

**INDIVIDUAL PERFORMANCE GOALS**

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| STAFF MEMBER NAME: | Dana Moolani | MANAGER(S): | David Orkin |
| TITLE: | Vice President | DEPARTMENT: | Accounting |
| EVALUATION YEAR / |  |  |  |
| PERIOD: | 2017 | SUB-DEPARTMENT: | Closed-end Fund Accounting |
| **INSTRUCTIONS:** |  |  |  |

* DISCUSS WITH YOUR MANAGER AND DOCUMENT THE AGREED UPON GOALS
* CREATE UP TO SIX (6) GOALS IN TOTAL
* ENSURE GOALS QUANTIFY WHAT YOU PLAN TO ACHIEVE AND BY WHEN
* SUBMIT TO HR [AT](mailto:AT_PerformanceReviews@oaktreecapital.com) PerformanceReviews@oaktreecapital.com

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| **PERFORMANCE GOALS** | | |
| **GOAL** | **GOAL CATEGORY:  STRATEGIC, FINANCIAL,  OPERATIONAL, PEOPLE** | **BY WHEN  OR HOW  OFTEN?** |
| **1. CONTINUE TO DEVELOP CLOSED-END FUND ACCOUNTING TO BE ABLE TO HANDLE NEW FUNDS, ACCOUNTS AND PRODUCTS WHILE NOT NEGATIVELY IMPACTING THE TIMELINESS AND ACCURACY OF OUR CURRENT REPORTING. AREAS OF FOCUS INCLUDE:**   * **CONTINUE TO UTILIZE VITEOS / CES STAFF AUGMENTATION TO LIMIT NEW STAFF HIRES IN LA, WHICH ALLOWS FOR SCALE AND SPEED TO MARKET FOR NEW FUNDS/ACCOUNTS** * **STANDARDIZE A PROCESS FOR OLDER LEGACY FUNDS IN ORDER TO INCREASE OUR EFFICIENCY AND ABILITY TO LEVERAGE CES MORE EFFECTIVELY** * **LEVERAGE CURRENT TECHNOLOGY AND CONSULTANTS TO MAKE OUR REPORTING MORE EFFICIENT, AND CONTINUE TO IDENTIFY WAYS TO AUTOMATE MANUAL TASKS AND REDUCE RISK AND INCREASE EFFICIENCY** * **COMPLETE IMPLEMENTATION OF GWI PARTNERSHIP ACCOUNTING SYSTEM FOR REMAINING FUNDS (I.E., DISB) IN Q1 2017** | **OPERATIONAL / STRATEGIC** | **12/31/17** |
| **2. CONTINUE FOCUSING ON STAFF DEVELOPMENT AND POSITIVE INTERACTIONS WITHIN THE SSG ACCOUNTING TEAM AND THROUGHOUT THE ORGANIZATION**   * **CONTINUE FOCUSING ON PROACTIVE CONTINUOUS COMMUNICATION WITH THE STRATEGY MD AS WELL AS OTHER SSG TEAM MEMBERS, PARTICULARLY TO MANAGE ANY POTENTIAL DISCONNECT WITH WORKING REMOTELY IN THE NY OFFICE** * **MEET WITH REPORTS ON A CONSISTENT BASIS (AT LEAST MONTHLY) TO ENSURE ALL TEAM MEMBERS’ EXPECTATIONS AND GOALS ARE ALIGNED** * **MEET WITH REPORTS TO ESTABLISH INDIVIDUAL AND TEAM PERFORMANCE GOALS AND MEASURE PROGRESS ON A REGULAR BASIS** * **CONDUCT THOUGHTFUL AND TIMELY PERFORMANCE REVIEWS FOR ALL REPORTS (MID-YEAR INFORMAL AND AN ANNUAL FORMAL REVIEW)** * **COLLABORATE WITH OTHER MANAGERS ON THE TEAM (PARTICULARLY IN THE LA OFFICE) BY CONTINUING TO DEVELOP POSITIVE RELATIONSHIPS, AND STEP IN TO BACK-UP OTHER MANAGERS, WHEN** | **PEOPLE** | **12/31/17** |



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| **NEEDED.**   * **CONTINUE TO SHARE KNOWLEDGE / EXPERIENCES WITH THE OTHER MANAGERS AND STAFF, WHICH CAN BENEFIT THE GROUP (I.E., FUND LIQUIDATION CHECKLIST, ON-BOARDING COMPLEX FUNDS, BUILDING PERFORMANCE MODELS, ETC.)** |  |  |
| 1. **AUM AUTOMATION PROJECT – IDENTIFY OPPORTUNITIES TO STEP-UP MORE ON     THE AUM AUTOMATION PROJECT AS WE CONTINUE TO EXPAND THE SCOPE TO INCLUDE THE PROCESS FOR POPULATING CLIENT DATA INTO SALESFORCE** | **OPERATIONAL** | **12/31/17** |
| 1. **CONTINUE TO HAVE OPEN DISCUSSIONS WITH MY MANAGER REGARDING PROMOTION AND CAREER PATH, BY FOCUSING ON THE CHANGING NEEDS OF THE TEAM AND BROADER GROUP.**  * **REVIEW FLEXIBLE WORK ARRANGEMENT WITH MY MANAGER ON A QUARTERLY BASIS AND DETERMINE WHETHER IT IS MEETING MY NEEDS AND THE REASONABLE NEEDS OF THE DEPARTMENT** | **PEOPLE** | **12/31/17** |
| **5. CONTINUE PRODUCING TIMELY AND ACCURATE FINANCIAL STATEMENTS, PORTFOLIO REPORTS, MONTHLY AND QUARTERLY PACKAGES, AND CLIENT DELIVERABLES**   * **MONITOR AND PRIORITIZE THE STAFF’S INTERNAL AND EXTERNAL DEADLINES** * **CONTINUE TO ALIGN DEAL TEAM EXPECTATIONS WITH CURRENT OUTPUT FROM CLOSED-END FUND ACCOUNTING, BY CONSULTING WITH THE DEAL TEAM (AT LEAST QUARTERLY) TO BETTER PRIORITIZE DELIVERABLES, AND TO ENSURE THE HIGHEST RETURN ON TIME**   **I. INCLUDE OTHER TEAM MEMBERS IN THESE DISCUSSIONS, PARTICULARLY THE MD RESPONSIBLE FOR THE STRATEGY**   * **CONTINUE TO ASSESS REPORTS WE CAN ELIMINATE IN ORDER TO PROVIDE MORE SCALABILITY AMONGST THE STAFF** | **OPERATIONAL** | **12/31/17** |
| **6. BECOME MORE OF AN EXPERT ON OUR ACCOUNTING SYSTEMS (I.E., GWI)**   * **CONTINUE TO UTILIZE THE LEARNING TOOLS / ONLINE TRAINING RESOURCES** * **SHARE NEW KNOWLEDGE WITH STAFF AND OTHER MANAGERS TO HELP BENEFIT THE GROUP GOING FORWARD** * **SET-UP OCMHII CLASS C AND INTEGRATE WITH THE CURRENT STRUCTURE FOR CLASS A AND B COMBINED, IN ORDER TO MAKE REPORTING MORE EFFICIENT** | **OPERATIONAL** | **12/31/17** |

STAFF MEMBER APPROVAL

DM 02/26/2017

(TYPE INITIALS) DATE

MANAGER APPROVAL

DAO 02/28/2017

(TYPE INITIALS) DATE