**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 [PerformanceReviews@oaktreecapital.com](mailto: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** * **Better utilize ARC system for financial statement preparation to leverage global functionality and increase efficiency** | **Operational / Strategic** | **12/31/17** |
| 1. **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 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.)** | **People** | **12/31/17** |
| 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.** | **People** | **12/31/17** |
| 1. **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**      1. **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** |
| 1. **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

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(TYPE INITIALS) DATE