

Appraisal Report
For: Benitez, David B.
Written By: Moolani, Dana
2014 Performance Review
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Performance Review

Oaktree Core Competencies

Results-orientation	Current Performance	
	Benitez, David B.	Exceeds Expectations
	Moolani, Dana	Exceptional

Provides high quality, technically sound solutions with great attention to detail
Displays energy, focus, and an unwavering resolve to reach intended outcomes and meet business demands

Business/Functional Expertise	Current Performance	
	Benitez, David B.	Exceeds Expectations
	Moolani, Dana	Exceeds Expectations

Exhibits sound judgment and an ability to analyze problems to provide effective solutions
Applies the necessary skills, research, and effort needed to perform at a high level and build Oaktree’s knowledge advantage
Creates solutions that reflect an understanding of how one’s job impacts business results, such that they add value to the organization

Influence	Current Performance	
	Benitez, David B.	Fully Meets Expectations
	Moolani, Dana	Fully Meets Expectations

Understands and leverages Oaktree structure and relationships
Recognizes opportunities for progress or profitability and garners the necessary resources and support to affect change
Supports and advocates change; inspires commitment from others
Communicates clearly and effectively to get results

Collaboration	Current Performance	
	Benitez, David B.	Exceeds Expectations
	Moolani, Dana	Exceptional

Demonstrates a spirit of collegiality and cooperation
Shares information; willingly assists others and gives credit where due
Creates and sustains positive working relationships

Forthrightness	Current Performance	
	Benitez, David B.	Exceeds Expectations

		Moolani, Dana	Exceeds Expectations
Demonstrates accountability; takes responsibility for own actions, decisions, results and mistakes			
Shares point-of-view authentically and without regard to popularity			
Values and delivers fact-based information; not prone to spin or exaggeration			
		Current Performance	
Development-focus			Benitez, David B. Fully Meets Expectations
			Moolani, Dana Fully Meets Expectations
Seeks out and welcomes feedback related to specific tasks and overall performance, and actively works to continuously improve			
Stays current on functional, organizational and industry practices and trends			
Invests time and effort in the success and professional growth of others, both within and outside of one’s department			
Summary 1) In the context of the Oaktree competencies above: A) describe the most significant strengths and/or contributions for the review period. Provide examples. B) identify 2-3 areas of development on which to focus in order to enhance effectiveness or impact at Oaktree. 2) Outline 3-5 specific business objectives for the next review period.			
Key Strengths and Accomplishments			
Comments			
My primary responsibilities include monthly and quarterly reporting for POF2, POF3, POF3A, and PF5. I'm also responsible for the weekly cash & holdings reports, 4-pager consolidation, combined IRRs and time weighted returns for the global principal group. In addition, I take the lead on the monthly expense reports and the management fee process for our group.		Benitez, David B.	
Over the past year, I've had many learning opportunities that have increased my knowledge and helped me become a better resource to my colleagues. Some noteworthy accomplishments in the past year include:			
-Taking on 3 additional funds on short notice. Initially, I found the additional workload to be quite challenging due to the added volume, the fact that I had no previous exposure to the funds and that the transition/training period from the former senior fund accountant was very brief. However, I believe that I took ownership of the new funds and worked diligently to improve the work papers as much as possible.			
-Building out a distribution incentive calculation for POF3. The 2 challenging factors here were that there wasn't much prior work papers to leverage from and the fact that this occurred around the time I was doing quarterly reporting for 4 funds. In the end, I was able to use my experience from that event to assist Diana and Renu with the EPOF incentive distribution.			
-Assisted with training Lauren Marker. While Lauren was with the firm, I trained her to take over the POF2, POF3, and POF3A monthly/quarterly reporting. She would often come to me with various questions regarding various day-to-day activities (e.g. booking investment transactions in Geneva, executing distributions, helping to address manager comments, etc.). When she left the firm, I took on the workload for the 3 funds for a second time.			
-Helped to build a good rapport with the associates on the deal team. I believe that by being timely and thorough when we get requests from the deal team has helped us to develop a good working relationship. This especially helps us when we have questions or need something from the deal team.			
Overall I agree with the performance assessment outlined above. David has shown alot of growth over this past year by not only working on the tasks assigned to him, but by becoming a mentor to some of the junior staff. He took on three additional Funds (with short notice), assisted with the training and development of new staff and has built rapport with the deal teams and other		Moolani, Dana	

groups within the firm. He has also assisted with many ad hoc requests throughout the year, and looks at each one as a learning opportunity and a way to enhance both his technical skills and knowledge of the Firm. He takes ownership of his work and always maintains an optimistic attitude, even when stepping in to assist others. David is efficient and developed a solid understanding of not only his assigned Funds but also of the processes and systems in our group and at Oaktree. He communicates well and pro actively seeks help and guidance when needed. He has a great relationship with the other staff and approaches others to help out when he is not busy. David remains organized in all situations and his work is thorough and easy to review. He is reliable and is constantly looking for ways to make our processes more efficient. David is a team player and a great asset to our group.

Key Areas of Development and Improvement

Comments

I hope to become proficient in the new systems that our group will be implementing in the upcoming months which include Geneva World Investor and a new financial reporting system. I believe that it is important to become adept with these new systems so that it will create efficiencies in our processes and increase the quality of our deliverables by minimizing errors.

I agree with the areas of development and improvement noted above. Although David has done a great job learning the nuances of additional Funds, I encourage him to learn more about the underlying structures and investments. This includes expanding his role at Oaktree by challenging himself to assess new issues and create positive solutions. Since David is continuously looking for ways to get involved, I also encourage him to seek out new projects (i.e., the implementation of GWI and the financial statement reporting tool). I believe David is capable of rising to these challenges and will embrace all new responsibilities.

Benitez, David B.

Moolani, Dana

Objectives for Next Review Period

Comments

My primary objective is to continue to be a resource for my colleagues and the overall group. I feel that there are many growth opportunities within our group (e.g. the creation of new funds, etc.). I hope to be a resource where ever there is a need and look forward to more challenging opportunities where I can expand my knowledge similar to how I've developed over the past year.

I agree with the objectives outlined above. As Oaktree continues to evolve, we have increased our demands for detailed and more timely reporting. David has done an excellent job with taking ownership of his Funds and continues to produce quality work. He also assists other fund accountants with their daily investment activity so that as a group we can meet these deadlines. Aligning with what David mentioned above, I would also like to provide him with additional opportunities within the group such as working on the implementation of new systems and assisting with the year end audit. I encourage him to build on his current skill set and continue to mentor and assist junior staff. This has been a productive year for David and I look forward to him continuing this trajectory in the year ahead.

Benitez, David B.

Moolani, Dana