



OAKTREE

## INDIVIDUAL PERFORMANCE GOALS

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)

| PERFORMANCE GOALS   |  |                             |
|---|--|-----------------------------|
| GOAL  | GOAL CATEGORY:<br>STRATEGIC, FINANCIAL,<br>OPERATIONAL, PEOPLE | BY WHEN<br>OR HOW<br>OFTEN? |
| <p><b>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:</b></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• STANDARDIZE A PROCESS FOR OLDER LEGACY FUNDS IN ORDER TO INCREASE OUR EFFICIENCY AND ABILITY TO LEVERAGE CES MORE EFFECTIVELY</li> <li>• 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</li> <li>• COMPLETE IMPLEMENTATION OF GWI PARTNERSHIP ACCOUNTING SYSTEM FOR REMAINING FUNDS (I.E., DISB) IN Q1 2017</li> <li>• BETTER UTILIZE ARC SYSTEM FOR FINANCIAL STATEMENT PREPARATION TO LEVERAGE GLOBAL FUNCTIONALITY AND INCREASE EFFICIENCY</li> </ul> | OPERATIONAL / STRATEGIC  | 12/31/17                    |
| <p><b>2. CONTINUE FOCUSING ON STAFF DEVELOPMENT AND POSITIVE INTERACTIONS WITHIN THE SSG ACCOUNTING TEAM AND THROUGHOUT THE ORGANIZATION</b></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• MEET WITH REPORTS ON A CONSISTENT BASIS (AT LEAST MONTHLY) TO ENSURE ALL TEAM MEMBERS' EXPECTATIONS AND GOALS ARE ALIGNED</li> <li>• MEET WITH REPORTS TO ESTABLISH INDIVIDUAL AND TEAM PERFORMANCE GOALS AND MEASURE PROGRESS ON A REGULAR BASIS</li> <li>• CONDUCT THOUGHTFUL AND TIMELY PERFORMANCE REVIEWS FOR ALL REPORTS (MID-YEAR INFORMAL AND AN ANNUAL FORMAL REVIEW)</li> <li>• COLLABORATE WITH OTHER MANAGERS ON THE TEAM (PARTICULARLY</li> </ul>  | PEOPLE   | 12/31/17                    |



|  |             |          |
|--|-------------|----------|
| <p>IN THE LA OFFICE) BY CONTINUING TO DEVELOP POSITIVE RELATIONSHIPS, AND STEP IN TO BACK-UP OTHER MANAGERS, WHEN NEEDED.</p> <ul style="list-style-type: none"> <li>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.)</li> </ul>  |             |          |
| <p>3. 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</p>   | OPERATIONAL | 12/31/17 |
| <p>4. 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.</p>  | PEOPLE      | 12/31/17 |
| <p>5. CONTINUE PRODUCING TIMELY AND ACCURATE FINANCIAL STATEMENTS, PORTFOLIO REPORTS, MONTHLY AND QUARTERLY PACKAGES, AND CLIENT DELIVERABLES</p> <ul style="list-style-type: none"> <li>MONITOR AND PRIORITIZE THE STAFF'S INTERNAL AND EXTERNAL DEADLINES</li> <li>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 <ul style="list-style-type: none"> <li>INCLUDE OTHER TEAM MEMBERS IN THESE DISCUSSIONS, PARTICULARLY THE MD RESPONSIBLE FOR THE STRATEGY</li> </ul> </li> <li>CONTINUE TO ASSESS REPORTS WE CAN ELIMINATE IN ORDER TO PROVIDE MORE SCALABILITY AMONGST THE STAFF</li> </ul> | OPERATIONAL | 12/31/17 |
| <p>6. BECOME MORE OF AN EXPERT ON OUR ACCOUNTING SYSTEMS (I.E., GWI)</p> <ul style="list-style-type: none"> <li>CONTINUE TO UTILIZE THE LEARNING TOOLS / ONLINE TRAINING RESOURCES</li> <li>SHARE NEW KNOWLEDGE WITH STAFF AND OTHER MANAGERS TO HELP BENEFIT THE GROUP GOING FORWARD</li> <li>SET-UP OCMHII CLASS C AND INTEGRATE WITH THE CURRENT STRUCTURE FOR CLASS A AND B COMBINED, IN ORDER TO MAKE REPORTING MORE EFFICIENT</li> </ul>   | OPERATIONAL | 12/31/17 |

STAFF MEMBER APPROVAL

DM \_\_\_\_\_  
(TYPE INITIALS)02/26/2017  
DATE

MANAGER APPROVAL

\_\_\_\_\_  
(TYPE INITIALS)\_\_\_\_\_  
DATE