Performance Reviews. Background: Design a performance review process for a Cybersecurity Analyst, with one caveat – there is an employee issue that you must coach and weave into the performance review process. The issue is that the security analyst yelled at the CTO the first day on the job because their mouse didn’t work. Weeks later, it is discovered that they are running their real estate business from their desk when they are supposed to be working. They’ve also been calling family and friends to have hours-long conversations while co-workers have had to listen. Please address the following in the document: 1. Employee Review Process a. Detail an employee review process timeline. b. Detail an employee review form/template to be used. i. Include at least one department/company key performance indicator to map to. ii. How should bias be acknowledged in the form? 2. Coaching: How should the employee issue be handled? a. Create a sample script to coach the employee(s). b. Create the opportunity in the employee review process for that employee(s) to work on the issue over the next year. i. How should they be held accountable?