** $246.15

EFFECTIVE DATE: 1/4/06

RETROACTIVE ADJUSTMENT AMOUNT: na

NEW GRADE: 18

EXEMPT CODE (52) OR NON-EXEMPT CODE (50): 50

WORKERS' COMP CODE - APPRAISERS (8720) OR OTHER (8810): 8720

NEW JOB TITLE: Residential Valuation Technician **JOB CODE:** 800

NEW DEPARTMENT: Residential Appraisal

CHANGE REQUESTED BY: See attached e-mail from Randy Armstrong
Director or Manager Signature

CHANGE AUTHORIZED BY:
Executive Director/Chief Appraiser Signature

BUDGET APPROVAL:
Director of Administration Signature

CHANGE PROCESSED BY: Christine Salinas
Payroll Specialist Signature

Lonnie W Hendry Jr.

[redacted]

Objective:

To contribute acquired management, customer service, and marketing skills to a distinguished company with advancement opportunities.

Professional Experience:

Provident Management, N.R.H., TX **September 04 – Present**
Leasing Consultant

- Consistently meet leasing and closing ratio goals
- Deliver high performance in customer service
- Display ability to work independently or as a team
- Achieve immediate and long term goals; meet operational deadlines

Mady Realty Advisors, Fort Worth, TX **January 2003 – August '04**
Property Manager

- Responsible for training and implementing company policies and procedures
- Complied with TDHCA regulations
- Prepared Annual Budget, Invoices, Move-out Dispositions, Collections, Evictions
- Supervised all make-ready scheduling
- Implemented marketing strategies, set maintenance and leasing goals for a 240 unit tax credit community
- Completed Renewals, Annual Recertification, Resident Activities, Market Surveys
- Structured incentive programs to lead, motivate, and recognize employees

AMLI Residential, Fort Worth, TX **September 2002- January '03**
Leasing Manager

- Created and executed extensive marketing plans
- Served as a liaison for the Corporate Housing division at the property level
- Established relocation relationships with local businesses: Radio Shack, Coca-Cola, Wal-Mart, Carter Burgess
- Directed incoming calls, took maintenance requests

Western Rim Property Services, N.R.H., TX **June 2001 – July '02**
Leasing Consultant

- Responsible for all aspects of leasing apartment homes
- Generated new traffic through outside marketing
- Provided residents with Concierge Services: Dry-Cleaning, Personal Trainers, Airport shuttle, Pet Sitting

Education:

- A.A. degree: Tarrant County College
- Texas Real Estate License: December 2005

stubach@peoplepc.com

From: "Stuart Bach" <SBach@TAD.org>
To: <stubach@peoplepc.com>
Sent: Tuesday, December 13, 2005 3:11 PM
Subject: FW: Residential Val Tech Opening

-----Original Message-----
From: Randy Armstrong
Sent: Tuesday, December 13, 2005 2:39 PM
To: Stuart Bach
Cc: Christine Salinas; Janis Turner; Jessie Kalba; Sheryl Adair
Subject: Residential Val Tech Opening

Stu,

I am recommending Lonnie Hendry for the vacant Residential Val Tech opening created by Nathan Hallmarks departure on 12-27-05.

Provided he passes the background checks, we would like for Lonnie to begin employment on Tuesday January 3, 2006 assigned to the SW Quad.

Thanks,

Randy Armstrong

Director of Residential Appraisal
Tarrant Appraisal District
rarmstrong@tad.org
(817) 595-6088

TARRANT APPRAISAL DISTRICT
APPLICANT RELEASE OF INFORMATION STATEMENT
PAST/CURRENT EMPLOYMENT INFORMATION

I, Lonnie W Hendry Jr., have submitted an application seeking employment with the Tarrant Appraisal District. As a current or previous employer, please provide Tarrant Appraisal District Human Resources representatives with candid and complete information concerning my employment with your business or company. I do hereby release you and the business or company from any and all liability for damage of whatsoever nature which might result from the release and/or use of such information. Additionally, I understand and agree that the information will not be disclosed to me or any parties representing me at any time and that it will be deemed the "confidential" information of the Tarrant Appraisal District. I waive all rights to personally view or have any parties representing me view this information.

Lonnie W Hendry Jr
Applicant's Signature

[redacted]
Social Security Number

Lonnie W Hendry Jr.
Printed Name

[redacted]
Driver's License Number/State

12-13-05
Date

TARRANT APPRAISAL DISTRICT
STATEMENT CONCERNING YOUR EMPLOYMENT IN A JOB NOT COVERED BY SOCIAL SECURITY

Employee Name: Lonnie Wayne Hendry, Jr. TCDRS Employee ID #: [redacted]

Employer Name: Tarrant Appraisal District TCDRS Employer ID #: 607

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is $313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to the Social Security publication, "Windfall Elimination Provision."

Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a federal, state or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of $600.00 based on earnings that are not covered under Social Security, two-thirds of that amount, $400.00, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a $500.00 widow(er) benefit, you will receive $100.00 per month from Social Security, $500.00 - $400.00 = $100.00. Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to the Social Security publication, "Government Pension Offset."

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll-free 1-800-772-1213, or, for the deaf or hard of hearing, call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future social security benefits.

Employee Signature: Lonnie W Hendry Jr. Date: 1-4-06

TARRANT APPRAISAL DISTRICT
INTERNET/COMPUTER USE POLICY
EFFECTIVE OCTOBER 6, 2003

POLICY STATEMENT

It is the policy of the Tarrant Appraisal District (TAD) to properly, lawfully, and responsibly use and maintain the information technology and associated resources and products available to it exclusively for TAD business purposes, in accord with the provisions and exceptions which follow.

SCOPE

This policy and its provisions apply to all users of TAD's information technology system, that system encompassing, but not limited to, TAD's computers, computer software (whether owned, licensed, or otherwise), computer network, e-mail, Internet access, intranet, extranet, and similar hardware, software, and resources. For purposes of this policy, "user" is defined as a full-time, part-time, seasonal, or temporary TAD employee, as a consultant, contract worker, or statutory appointee, or as a volunteer.

TAD OWNERSHIP/RIGHTS

TAD's computer network, computers, computer software, temporary or permanent files, and any related systems or devices are either owned outright by TAD, leased, licensed, and/or under a lease/purchase agreement. Regardless of the acquisition method utilized, all such property is lawfully under TAD's control, with that authority extending to access to the Internet, e-mail usage, information processing and storage capabilities, and similar matters. Because of this, TAD reserves the right, for legitimate business purposes and with the Chief Appraiser's authorization, to at any time and without prior user notice:

- Access, retrieve and/or restore and read any message, image, program, or other information/data created, sent, stored, or received;
- Monitor any activity or individual's use;
- Inspect an individual's computer and audit installed hardware and software; and
- Take such other appropriate actions as will help insure the security, integrity and lawful, efficient, and proper use of TAD's information technology resources.

USER RESPONSIBILITIES

Full-time TAD employees may, *only* during authorized and available break times, established lunch periods, and for brief periods after normal TAD business hours, use TAD e-mail, Internet, and personal computer resources for allowable personal purposes. Such personal use must not interrupt or impede the work of others, disrupt TAD business, or cause an undue burden on, or in any way damage, TAD information technology resources. At the Chief Appraiser's discretion, TAD employee personal use of the aforementioned e-mail, Internet, and personal computers may be discontinued, with or without cause. In no case, whether entailing limited personal usage or use by any defined user, should there be any expectation of privacy. Electronic files or messages may, as a matter of fact, be considered TAD records, and, as a consequence, may be subject to public disclosure under the Texas Public Records Act.

Though not an all-inclusive listing, the following activities are prohibited in all cases:

- Using and/or installing any software not owned or licensed and installed by TAD;
- Creating, sending, forwarding, uploading, and/or storing discriminatory, harassing, pornographic, threatening, violent, slanderous, libelous, or other offensive messages, language, materials, and/or images, including cartoons, jokes, photos, and the like which embody any of these prohibited items;
- Accessing, viewing, downloading, inserting disks containing, storing, printing, and/or otherwise obtaining discriminatory, harassing, pornographic, threatening, violent, slanderous, libelous, or other offensive messages, language, materials, and/or images, including cartoons, jokes, photos, and the like which embody any of these prohibited items;
- Gaming and game playing, including gambling, wagering, and betting;

- Conducting commercial business, solicitations, advertisements, product or services marketing, or shopping;
- Activities which violate local, state, or federal law;
- Unauthorized e-mails to groups of TAD users, either on a global (everyone) or other group basis;
- Disclosing lawfully confidential information or data;
- Creating, sending, and/or forwarding chain letters
- Personal use by full-time TAD employees which exceeds and/or occurs outside the limits set forth above;
- Intentionally or carelessly performing acts which overload a computer or network to the extent that other users suffer with reduced or denied access or diminished functionality;
- Interfering with, disrupting, and/or infecting TAD computers, computer systems, networks, and related services with viruses, worms, or other destructive codes;
- Negligently or intentionally revealing a user's password or otherwise permitting others to use one's computer and/or network access without proper pre-authorization;
- Remotely accessing TAD's computer system and/or network without the prior written approval of the Chief Appraiser;
- Altering or attempting to alter files or systems without authorization;
- Unauthorized attempts to circumvent or disable computer system, network, and data protection and security measures;
- Connecting unauthorized equipment to the TAD network or computers;
- Removing any TAD computers, computer equipment, software, or related information technology items from TAD premises without the prior written approval of the Chief Appraiser;
- Illegally copying any material protected under copyright law or making that material available to others for copying, including copyrighted software, text, images, audio, and video;
- Engaging in political activities or campaigns or religious activity;
- Failing to discontinue activities which are, or have the potential to, hinder or damage computer, computer system, and/or network operations when requested to do so by proper authority;
- Illegal or unauthorized use of trade secrets, trademarks, and patented materials; and
- Other prohibitions and restrictions which are deemed reasonable and appropriate, consistent with above policy statement, and set forth in writing by the Chief Appraiser.

Users will be furnished copies of and explanations regarding this policy. To document their acceptance and understanding of them, user signature acknowledgements will be obtained.

VIOLATIONS/DISCIPLINE

Violations of this policy may result in disciplinary action, including removal of computer, Internet, and/or e-mail use and, for TAD employees and contract workers, extending to employment or contract termination and possible criminal and/or civil penalties.

USER RECEIPT AND ACCEPTANCE ACKNOWLEDGEMENT:

I have received, read, understand, and agree to fully comply with the above Tarrant Appraisal District Internet/Computer Use Policy. I further understand that violation of this policy may result in disciplinary action, including, but not limited to, (as applicable) employment or contract termination and possible criminal and/or civil penalties.

Lonnie W Henderson Jr. — 1-4-06

Signature — Date

Lonnie W Henderson Jr.

Printed Name

July 8, 2019

OPEN RECORDS REQUEST

RECEIVED June 24, 2019

GROUP 3 of 4

APPRAISAL JOB GROUP
CONFIDENTIAL
PREVIOUS EMPLOYER CONTACT SHEET

Prior to seeking the information outlined below, be certain to:

- Identify yourself by name and as a Human Resources staff member of the Tarrant Appraisal District.
- Indicate that their business, organization, etc. was identified by the applicant (provide the applicant's name) as a past or current employer and that you would very much appreciate their assistance with some information.
- State that any information provided will remain confidential and not be shared with the applicant. A liability release form signed by the applicant can be faxed to them, if desired and requested.
- If the previous employer is unwilling to furnish much information, at a minimum, attempt to verify the applicant's starting and ending employment dates with that employer.
- At the close of the conversation, thank the contact person for their assistance. If no real assistance was provided, politely state that you understand their reservations and thank them for taking your call.

Previous Employer Information

Applicant Name: Lonnie W. Hendry Jr.

Present ~~Previous~~ Employer: Provident Management

Person Contacted: Cary Cole Phone Number: 817-485-1800

Applicant Information

- Start/end dates of employment: ✓ Correct as shown _____ Incorrect (The correct dates are from 9/04 to present.)
- Position title at end of employment: Leasing Agent
- Work skills/traits:

	Unsatisfactory		Satisfactory		Excellent
Attendance	1	2	3	4	5
Punctuality	1	2	3	4	5
Property appraisal/ analysis skills	1	2	3	4	5
Customer relations	1	2	3	4	5
Presentation skills	1	2	3	4	5
Personal computer skills	1	2	3	4	5
Co-worker relations	1	2	3	4	5

- Why did the applicant leave the job? _____
- If the opportunity arose, would you re-hire the applicant? ✓ Yes ____ No
- Is there any other information you believe would be helpful in our efforts to evaluate the applicant for employment with our organization?

_____

_____

Contact sheet completed by: Christine Adkins Date: 12/15/05

APPRAISAL JOB GROUP
CONFIDENTIAL
PREVIOUS EMPLOYER CONTACT SHEET

Prior to seeking the information outlined below, be certain to:

- Identify yourself by name and as a Human Resources staff member of the Tarrant Appraisal District.
- Indicate that their business, organization, etc. was identified by the applicant (provide the applicant's name) as a past or current employer and that you would very much appreciate their assistance with some information.
- State that any information provided will remain confidential and not be shared with the applicant. A liability release form signed by the applicant can be faxed to them, if desired and requested.
- If the previous employer is unwilling to furnish much information, at a minimum, attempt to verify the applicant's starting and ending employment dates with that employer.
- At the close of the conversation, thank the contact person for their assistance. If no real assistance was provided, politely state that you understand their reservations and thank them for taking your call.

Previous Employer Information

Applicant Name: Lonnie W. Hendrix Jr.

Previous Employer: Mady Realty Advisors

Person Contacted: Ross Dugan, supervisor Phone Number: 214-630-

Applicant Information

- Start/end dates of employment: ✓ Correct as shown _____ Incorrect (The correct dates are from 1/27/03 to 8/4/04.)
- Position title at end of employment: Property Manager
- Work skills/traits:

	Unsatisfactory		Satisfactory		Excellent
Attendance	1	2	3	4	5
Punctuality	1	2	3	4	5
Property appraisal/analysis skills N/A	1	2	3	4	5
Customer relations	1	2	3	4	5
Presentation skills N/A	1	2	3	4	5
Rent roll Very fluent — Personal computer skills	1	2	3	4	5
Co-worker relations	1	2	3	4	5

- Why did the applicant leave the job? attend school
- If the opportunity arose, would you re-hire the applicant? ✓ Yes ___ No
- Is there any other information you believe would be helpful in our efforts to evaluate the applicant for employment with our organization?

Managed a 240 unit apartment, always at work, very dependable, will be a great asset to TAD

Contact sheet completed by: Christine Salinas Date: 12/15/05

Security Card Assignment

Date Issued	**12/29/05**
Card Number	**28782**
Employee Name	**Lonnie Hendry**
Department	**Residential**
	o 24-hr card access

The above security card has been issued. Please activate the card effective immediately.

Signed _____ 12/29/05
Date

Security Card Return

Card Number	
Employee Name	
Department	

Reason for return:

Signed _____ Date _____

TARRANT APPRAISAL DISTRICT

PREMIUM ONLY PAYMENT PLAN (POPP)

APPLICATION TO PARTICIPATE

AND

SALARY REDUCTION AGREEMENT

IF YOU ARE NOT A PARTICIPANT IN THE TARRANT APPRAISAL DISTRICT GROUP LIFE AND HEALTH INSURANCE PLAN, YOU MUST CHECK OPTION "A" BELOW, SIGN THIS FORM, AND RETURN IT TO PERSONNEL. IF YOU HAVE ANY QUESTIONS REGARDING THE TYPE OR STATUS OF YOUR GROUP COVERAGE, PLEASE CALL PERSONNEL.

I hereby certify that I have read the Summary Plan Description of the TAD Premium Only Payment Plan (POPP), and I choose the following option regarding my participation in the plan:

_____ A. I elect NOT to participate in the plan.

X B. I elect to participate in the plan and have elected to cover myself only under the TAD Group Insurance Plan.

_____ C. I elect to participate in the plan and have elected to cover myself and my dependents under the TAD Group Insurance Plan.

As part of my election to participate in the TAD Premium Only Payment Plan (POPP), I hereby authorize TAD to reduce my salary by the amount of employee premiums required for the type of coverage I have elected. TAD agrees to pay my portion of the premiums equal to the amount of the salary reduction.

TARRANT APPRAISAL DISTRICT

Lonnie W Hendry Jr.
Name of Employee

Christine Sabnas
Authorized Signature

Lonnie W Hendry Jr.
Signature of Employee

1/4/06
Date

1-4-06
Date

TARRANT APPRAISAL DISTRICT
STATEMENT CONCERNING YOUR EMPLOYMENT IN A JOB NOT COVERED BY SOCIAL SECURITY

Employee Name: Lonnie Wayne Hendry, Jr. TCDRS Employee ID #: [redacted]

Employer Name: Tarrant Appraisal District TCDRS Employer ID #: 607

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is $313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to the Social Security publication, "Windfall Elimination Provision."

Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a federal, state or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of $600.00 based on earnings that are not covered under Social Security, two-thirds of that amount, $400.00, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a $500.00 widow(er) benefit, you will receive $100.00 per month from Social Security, $500.00 - $400.00 = $100.00. Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to the Social Security publication, "Government Pension Offset."

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll-free 1-800-772-1213, or, for the deaf or hard of hearing, call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future social security benefits.

Employee Signature: Lonnie W Hendry Jr. Date: 1-4-06

Tuesday, July 24, 2007

Attention: Department Head of Human Resources at TAD
2500 Handley Ederville Rd.
Fort Worth, TX 76118

To Whom It May Concern:

Greetings. I must enlist your help in curbing a serious personnel problem occurring in the residential appraisal district. It has come to my attention time and time again that Lonnie Hendry, a residential appraiser, has picked and teased and has attempted to initiate fights with co-workers. He must be stopped. His behavior is classic acting out when Lonnie, himself, needs counseling. Please meet with him and guide him to the necessary counsel in order to work through whatever trials that he is experiencing. It isn't appropriate for him to take out his frustrations on co-workers who may retaliate, and if they do, he reports them to their supervisor. Those employees receive a complaint on their quarterly review. Obvious solutions would be to ignore him, walk away, ask him to stop, and to avoid him. However, he seeks out others to annoy and to torment. He'll come up, put his arm around you, and say, "What did your mom say when you told her that you were gay." He's seeking negative reactions from others. Families at home do not deserve to experience the anger that builds up from Lonnie pestering them all day…all week…months at a time…without attention to his problem.

Right now, my complaint is anonymous; however, if a warning from HR isn't enough to discontinue Lonnie's inappropriate behavior toward others, then he will be facing a restraining order.

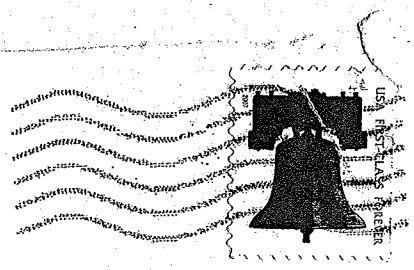
Thank you for your attention to this matter. Without the Human Resource department a company would be inefficient and therefore, ineffective.

Regards,

A Concerned Family Member

FORT WORTH TX 761

28 JUL 2007 PM 2 T



Tarrant County Appraisal District
Attention: Dept. Head of Human Resources
2500 Handley Ederville Rd.
Fort Worth, TX 76118

76118+6303

A Concerned Family Member

CONFIDENTIAL

Stuart Bach

To: Randy Armstrong
Subject: RE: Meeting with Lonnie Hendry

Thanks, Randy. I will retain a copy of this e-mail for future reference. Hopefully, that won't be necessary.
Stu

-----Original Message-----
From: Randy Armstrong
Sent: Thursday, August 02, 2007 10:44 AM
To: Stuart Bach
Cc: Jessie Kalba
Subject: Meeting with Lonnie Hendry

Stu,

I met with Lonnie and Jessie Kalba this morning in Jessie's office to discuss the anonymous complaint letter about Lonnie that you and I discussed yesterday.

In my opinion the meeting went very well. Lonnie responded in a very professional manner in that he said that he understood the seriousness of the allegations and was remorseful about the entire situation. He was very surprised that someone would make such a complaint anonymously and wished that whomever he had offended would have come to him first and allowed him to discuss the situation with them as adults.

Lonnie stated that he is pretty confident that the letter was written by Luke Bolton. Apparently there have been some past conflicts between the two that centered around some "friendly" kidding. Lonnie said that he did not realize that any of his kidding or remarks had been offensive to Luke or to anyone else in the office but that he would certainly make an effort to be more cautious and watch what he said.

I encouraged Lonnie to use this experience as an opportunity to grow personally and professionally and that I expected no form of confrontation or retaliation from him toward anyone about the complaint. He assured us that as far as he was concerned, "it was over" and he just hoped that none of this would be held against him in the future.

Jessie and I closed the meeting by telling Lonnie that he is considered to be a valued employee and our hope is that he will continue to show personal growth that will benefit the Residential Department and TAD.

Randy Armstrong
Director of Residential Appraisal
Tarrant Appraisal District

CONFIDENTIAL

August 7, 2007

Attn.: Mr. Randy Armstrong
Director of Residential Appraisal
Tarrant Appraisal District
2500 Handley Ederville Rd.
Fort Worth, TX 76118

Dear Randy,

I want to clear up a very unfortunate situation. I happened upon a letter my wife wrote to the head of HR recently that was very critical of Lonnie Hendry. I spoke with Stu yesterday at 5pm, as well as Sheryl. I deserve half of the blame for inappropriate dialogue that may have occurred between Lonnie and me. My wife was only hearing half of the story. She didn't know this when she wrote the letter, nor did she ask me or tell me she was going to send a letter anonymously to TAD HR.

I did not know she wrote that letter until several days after she wrote it. Please do not hold me accountable for what she wrote.

I have high regard for Lonnie as an individual. His work ethic is incredible, and his knowledge of real estate and willingness to help teammates from any quad makes him a valuable asset to TAD.

With respect,

Luke Bolton

cc: Mr. Stu Bach
cc: Ms. Sheryl Adair
cc: Ms. Jessie Kalba

TARRANT APPRAISAL DISTRICT

2500 HANDLEY-EDERVILLE ROAD
FORT WORTH, TEXAS 76118-6909

EMPLOYEE DATA

The information below is needed to comply with regulatory reporting requirements and to maintain important employee address and emergency contact information. Should any changes in this information occur, it is your responsibility to promptly notify the Human Resources Section of same. Please legibly print your responses and sign and date in the spaces provided below.

SOCIAL SECURITY #	FULL NAME	BIRTH DATE	SEX
	Hendry, Lonnie Last First Middle		Male ____ Female ____

RACE: ____ White ____ Asian or Pacific Islander
____ Black ____ American Indian, Eskimo or Aleut
____ Hispanic

Are you a U.S. citizen? Yes ____ No ____

Are you handicapped ? Yes ____ No ____

If yes, please describe: _____

EDUCATIONAL ATTAINMENT COMPLETED:

____ No schooling completed
____ Elementary through 11th grade
____ 12th grade, no diploma
____ High school graduate/GED
____ Less than 1 year college
____ 1 or more years college, no degree
____ Associate degree
____ Bachelor's degree
____ Master's degree
____ Master's degree + credit hours

PERSONAL INFORMATION:

Home Street Address	City & State	Zip Code
[redacted]	[redacted]	[redacted]
Home Phone Number (With Area Code)		

EMERGENCY CONTACT:

Name	Relationship (Spouse, Son, Daughter, Friend, Etc.)	
Home Street Address	City & State	Zip Code
Home Phone Number (With Area Code)	Work/Alternative Phone Number (With Area Code)	

_____
Employee Signature

11/7/07
Date

Christine Salinas

From: Lavetta Daniell
Sent: Wednesday, November 07, 2007 3:58 PM
To: Christine Salinas
Subject: Change of Address

0783

New address for:

Lonnie Hendry
[redacted]

Lavetta Daniell

Clerical Supervisor

Tarrant Appraisal District
2500 Handley-Ederville Rd.
Fort Worth, Texas 76108
817-284-0024
817-595-6187 fax
email: ldaniell@tad.org
www.tad.org

TARRANT APPRAISAL DISTRICT
PAYROLL CHANGE FORM

EMPLOYEE NUMBER: 783 **DATE:** 5/1/08

EMPLOYEE NAME: Lonnie Hendry

REASON FOR CHANGE: 5% pay hike with promotion from Residential Valuation Technician to Residential Appraiser

NEW SALARY: $42,436.00 $20.40 **PER PAY PERIOD:** $1,632.15

AUTO ALLOWANCE: Same ($6,800) **PER PAY PERIOD:** Same

EFFECTIVE DATE: 5/5/08

RETROACTIVE ADJUSTMENT AMOUNT: NA

NEW GRADE: 22

EXEMPT CODE (52) OR NON-EXEMPT CODE (50): Same (50)

WORKERS' COMP CODE - APPRAISERS (8720) OR OTHER (8810): 8720

NEW JOB TITLE: Residential Appraiser **JOB CODE:** 900

NEW DEPARTMENT: Same (Residential Appraisal)

CHANGE REQUESTED BY: See attached e-mail from Randy Armstrong
Director or Manager Signature

CHANGE AUTHORIZED BY:
Executive Director/Chief Appraiser Signature

BUDGET APPROVAL:
Director of Administration Signature

CHANGE PROCESSED BY: Christine Salinas
Payroll Specialist Signature

Stuart Bach

From: Randy Armstrong
Sent: Tuesday, April 29, 2008 2:47 PM
To: Stuart Bach
Subject: Residential Appraiser Promotions

Stu,

After conducting interviews and careful consideration of each candidate I am recommending Lonnie Hendry and Kishma Francis for the two Residential Appraiser openings and that they be promoted effective immediately.

Thank You.

Randy Armstrong

Director of Residential Appraisal
Tarrant Appraisal District
rarmstrong@tad.org
(817) 595-6088

Received
4-2-08
A-2/2008

TARRANT APPRAISAL DISTRICT

JOB BID APPLICATION

NAME: Lonnie Hendry, Jr **DATE:** 04-02-2008

CURRENT POSITION: Residential Valuation Technician

CURRENT DEPARTMENT: Residential Department

LENGTH OF TIME IN CURENT POSITION: 2 **YEARS** 3 **MONTHS**

LENGTH OF TIME WITH TAD: 2 **YEARS** 3 **MONTHS**

POSITION APPLYING FOR: Residential Appraiser **DEPARTMENT:** Residential

REASON FOR INTEREST IN POSITION:
I have a strong interest in my development and growth as an employee with TAD. I feel this position will help me achieve my overall goal of becoming a resource to my peers and ultimately a leader (manager) within the residential department.

ADDITIONAL INFORMATION TO BE CONSIDERED IN HIRING DECISION:
I have continued my real estate education in an effort to gain additional knowledge that not only benefits my ability in the appraisal process, but also allows me to be a better and more professional informant to the taxpayer.

Please update personnel data if your education, etc has changed since your employment here.

Lonnie Hendry Jr.
Signature of Applicant

TARRANT APPRAISAL DISTRICT
PAYROLL CHANGE FORM

EMPLOYEE NUMBER: 783 **DATE:** 3/23/09

EMPLOYEE NAME: Lonnie Hendry

REASON FOR CHANGE: 5% pay increase with passage of RPA examination

NEW SALARY: $48,613.00 $23.37 **PER PAY PERIOD:** $1,869.73

AUTO ALLOWANCE: Same **PER PAY PERIOD:** Same

EFFECTIVE DATE: 3/17/09

3-25-09 Pay Date
$ 23.37 new rate
$ 22.26 old rate
$ 1.11 x 32 hrs = $ 35.52
merit adj.

RETROACTIVE ADJUSTMENT AMOUNT: NA

NEW GRADE: Same (22)

EXEMPT CODE (52) OR NON-EXEMPT CODE (50): Same (50)

WORKERS' COMP CODE - APPRAISERS (8720) OR OTHER (8810): Same (8720)

NEW JOB TITLE: Same (Residential Appraiser) **JOB CODE:** Same (900)

NEW DEPARTMENT: Residential Appraisal Department

CHANGE REQUESTED BY: See attached BTPE RPA examination results
Director or Manager Signature

CHANGE AUTHORIZED BY:
Executive Director/Chief Appraiser Signature

BUDGET APPROVAL:
Director of Administration Signature

CHANGE PROCESSED BY: Christine Salinas
Payroll Specialist Signature

BOARD OF TAX PROFESSIONAL EXAMINERS

333 Guadalupe St., Tower 2, Suite 520
Austin, Texas 78701-3942
Phone 512-305-7300 Fax: (512) 305-7304

MEMBERS OF THE BOARD
Kristeen Roe, Chairperson
Jim Childers, Secretary
P. H. Coates, IV
Linda Hatchel
Steve Mossman

EXECUTIVE DIRECTOR
David E. Montoya

Lonnie W. Hendry 71702
Tarrant Appraisal District
2500 Handley-Ederville Road
Fort Worth, Texas 76118

Exam Date: March 17, 2009
Exam: Registered Professional Appraiser
Base Date: February 22, 2005
Reclassification Date: February 22, 2010

COURSE	SUBJECT	M/C QUESTIONS TOTAL	INCORRECT	CORRECT
1 ETHICS	Introduction To Appraisal	15	1	14
	Ethics/Acts	20	2	18
2	Cost Approach To Value	35	7	28
2	Market Approach To Value	35	6	29
4	Appraisal Of Personal Property	30	6	24
3	Income Approach To Value	37	7	30
5	Mass Appraisal Concepts	36	3	33
		208	**32**	**176**

TOTAL M/C MISSED: 32 POINTS LOST: **96**

POINTS LOST

COURSE	M/C	OMPLETIO	PROBLEMS	TOTAL	FINAL SCORE	
1 ETHICS	3	0	N/A	3	96%	Section 1
	6	0	N/A	6	92%	94%
2	21	0	0	21	92%	Section 2
2	18	0	0	18	91%	Section 3
4	18	0	5	23	86%	Section 4
3	21	0	0	21	91%	Section 5
5	9	0	5	14	94%	Section 6
	96	**0**	**10**	**106**	**91.58%**	

EXAM GRADE: 92%

Congratulations on passing your Registered Professional Appraiser certification examination. You will be re-classified to Registered Professional Appraiser on February 22, 2010, after which you must earn 75 CEUs by your re-certification date of February 22, 2015.

David E. Montoya
Executive Director

TARRANT APPRAISAL DISTRICT
PAYROLL CHANGE FORM

EMPLOYEE NUMBER: 783 **DATE:** 4/30/10

EMPLOYEE NAME: Lonnie Hendry

REASON FOR CHANGE: Promotion to Senior Residential Appraiser

NEW SALARY: $51,044.00 $24.54 per hr **PER PAY PERIOD:** $1,963.23

AUTO ALLOWANCE: $8,000.00 **PER PAY PERIOD:** $307.69

EFFECTIVE DATE: 5/3/10

RETROACTIVE ADJUSTMENT AMOUNT:

NEW GRADE: 23

EXEMPT CODE (52) OR NON-EXEMPT CODE (50): ~~50~~ 52 ✓

WORKERS' COMP CODE - APPRAISERS (8720) OR OTHER (8810): 8810

NEW JOB TITLE: Senior Appraiser **JOB CODE:** 1102

NEW DEPARTMENT: Residential Department (same)

CHANGE REQUESTED BY: Judy Armstrong
Director or Manager Signature

CHANGE AUTHORIZED BY:
Executive Director/Chief Appraiser Signature

BUDGET APPROVAL:
Director of Administration Signature

CHANGE PROCESSED BY: Christine Salinas
Payroll Specialist Signature

Jeff Craig

From: Randy Armstrong
Sent: Friday, April 30, 2010 10:33 AM
To: Jeff Craig
Cc: Lonnie Hendry; Vicki Willkie
Subject: Lonnie Hendry Promotion

Good Morning Jeff-

I am recommending Lonnie Hendry's promotion to Senior Appraiser effective Monday, May 3, 2010.

Lonnie is very deserving of this promotional opportunity and his promotion is in the 2010 Residential budget.

If you have any questions, please let me know.

Thanks
Randy Armstrong
Director of Residential Appraisal
Tarrant Appraisal District
ramstrong@tad.org
(817) 595-6088

OK
JC
4/30/10

* * * Transmission Result Report(MemoryTX) (Jan.31. 2006 1:45PM) * * *
TARRANT APPRAISAL DISTRICT

File No.	Mode	Destination	Pg(s)	Result	Page Not Sent
1536	Memory TX	915123288887	P. 2	OK	

Reason for error
E.1) Hang up or line fail
E.2) Busy
E.3) No answer
E.4) No facsimile connection

Tarrant Appraisal District
2500 Handley-Ederville Road
Fort Worth, Texas 76118-6909
Phone: 817-284-0024
Fax: 817-595-6198
E-mail: sbach@tad.org

TARRANT APPRAISAL DISTRICT

FAX

To: TCDRS
Attn: Plan Administration

From: Stu Bach

Fax: 512-328-8887

Pages: 2

Phone: 512-328-8889

Date: 1/31/06

Re: Signed Social Security Windfall/Offset Form

Comments:

Per the December 23, 2004 TCDRS letter regarding new federal notice requirements pertaining to public agencies which do not participate in Social Security, attached please find a signed disclosure statement for the following new Tarrant Appraisal District employee:
Lonnie Wayne Hendry, Jr.

If you need an originally-signed copy of this document, please let me know, and I will mail it to you. Also, please let me know if you need anything else relative to this document. Thanks.

Stu Bach
Director of Administration
Ph: 817-595-6003
Fax: 817-595-6198

Acknowledgment of Receipt of Personnel Policies and Procedures

I have received a copy of Tarrant Appraisal District's (the "TAD") Personnel Policies and Procedures, which outline the work performance requirements, policies, procedures and benefits. I will familiarize myself with the information in this document, will seek verification or clarification from my supervisor where necessary, and will comply with all policies and requirements.

All employees of the TAD are employees at will, and as such are free to resign with or without notice and with or without reason. Similarly, the TAD may terminate the employment of any employee at any time with or without reason and with or without notice. Employees also may be demoted or disciplined, and the terms and conditions of their employment may be altered at any time, with or without cause, at the discretion of the TAD.

The Personnel Policies and Procedures are not intended to be a contract (express or implied/bilateral or unilateral), nor are they intended to otherwise create any legally enforceable obligations on the part of the TAD or its employees. The Personnel Policies and Procedures do not create a property interest. The Personnel Policies and Procedures supersede and replace all earlier, inconsistent personnel policies, practices, and guidelines.

The information in the Personnel Policies and Procedures is subject to change as situations warrant, with or without notice, and I understand that changes in the policies may supersede, modify, or eliminate the policies summarized in the Personnel Policies and Procedures. Changes are effective upon implementation.

These policies and procedures are provided in writing for the purposes of distribution and convenience for our employees, they will also be maintained in a PDF file format on TAD's Intranet site. In the event the written version conflicts with the electronic version, the electronic version will overrule any written version any employee may be in possession of. When inconsistencies exist between the two, the electronic version will be relied upon.

Employee Signature: Lonnie Hendry Jr.

Printed Name: Lonnie Hendry Jr.

Date: 7/13/10

TARRANT APPRAISAL DISTRICT
PAYROLL CHANGE FORM

EMPLOYEE NUMBER: 0783

EMPLOYEE NAME: Lonnie Wayne Hendry, Jr.

REASON FOR CHANGE: Lateral Move from Senior Residential Appraiser to Senior Commercial Appraiser

NEW SALARY: $52,320.00 (Same) PER PAY PERIOD: $2,012.31

AUTO ALLOWANCE: $8,000 PER PAY PERIOD: $307.69

EFFECTIVE DATE: 3/1/2011

RETROACTIVE ADJUSTMENT AMOUNT: None

NEW GRADE: 23 (Same)

EXEMPT CODE (52) OR NON-EXEMPT CODE (50): (Same) 52

WORKERS' COMP CODE – APPRAISERS (8720) OR OTHER (8810): 8720

NEW JOB TITLE: Sr. Commercial Appraiser JOB CODE: 1107

NEW DEPARTMENT: Commercial

CHANGE REQUESTED BY: See attached e-mail from David Law
Director or Manager Signature

CHANGE AUTHORIZED BY: _____
Executive Director/Chief Appraiser Signature

BUDGET APPROVAL: _____
Director of Administration Signature

CHANGE PROCESSED BY: _____
Payroll Specialist Signature

DATE PAYROLL CHANGE PROCESSED: Christine Salinas JR 3/7/2011

Christine Salinas

From: David Law
Sent: Monday, February 28, 2011 10:59 AM
To: Jeff Craig
Cc: Christine Salinas
Subject: Staff

Jeff,

As you are aware, the issues regarding staffing in the Commercial Department have changed several times over the last few days as a result of decisions made by potential new employees and coordination with the Residential Department. I apologize for any confusion caused by me or my staff related to these issues but I believe we can now confidently report the following facts.

Lonnie Hendry and Kishma Fransis will be moving to the Commercial Department on Tuesday March 1st. Jason Sinisi will report to work on March 14th. Chase Kirkwood has accepted a position but as of now I do not know his starting date.

It is my understanding that Christine will coordinate any set-up responsibilities from this point forward. Let me know if I need to do anything further.

I have spoken with Kay and Greg this morning. Our other move issues have been resolved.

Thanks
David

Christine Salinas

From: Audrey Crawford
Sent: Friday, March 11, 2011 9:53 AM
To: Christine Salinas; 98-EMP Notify
Subject: New employees and changes

I have update the following employee status in the Imaging system

- Chase Garrett Kirkwood - New Commercial Valuation Tech
  Content Manager UserID: CGK
  Password: password
  Assign to Commercial Appraiser group

- Lavetta F. Daniell - Change to Residential Valuation Tech
  Imaging sign on is the same. Move from clerical group to appraiser group

- Lonnie Hendry - Change from RES appraiser to COMM appraiser
  Image sign on is the same. Move from Residential Appraiser group to Commercial Appraiser group

- Kishma Francis - Change from RES appraiser to COMM appraiser
  Image sign on is the same. Move from Residential Appraiser group to Commercial Appraiser group

- Jason Sinisi - New Commercial appraiser
  Content Manager UserID: JLS
  Password: password
  Assign to Commercial Appraiser group

~~
Thanks

Audrey Crawford
Imaging Specialist
ext.6129
aallen@tad.org

Tarrant Appraisal District

Annual Disclosure of Real Estate Owned/Investments

In compliance with following, each TAD employee that is a registrant under the auspices of the Texas Department of Licensing and Registration is annually required to report any financial interests in real property or private business that might pose a potential conflict of interest.

94.72. Responsibilities of a Registrant: Conflicts of Interest. *(New rule effective January 18, 2010)*

(a) A registrant must disclose in writing to the appraisal district or taxing entity any relationship of consanguinity within the third degree that may relate to an assignment so long as he holds a registration position.

(b) A registrant must disclose in writing to the appraisal district or taxing entity any outside employment.

(c) A registrant must disclose in writing to the appraisal district or taxing entity any financial interest in any private business or real property subject to the appraisal district or taxing entity where she is employed.

(d) A registrant must not invest in property, interests, or transactions which create a conflict of interest or which affects independent judgment or performance in the official position.

(e) A registrant must not engage in any activity or employment outside of the appraisal office or tax office if such engagement adversely affects his impartiality in the execution of his official duties or adversely affects the performance of his official duties.

(f) A registrant must not use agency resources for the personal benefit of himself, any party in whom he has an interest, or any public servant; or for the benefit of any social or political organization unless any member of the general public could make similar use of the agency resources.

(g) A registrant in their official capacity must not endorse the services or products of any person or firm.

Real Estate: Primary Residence [redacted]

Other

Signed: Lonnie W Hendry Jr.

TDLR # 71702

Attach additional pages if necessary

July 8, 2019

OPEN RECORDS REQUEST

RECEIVED June 24, 2019

GROUP 4 of 4

EVALUATION FORM
FOR
PROFESSIONAL/TECHNICAL PERSONNEL

Employee Name - Lonnie Hendry	Department - Commercial
Employee Job Title - Senior Appraiser	Employee's Supervisor - Roy Smith

O	= Outstanding
SE	= Significantly Exceeds Expectations
FC	= Fully Capable
NI	= Needs Improvement
U	= Unsatisfactory

2012

"Individual Skills and Characteristics"

O	SE	FC	NI	U	Characteristics	Comments and Critiques of Evaluating Supervisor	Current Strength	Improvement Opportunity
					Professional and Technical Competence			
	x				Employs Tools of Job Competently - Highly efficient in utilizing all tools, resources, equipment, etc.		☑ Check	☐ Check
	x				Analyzes Problems - Very analytical in awareness of issues, and problem resolution		☑ Check	☐ Check
		x			Follows Proper Procedures - Readily inquires and seeks to follow all policies and procedures		☐ Check	☐ Check
	x				Judgment/Resourcefulness - Very solid in appraisal judgement and decision making for all processes		☑ Check	☐ Check
	x				Skill Building - Consistently seeks to enhance appraisal and overall business skills		☐ Check	☐ Check
	x				Job Knowledge - Very knowledgable in appraisal, real estate and property tax functions and applications		☑ Check	☐ Check
		x			Priority Setting - Seeks to identify and balance workload		☐ Check	☐ Check
					Work Quality / Work Habits			
	x				Thoroughness and Neatness - Very organized and thorough, with good attention to detail		☑ Check	☐ Check
	x				Work Completed on Schedule - Seeks to always meet appropriate work schedules and deadlines		☐ Check	☐ Check
	x				Follow Through / Follow Up - Completes all work processes thoroughly		☐ Check	☐ Check
	x				Responsiveness to Requests for Services - Good customer relations skills		☐ Check	☐ Check
	x				Amount of Work Completed - Highly productive in all aspects of work processes		☐ Check	☐ Check
	x				Effort and Initiative - Gives maximum effort, very motivated, high self initiative		☑ Check	☐ Check
	x				Punctuality - Seeks to be timely in all aspects of the work day.		☐ Check	☐ Check
	x				Attendance - Seeks to be consistent in attendance		☐ Check	☐ Check
					General			
	x				Innovation - Very creative mind, excellent suggestions, ideas, with sound basis		☑ Check	☐ Check
		x			Objectivity - Seeks to reasonbly see and accept broader view		☐ Check	☐ Check
	x				Credibility - Highly established amongst peers and others, as solid appraiser		☑ Check	☐ Check
		x			Flexibility - Has developed a reasonable measure of flexibility.		☐ Check	☐ Check
		x			Openness - Has developed an open mind for the good of all.		☐ Check	☐ Check
	x				Dependability - Highly dependable for all work periods.		☑ Check	☐ Check

EVALUATION FORM
FOR
PROFESSIONAL/TECHNICAL PERSONNEL

"Interpersonal Skills"

O	SE	FC	NI	U	Characteristics	Comments and Critiques of Evaluating Supervisor	Current Strength	Improvement Opportunity
x					Oral Communication - Has excellent skill in communicating and conveying understanding thoroughly		☑ Check	☐ Check
x					Written Communication - Has excellent business writing skills		☑ Check	☐ Check
	x				Coordination/Collaboration - Works good in a group setting for a common goal		☐ Check	☐ Check
	x				Team Participation - Readily seeks to be part of the team concept		☐ Check	☐ Check
	x				Contribution to Team - Contributes highly to team success in multiple work processes		☐ Check	☐ Check
	x				Commitment to Team's Success - Good commitment to team's overall success		☐ Check	☐ Check
	x				Challenges Status Quo Appropriately - Appropriate challenges, with respect and professionalism		☐ Check	☐ Check
	x				Tact & Diplomacy - Seeks to be professional in all aspects of work		☐ Check	☐ Check

"Overall Evaluation" (Check One)

☐ Check	Outstanding
☑ Check	Significantly Exceeds Expectations
☐ Check	Fully Capable
☐ Check	Needs Improvement
☐ Check	Unsatisfactory

"General Comments on Employee Performance"

Lonnie has been a tremendous asset for the Commercial Dept. throughout the edit, informal, and ARB processes. He has worked very hard and represented the District very well in all that he has done. He was readily asked to assume more responsibility and he has performed admirably and efficiently, and has evolved as one of the leaders and primary appraisers amongst the group. Lonnie takes a lot of pride in his work, and it is evident in the appraisal contributions that he has made throughout the year. We know Lonnie will continue to be an excellent asset for the Commercial Dept. and TAD.

"Employee's Comments about Evaluation" (To be completed by employee prior to discussion)

I feel this is an accurate assessment, and I hope to continue to grow in the areas that were rated fully competent in hopes of being exceeding expectations in all categories in the years to come.

EVALUATION FORM
FOR
PROFESSIONAL/TECHNICAL PERSONNEL

"Employee's Goals for the Coming Year" (To be completed by employee and reviewer during discussion)

① 2o continue to excel in leadership.
② Assume more leadership responsibilities.

Reviewer(s) Signature(s)	Roy Smith	Date	10/30/12
Employee's Signature	Donna Andy Jr	Date	10/30/12
Director's	[illegible]	Date	10/31/12

EVALUATION FORM
FOR
PROFESSIONAL/TECHNICAL PERSONNEL

Employee Name - Lonnie Hendry

Department - Commercial

Employee Job Title - Appraiser Analyst

Employee's Supervisor - Roy Smith

O	= Outstanding
SE	= Significantly Exceeds Expectations
FC	= Fully Capable
NI	= Needs Improvement
U	= Unsatisfactory

2013

"Individual Skills and Characteristics"

O	SE	FC	NI	U	Characteristics	Comments and Critiques of Evaluating Supervisor	Current Strength	Improvement Opportunity
					Professional and Technical Competence			
	x				Employs Tools of Job Competently - Highly efficient in utilizing all tools, resources, equipment, etc.		☑ Check	☐ Check
	x				Analyzes Problems - Very analytical in awareness of issues, and problem resolution		☑ Check	☐ Check
	x				Follows Proper Procedures - Readily inquires and seeks to follow all policies and procedures		☐ Check	☐ Check
x					Judgment/Resourcefulness - Very solid in appraisal judgement and decision making for all processes		☑ Check	☐ Check
x					Skill Building - Consistently seeks to enhance appraisal and overall business skills		☑ Check	☐ Check
x					Job Knowledge - Very knowledgable in appraisal, real estate and property tax functions and applications		☑ Check	☐ Check
	x				Priority Setting - Seeks to identify and balance workload		☐ Check	☐ Check
					Work Quality / Work Habits			
x					Thoroughness and Neatness - Very organized and thorough, with good attention to detail		☑ Check	☐ Check
	x				Work Completed on Schedule - Seeks to always meet appropriate work schedules and deadlines		☐ Check	☐ Check
	x				Follow Through / Follow Up - Completes all work processes thoroughly		☐ Check	☐ Check
	x				Responsiveness to Requests for Services - Good customer relations skills		☐ Check	☐ Check
	x				Amount of Work Completed - Highly productive in all aspects of work processes		☑ Check	☐ Check
x					Effort and Initiative - Gives maximum effort, very motivated, high self initiative		☑ Check	☐ Check
	x				Punctuality - Seeks to be timely in all aspects of the work day.		☐ Check	☐ Check
	x				Attendance - Seeks to be consistent in attendance		☐ Check	☐ Check
					General			
x					Innovation - Very creative mind, excellent suggestions, ideas, with sound basis		☑ Check	☐ Check
	x				Objectivity - Seeks to reasonbly see and accept broader view		☐ Check	☐ Check
	x				Credibility - Highly established amongst peers and others, as solid appraiser		☐ Check	☐ Check
	x				Flexibility - Has developed a reasonable measure of flexibility.		☐ Check	☐ Check
	x				Openness - Has developed an open mind for the good of all.		☐ Check	☐ Check
x					Dependability - Highly dependable for all work periods.		☑ Check	☐ Check

EVALUATION FORM
FOR
PROFESSIONAL/TECHNICAL PERSONNEL

"Interpersonal Skills"

O	SE	FC	NI	U	Characteristics	Comments and Critiques of Evaluating Supervisor	Current Strength	Improvement Opportunity
x					Oral Communication - Has excellent skill in communicating and conveying understanding thoroughly		☑ Check	☐ Check
x					Written Communication - Has excellent business writing skills		☑ Check	☐ Check
	x				Coordination/Collaboration - Works good in a group setting for a common goal		☐ Check	☐ Check
	x				Team Participation - Readily seeks to be part of the team concept		☐ Check	☐ Check
	x				Contribution to Team - Contributes highly to team success in multiple work processes		☐ Check	☐ Check
	x				Commitment to Team's Success - Good commitment to team's overall success		☐ Check	☐ Check
	x				Challenges Status Quo Appropriately - Appropriate challenges, with respect and professionalism		☐ Check	☐ Check
	x				Tact & Diplomacy - Seeks to be professional in all aspects of work		☐ Check	☐ Check

"Overall Evaluation" (Check One)

☐ Check	Outstanding
☑ Check	Significantly Exceeds Expectations
☐ Check	Fully Capable
☐ Check	Needs Improvement
☐ Check	Unsatisfactory

"General Comments on Employee Performance"

Lonnie has been a tremendous asset for the Commercial Dept. throughout the sales/income anlaysis, edit, informal, and ARB processes. He has worked very hard and represented the District in a most excellent way in all that he has done. He was readily asked to assume more responsibility and he has performed admirably and efficiently, and has been one of the leaders and primary appraisers amongst the group. Lonnie takes a lot of pride in his work, and it is evident in the appraisal contributions that he has made throughout the year. We know Lonnie will continue to be an excellent asset for TAD.

"Employee's Comments about Evaluation" (To be completed by employee prior to discussion)

Employee Name Lonnie Hendry

Department Appraisal Review Board

Employee Job Title Manager of ARB Operations

Employee's Supervisor Jeff Craig

O	=	Outstanding
SE	=	Significantly Exceeds Expectations
FC	=	Fully Capable
NI	=	Needs Improvement
U	=	Unsatisfactory

2014

"Individual Skills and Characteristics"

O	SE	FC	NI	U	Characteristics	Comments and Critiques of Evaluating Supervisor	Current Strength	Improvement Opportunity
Professional and Technical Competence								
		X			Employs Tools of Job Competently		☑ Check	☐ Check
		X			Analyzes Problems		☑ Check	☐ Check
		X			Follows Proper Procedures	Without question	☑ Check	☐ Check
		X			Judgment/Resourcefulness		☑ Check	☐ Check
X					Skill Building		☑ Check	☐ Check
		X			Job Knowledge		☑ Check	☐ Check
		X			Priority Setting		☑ Check	☐ Check
Work Quality / Work Habits								
		X			Thoroughness and Neatness		☑ Check	☐ Check
		X			Work Completed on Schedule		☑ Check	☐ Check
		X			Follow Through / Follow Up		☑ Check	☐ Check
X					Responsiveness to Requests for Services		☑ Check	☐ Check
X					Amount of Work Completed		☑ Check	☐ Check
X					Effort and Initiative		☑ Check	☐ Check
X					Punctuality		☑ Check	☐ Check
		X			Attendance		☑ Check	☐ Check
General								
X					Innovation	A strong suit	☑ Check	☐ Check
		X			Objectivity		☑ Check	☐ Check
X					Credibility	Critical to the role	☑ Check	☐ Check
X					Flexibility	Has become a credo thus far	☑ Check	☐ Check
		X			Openness		☑ Check	☐ Check
X					Dependability		☑ Check	☐ Check

"Interpersonal Skills"

O	SE	FG	NI	U	Characteristics	Comments and Critiques of Evaluating Supervisor	Current Strength	Improvement Opportunity
X					Oral Communication		☑ Check	☐ Check
X					Written Communication		☑ Check	☐ Check
	x				Coordination/Collaboration		☑ Check	☐ Check
X	X				Team Participation		☑ Check	☐ Check
	X				Contribution to Team		☑ Check	☐ Check
X					Commitment to Team's Success	Unquestionable	☑ Check	☐ Check
	X				Challenges Status Quo Appropriately		☑ Check	☐ Check
	X				Tact & Diplomacy		☑ Check	☐ Check

"Overall Evaluation" (Check One)

☑	Check Box 1	Outstanding
☐	Check Box 1	Significantly Exceeds Expectations
☐	Check Box 1	Fully Capable
☐	Check Box 1	Needs Improvement
☐	Check Box 1	Unsatisfactory

Having been thrown into the new role with limited guidance and a group of folks that were new in many ways, Lonnie exceeded expectations for the amount of change he was able to accomplish in a single year. It may serve hjim well as his biggest challenges still may lie ahead.

"General Comments on Employee Performance"

Without being repititous, Lonnie was able to live up to some high expectations set by administration for anybody assuming the role he accepted as the manager of this group. The challenge will be to keep the momentum created during 2014 as we move into 2015. We are well pleased with the results at this juncture, and anticipate great results going forward based on Lonnie's skills both professionally and personally. Skills in both areas will be required to accomplish the overall changes desired by administration for the ARB operations.

"Employee's Comments about Evaluation" (To be completed by employee prior to discussion)

I appreciate the praise on my review. I have made a commitment to make THD's ARB process the best in the state and it is nice to read the kind words contained in my review.

"Employee's Goals for the Coming Year" (To be completed by employee and reviewer during discussion)

Continue my professional development, increase HAP's DRB performance and productivity in 2015 knowing the upcoming challenges, learn new skills and other items necessary to keep progressing in my role at HAD.

Reviewer(s) Signature(s) Date

Employee's Signature Bonnie Hardy gh Date 11-25-14

Director's Date 11/25/14

TARRANT APPRAISAL DISTRICT

EMPLOYMENT INTERVIEW APPRAISAL

The purpose of this appraisal is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Date 12-13-05

Name HENDRY (Last) LONNIE (First) _____ (Middle) Social Security No. _____

Present Address _____ (No.) _____ (Street) _____ (City) _____ (State) _____ (Zip)

Telephone No. _____

VPL TECH (Position applied for) J. TURNER (Name of interviewer)

TRAITS	UNSATISFACTORY 0	ACCEPTABLE WITH CAUTION 1	SATISFACTORY 2	EXCEPTIONAL 3	CLEARLY OUTSTANDING 4	INSERT RATING (0 through 4)
KNOWLEDGE OF SPECIFIC JOB AND JOB-RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidate.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties. Will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong compulsion to succeed.	3
APPEARANCE AND HABITS Evaluate in relation to the position applied for	Very sloppy in appearance or unacceptably dressed; or unacceptable personal habits.	Dress or grooming less than satisfactory; or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	2
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	3
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shifts in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas. Strong insight.	2
PERSONALITY Evaluate in relation to the position applied for	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3
					TOTAL SCORE	25

FORM #8025 (2-87)

Where necessary, expand on points noted on reverse:

Any other points not covered on reverse, good or bad: like to handling "people"

wants to learn learn

Would you hire? yes

Would you recommend for another job?

Any special circumstances relating to applicant?

TARRANT APPRAISAL DISTRICT

EMPLOYMENT INTERVIEW APPRAISAL

The purpose of this appraisal is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Date 12/13/05

Name HENDRY (Last) LONNIE (First) WAYNE (Middle) Social Security No.

Present Address (No.) (Street) (City) (State) (Zip)

Telephone No.

DES VAL TECH (Position applied for) Sheryl Adair (Name of interviewer)

TRAITS	UNSATISFACTORY 0	ACCEPTABLE WITH CAUTION 1	SATISFACTORY 2	EXCEPTIONAL 3	CLEARLY OUTSTANDING 4	INSERT RATING (0 through 4)
KNOWLEDGE OF SPECIFIC JOB AND JOB-RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidate.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties. Will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong compulsion to succeed.	3
APPEARANCE AND HABITS Evaluate in relation to the position applied for	Very sloppy in appearance or unacceptably dressed; or unacceptable personal habits.	Dress or grooming less than satisfactory; or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	3
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	3
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shifts in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas. Strong insight.	3
PERSONALITY Evaluate in relation to the position applied for	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3
					TOTAL SCORE	27

FORM #8025 (2-87)

Where necessary, expand on points noted on reverse:

Any other points not covered on reverse, good or bad:

Would you hire? YES

Would you recommend for another job?

Any special circumstances relating to applicant?

TARRANT APPRAISAL DISTRICT

EMPLOYMENT INTERVIEW APPRAISAL

The purpose of this appraisal is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Date 12-13-05

Name Hendrix (Last) Donnie (First) Wayne (Middle) Social Security No.

Present Address (No) (Street) (City) (State) (Zip)

Telephone No.

Value Tech (Position applied for) Jim Dabbs (Name of interviewer)

TRAITS	UNSATISFACTORY 0	ACCEPTABLE WITH CAUTION 1	SATISFACTORY 2	EXCEPTIONAL 3	CLEARLY OUTSTANDING 4	INSERT RATING (0 through 4)
KNOWLEDGE OF SPECIFIC JOB AND JOB-RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidate.	Thoroughly versed in job and very strong in associated areas.	2
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	2
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties. Will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong compulsion to succeed.	2
APPEARANCE AND HABITS Evaluate in relation to the position applied for	Very sloppy in appearance or unacceptably dressed, or unacceptable personal habits.	Dress or grooming less than satisfactory, or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	3
POISE	Appeared extremely distracted and confused, or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	3
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shifts in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas. Strong insight.	3
PERSONALITY Evaluate in relation to the position applied for	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3
					TOTAL SCORE	24

FORM #8025 (2-87)

Where necessary, expand on points noted on reverse:

Any other points not covered on reverse, good or bad:

Would you hire? yes

Would you recommend for another job?

Any special circumstances relating to applicant?

TARRANT APPRAISAL DISTRICT

EMPLOYMENT INTERVIEW APPRAISAL

The purpose of this appraisal is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Date 12/13/05

Name HENDRY (Last) LONNIE (First) _____ (Middle) Social Security No. _____

Present Address _____ (No.) _____ (Street) _____ (City) _____ (State) _____ (Zip)

Telephone No. _____

Res Val Tech (Position applied for) _____ (Name of Interviewer)

TRAITS	UNSATISFACTORY 0	ACCEPTABLE WITH CAUTION 1	SATISFACTORY 2	EXCEPTIONAL 3	CLEARLY OUTSTANDING 4	INSERT RATING (0 through 4)
KNOWLEDGE OF SPECIFIC JOB AND JOB-RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidate.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	2
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties. Will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong compulsion to succeed.	3
APPEARANCE AND HABITS Evaluate in relation to the position applied for	Very sloppy in appearance or unacceptably dressed; or unacceptable personal habits.	Dress or grooming less than satisfactory; or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	3
POISE	Appeared extremely distracted and confused, or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	3
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shifts in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas. Strong insight.	3
PERSONALITY Evaluate in relation to the position applied for	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
					TOTAL SCORE	21

FORM #8025 (2-87)

Where necessary, expand on points noted on reverse:

Any other points not covered on reverse, good or bad:

Would you hire? yes - good candidate

Would you recommend for another job?

Any special circumstances relating to applicant?

TARRANT APPRAISAL DISTRICT
2006 PERFORMANCE EVALUATION/DEVELOPMENT PROGRAM
PROFESSIONAL/TECHNICAL PERSONNEL

Employee Name: Lonnie Hendry **Department:** Residential

Employee Job Title: Value Tech **Type Evaluation:** X **Annual** ____ **Special**

Factor A		Factor Score	Past performance examples:
Attendance/ Punctuality	1	4	You have always reported to work early. I do not believe you has ever been late.
	2	4	
	3	4	
Composite Score		4	

Factor B		Score	Past performance examples:
Working Relations	1	4	You are a hard worker with great people skills. You have always been courteous and respectful. You have a positive attitude which is one of the most important assets. I like that you do your job and require minimal supervision.
	2	4	
	3	4	
Composite Score		4	

Factor C		Score	Past performance examples:
Goals/Policies Adherence	1	4	
	2	4	
	3	4	
Composite Score		4	

Factor D		Score	Past performance examples:
Work Quality	1	4	You did a great job during informals. You handled the public in a professional manner. You did not seem comfortable making value changes on a informal bases, now that you have some experience I hope to see more problems resolved before it gets to Arb. You did the majority of the Arb hearings this year. You can quickly identify value issues and made solid fact based recommendation to the board. Your red tag count on your field work is improving, your errors are minor detail issues. Keep trying for perfection.
	2	4	
	3	4	
Composite Score		4	

Factor E		Score	Past performance examples:
Productivity	1	4	You are one of the top producers in measuring new construction. I have assigned you some of Southwest's multi million dollar areas to work of for 2007. You show a genuine interest in working the higher end properties.
	2	4	
	3	4	
Composite Score		4	

Factor F		Score	Past performance examples:
Skills/ Knowledge	1	4	You listen to my instructions. You learned market value concepts and formulas quickly. You are a excellent orator, your presentations in the Arb hearings were excellent, some of the best I have seen.
	2	4	
	3	4	
Composite Score		4	

Overall Score 24

PERFORMANCE IMPROVEMENT/EMPLOYEE DEVELOPMENT

Identify areas (punctuality, thoroughness, accuracy, productivity, work attitude, particular skills, etc.) which are in need of improvement or development. Be specific.

Indicate the agreed upon objectives to accomplish (prior to the next annual evaluation) the performance improvement and/or development plans cited above. Include timetables to achieve established objectives, training courses to be taken, special assignments, scheduled follow-up review sessions, etc. Objectives should be quantified or measurable whenever possible.

I have reviewed my evaluation and development plan with my immediate supervisor (s) and understand its contents. I wish, furthermore, to provide the following comments:

Employee Signature: Kenni Dendy **Date:** 11-9-06

Rater Comments:

Rater(s) Signature(s): Jean Kelly **Date:** 11/9/06

Rater(s) Signature(s): **Date:**

Reviewer Comments:

Reviewer Signature: Cindy Armstrong **Date:** 11/28/06

For Human Resources Use Only

Total Possible Points: 30 **Score:** 24 **Percent Score:** 80%

TARRANT APPRAISAL DISTRICT
2007 PERFORMANCE EVALUATION/DEVELOPMENT PROGRAM
PROFESSIONAL/TECHNICAL PERSONNEL

Employee Name: Lonnie Hendry **Department:** Residential

Employee Job Title: Value Tech **Type Evaluation:** X **Annual**

_____ **Special**

Factor A		Factor Score	Past performance examples:
Attendance/ Punctuality	1	3.9	
	2	3.9	
	3	3.9	
Composite Score		3.9	

Factor B		Score	Past performance examples:
Working Relations	1	4	You have a great attitude. You are a hard worker, a good team member, and require little supervision. I see leadership qualities in you. You set the tone that others tend to follow. I want you to know how much I value you as a member of the sw quad.
	2	4	
	3	4	
Composite Score		4	

Factor C		Score	Past performance examples:
Goals/Policies Adherence	1	3.9	
	2	3.9	
	3	3.9	
Composite Score		3.9	

Factor D		Score	Past performance examples:
Work Quality	1	3.9	You do your best work in Arb hearings.You need to pay attention to the details on your field work. I would like to see less red tags next year.
	2	4.5	
	3	4	
Composite Score		4	

Factor E		Score	Past performance examples:
Productivity	1	4	You have defended many of the higher valued accounts in Arb, you really excell in that area. Your new construction and recheck count is good.
	2	4	
	3	4	
Composite Score		4	

Factor F		Score	Past performance examples:
Skills/ Knowledge	1	4.5	You learn quickly, speak well, and you have great fact finding skills. You continue to educate yourself after work hours and I admire your tenacity
	2	4.5	
	3	4.5	
Composite Score		4.5	

Overall Score 24

PERFORMANCE IMPROVEMENT/EMPLOYEE DEVELOPMENT

Identify areas (punctuality, thoroughness, accuracy, productivity, work attitude, particular skills, etc.) which are in need of improvement or development. Be specific.

Indicate the agreed upon objectives to accomplish (prior to the next annual evaluation) the performance improvement and/or development plans cited above. Include timetables to achieve established objectives, training courses to be taken, special assignments, scheduled follow-up review sessions, etc. Objectives should be quantified or measurable whenever possible.

I have reviewed my evaluation and development plan with my immediate supervisor (s) and understand its contents. I wish, furthermore, to provide the following comments:

Employee Signature: Lonnie Amdy Jr. **Date:** 11-13-07

Rater Comments:

Rater(s) Signature(s): Jesse Kalbe **Date:** 11/13/07

Rater(s) Signature(s): **Date:**

Reviewer Comments:

Reviewer Signature: Wendy Anthony **Date:** 11/13/07

For Human Resources Use ONLY

Total Possible Points: 30 **Score:** 24 **Percent Score:** 80%

TARRANT APPRAISAL DISTRICT

EMPLOYMENT INTERVIEW APPRAISAL

The purpose of this appraisal is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Date: 4-29-08

Name: HENDRY (Last) LONNIE (First) (Middle) Social Security No.

Present Address: (No.) (Street) (City) (State) (Zip)

Telephone No.

Position applied for: Residential Appraiser

Name of interviewer: [illegible]

TRAITS	UNSATISFACTORY 0	ACCEPTABLE WITH CAUTION 1	SATISFACTORY 2	EXCEPTIONAL 3	CLEARLY OUTSTANDING 4	INSERT RATING (0 through 4)
KNOWLEDGE OF SPECIFIC JOB AND JOB-RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidate.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties. Will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong compulsion to succeed.	3
APPEARANCE AND HABITS Evaluate in relation to the position applied for	Very sloppy in appearance or unacceptably dressed, or unacceptable personal habits.	Dress or grooming less than satisfactory, or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused, or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	3
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shifts in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas. Strong insight.	3
PERSONALITY Evaluate in relation to the position applied for	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
					TOTAL SCORE	30

FORM #8025 (2-87)

Where necessary, expand on points noted on reverse:

Any other points not covered on reverse, good or bad:

Would you hire?

Would you recommend for another job?

Any special circumstances relating to applicant?

TARRANT APPRAISAL DISTRICT

EMPLOYMENT INTERVIEW APPRAISAL

The purpose of this appraisal is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Date 4-29-08

Name HENDRY (Last) LONNIE (First) (Middle) Social Security No.

Present Address (No.) (Street) (City) (State) (Zip)

Telephone No.

RES APPRAISER (Position applied for)

Name of Interviewer

TRAITS	UNSATISFACTORY 0	ACCEPTABLE WITH CAUTION 1	SATISFACTORY 2	EXCEPTIONAL 3	CLEARLY OUTSTANDING 4	INSERT RATING (0 through 4)
KNOWLEDGE OF SPECIFIC JOB AND JOB-RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidate.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties. Will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong compulsion to succeed.	4
APPEARANCE AND HABITS Evaluate in relation to the position applied for	Very sloppy in appearance or unacceptably dressed, or unacceptable personal habits.	Dress or grooming less than satisfactory, or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shifts in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas. Strong insight.	4
PERSONALITY Evaluate in relation to the position applied for	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
					TOTAL SCORE	36

FORM #8025 (2-87)

Where necessary, expand on points noted on reverse:

Any other points not covered on reverse, good or bad:

Would you hire? yes, extremely well spoken. Offers various new ideas. Very professional

Would you recommend for another job?

Any special circumstances relating to applicant?

TARRANT APPRAISAL DISTRICT

EMPLOYMENT INTERVIEW APPRAISAL

The purpose of this appraisal is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Date 4/24/08

Name HENDRY (Last) LONNIE (First) (Middle) Social Security No.

Present Address (No.) (Street) (City) (State) (Zip)

Telephone No.

Position applied for: RESIDENTIAL APPRAISER

Name of interviewer: Sheryl Adair

TRAITS	UNSATISFACTORY 0	ACCEPTABLE WITH CAUTION 1	SATISFACTORY 2	EXCEPTIONAL 3	CLEARLY OUTSTANDING 4	INSERT RATING (0 through 4)
KNOWLEDGE OF SPECIFIC JOB AND JOB-RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidate.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties. Will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong compulsion to succeed.	3
APPEARANCE AND HABITS Evaluate in relation to the position applied for	Very sloppy in appearance or unacceptably dressed, or unacceptable personal habits.	Dress or grooming less than satisfactory, or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused, or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shifts in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas. Strong insight.	4
PERSONALITY Evaluate in relation to the position applied for	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3
					TOTAL SCORE	30

FORM #8025 (2-87)

Where necessary, expand on points noted on reverse:

Any other points not covered on reverse, good or bad: VERY WELL VERSED FOR ONLY 2 YEARS, CAN HANDLE ANY & ALL ISSUES. GREAT EMPLOYEE.

Would you hire? FUTURE MANAGEMENT MATERIAL!

Would you recommend for another job?

Any special circumstances relating to applicant?

TARRANT APPRAISAL DISTRICT

EMPLOYMENT INTERVIEW APPRAISAL

The purpose of this appraisal is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Date 4-29-08

Name HENDRY (Last) LONNIE (First) (Middle) Social Security No.

Present Address (No.) (Street) (City) (State) (Zip)

Telephone No.

Position applied for: RES. APPRSR

Name of Interviewer: J. TURNER

TRAITS	UNSATISFACTORY 0	ACCEPTABLE WITH CAUTION 1	SATISFACTORY 2	EXCEPTIONAL 3	CLEARLY OUTSTANDING 4	INSERT RATING (0 through 4)
KNOWLEDGE OF SPECIFIC JOB AND JOB-RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidate.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties. Will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong compulsion to succeed.	4
APPEARANCE AND HABITS Evaluate in relation to the position applied for.	Very sloppy in appearance or unacceptably dressed, or unacceptable personal habits.	Dress or grooming less than satisfactory, or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	3
POISE	Appeared extremely distracted and confused, or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	3
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shifts in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas. Strong insight.	4
PERSONALITY Evaluate in relation to the position applied for	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
					TOTAL SCORE	32

FORM #8025 (2-87)

Where necessary, expand on points noted on reverse:

WANTS TO GROW W/TRO. SEE HIS FUTURE AS MANAGR.

Any other points not covered on reverse, good or bad:

Would you hire? YES

Would you recommend for another job?

Any special circumstances relating to applicant?

TARRANT APPRAISAL DISTRICT

EMPLOYMENT INTERVIEW APPRAISAL

The purpose of this appraisal is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Date 4/29/08

Name Hendry (Last) Bonnie (First) _____ (Middle) Social Security No. _____

Present Address _____ (No.) _____ (Street) _____ (City) _____ (State) _____ (Zip)

Telephone No. _____

Residential Upper (Position applied for) Jesse Fulton (Name of interviewer)

TRAITS	UNSATISFACTORY 0	ACCEPTABLE WITH CAUTION 1	SATISFACTORY 2	EXCEPTIONAL 3	CLEARLY OUTSTANDING 4	INSERT RATING (0 through 4)
KNOWLEDGE OF SPECIFIC JOB AND JOB-RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidate.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties. Will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong compulsion to succeed.	3
APPEARANCE AND HABITS Evaluate in relation to the position applied for	Very sloppy in appearance or unacceptably dressed, or unacceptable personal habits.	Dress or grooming less than satisfactory, or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused, or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shifts in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas. Strong insight.	4
PERSONALITY Evaluate in relation to the position applied for	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
					TOTAL SCORE	34

FORM #8025 (2-87)

Where necessary, expand on points noted on reverse:

Any other points not covered on reverse, good or bad:

Would you hire?

Would you recommend for another job?

Any special circumstances relating to applicant?

Form **W-4**

Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.**

OMB No. 1545-0074

2006

1 Type or print your first name and middle initial: Lonnie W

Last name: Hendry, Jr.

2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]

3 ☐ Single ☐ Married ☑ Married, but withhold at higher Single rate.
Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.

City or town, state, and ZIP code: [redacted]

4 **If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a new card.** ▶ ☐

5 Total number of allowances you are claiming (from line **H** above **or** from the applicable worksheet on page 2) | 5 [redacted]

6 Additional amount, if any, you want withheld from each paycheck | 6 $ [redacted]

7 I claim exemption from withholding for 2006, and I certify that I meet **both** of the following conditions for exemption.
- Last year I had a right to a refund of **all** federal income tax withheld because I had **no** tax liability **and**
- This year I expect a refund of **all** federal income tax withheld because I expect to have **no** tax liability.

If you meet both conditions, write "Exempt" here ▶ | 7 ✓

Under penalties of perjury, I declare that I have examined this certificate and to the best of my knowledge and belief, it is true, correct, and complete.

Employee's signature
(Form is not valid unless you sign it.) ▶ Lonnie W Hendry Jr. **Date** ▶ 1-21-06

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)

9 Office code (optional)

10 Employer identification number (EIN)

For Privacy Act and Paperwork Reduction Act Notice, see page 2. Cat. No. 10220Q Form **W-4** (2006)

Cut here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4**

Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ **Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.**

OMB No. 1545-0074

2011

1 Type or print your first name and middle initial: Lonnie W

Last name: Hendry, Jr.

2 **Your social security number**: [redacted]

Home address (number and street or rural route): [redacted]

3 ☐ Single ☐ Married ☑ Married, but withhold at higher Single rate.
Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.

City or town, state, and ZIP code: [redacted]

4 **If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card.** ▶ ☐

5 Total number of allowances you are claiming (from line **H** above **or** from the applicable worksheet on page 2) | 5 [redacted]

6 Additional amount, if any, you want withheld from each paycheck | 6 $ [redacted]

7 I claim exemption from withholding for 2011, and I certify that I meet **both** of the following conditions for exemption.
- Last year I had a right to a refund of **all** federal income tax withheld because I had **no** tax liability **and**
- This year I expect a refund of **all** federal income tax withheld because I expect to have **no** tax liability.

If you meet both conditions, write "Exempt" here ▶ | 7

Under penalties of perjury, I declare that I have examined this certificate and to the best of my knowledge and belief, it is true, correct, and complete.

Employee's signature
(This form is not valid unless you sign it.) ▶ Lonnie W Hendry Jr **Date** ▶ 12-5-11

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)

9 Office code (optional)

10 Employer identification number (EIN)

For Privacy Act and Paperwork Reduction Act Notice, see page 2. Cat. No. 10220Q Form **W-4** (2011)

Separate here and give Form W-4 to your employer. Keep the top part for your records.

Form **W-4**
Department of the Treasury
Internal Revenue Service

Employee's Withholding Allowance Certificate

▶ Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS.

OMB No. 1545-0074
2012

1 Your first name and middle initial: Lonnie M
Last name: Hendry, Jr.
2 Your social security number: [redacted]

Home address (number and street or rural route): [redacted]
3 ☐ Single ☒ Married ☐ Married, but withhold at higher Single rate.
Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box.

City or town, state, and ZIP code: [redacted]
4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ▶ ☐

5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2) | 5 | [redacted]
6 Additional amount, if any, you want withheld from each paycheck | 6 | $ [redacted]
7 I claim exemption from withholding for 2012, and I certify that I meet both of the following conditions for exemption.
- Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and
- This year I expect a refund of all federal income tax withheld because I expect to have no tax liability.

If you meet both conditions, write "Exempt" here ▶ | 7 |

Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete.

Employee's signature
(This form is not valid unless you sign it.) ▶ Lonnie Hendry Jr. Date ▶ 10-24-12

8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.)
9 Office code (optional)
10 Employer identification number (EIN)

For Privacy Act and Paperwork Reduction Act Notice, see page 2.

Cat. No. 10220Q Form W-4 (2012)