



INDIVIDUAL PERFORMANCE GOALS

STAFF MEMBER NAME: Marc Liebman MANAGER(S): Dana Moolani

TITLE: Senior Fund Accountant DEPARTMENT: Accounting

EVALUATION YEAR / PERIOD: 2015 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 ARE SMART (SPECIFIC, MEASURABLE, ACHIEVABLE, RESULTS-ORIENTED, AND TIME-BASED)
- SUBMIT TO PETER LUDDEN IN HR (pludden@oaktreecapital.com) BY MARCH 31, 2015

PERFORMANCE GOALS

GOAL	GOAL CATEGORY: STRATEGIC, FINANCIAL, OPERATIONAL, PEOPLE	BY WHEN OR HOW OFTEN?
1. Increase the efficiency/effectiveness of the reporting and processes within closed end fund accounting: <ul style="list-style-type: none">• Creating more formula based schedules and rely less on manual processes in VOF• Continue improving the EMOF/EMTR weekly/monthly/quarterly files and deliverables• Learn other strategies(SC & DD) within the closed-end fund accounting group and leverage the knowledge used by other team members• Create and join a task force in which we discuss strengths as well as inconsistencies to make improvements amongst the various strategies	OPERATIONAL	12/31/15
2. Help implement and improve the development of the latest technologies introduced to the fund accounting team: <ul style="list-style-type: none">• ARC• GWI• Macro-based reporting files• Leverage of the technology introduced to help create a performance reporting system that is automated and real time to eliminate the manual task of providing daily/weekly performance reporting through an accounting system	OPERATIONAL	12/31/15
3. Design and implement an operational model for future multi-strat funds <ul style="list-style-type: none">• Learn from my experiences with INPRS and develop a model to be used as a reference/guide• Increase the effectiveness of this strategy so Oaktree can market to prospective clients that may want to diversify its exposure across multiple strategies• Continuously monitor best practices used by other investment managers and help implement 2 global improvements by the end of Q4 2015.	STRATEGIC/OPERATIONAL	12/31/15



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<p>4. Teach and learn from other staff members/managers and improve communications between fund accounting and the various other business groups internally</p> <ul style="list-style-type: none">• Continue teaching/training staff members the EMOF accounting and operations duties needed to satisfy the deal team so that there is coverage when colleagues are out of the office• Continue my development of Geneva and potentially attend the yearly conference	PEOPLE	12/31/15
<p>5. By the end of the Q4 2015, pass level 1 CFA exam to help improve the knowledge and skills needed in today's global financial industry</p>	PEOPLE	12/31/15

STAFF MEMBER APPROVAL

____ML____ ____3/31/15____
(TYPE INITIALS) DATE

MANAGER APPROVAL

____DM____ ____3/31/15____
(TYPE INITIALS) DATE