



2018 BNY Mellon Performance Management for Janarthanan Veeramani

Employee Information

First Name	Janarthanan	Middle Initial	
Last Name	Veeramani	PS Employee Id	000297754

Corporate Goals

Corporate Goals drive company-wide alignment that is critical to business success. Employees are required to familiarize themselves with the Corporate Goals in order to use them as guidance throughout the year, and should discuss them with their managers. All employees will be assessed on the Corporate Goals during mid-year and year-end performance cycles.

Corporate Goals

Diversity & Inclusion

Measurably demonstrate support for BNY Mellon's initiatives to promote diversity and create an inclusive workplace environment that helps contribute to greater business success for BNY Mellon.

Employees who manage/supervise others must:

Measurably demonstrate support for BNY Mellon's initiatives to promote diversity and create an inclusive workplace environment that helps contribute to greater business success for BNY Mellon by, subject to and in accordance with local laws, advancing diversity in the management ranks of the company through hiring processes, retention, and/or the development of diverse talent. Provide visible support or sponsorship for an Employee/Business Resource Group and/or participate in at least 3 diversity forums throughout 2018.

Rating

Extraordinary

Goal Details

Start Date	01/01/2018	Due Date	12/31/2018
------------	------------	----------	------------

Corporate Goals

Risk & Compliance

Contribute to a strong risk culture by consistently acting in the best interest of our company and clients by:

- Behaving in an ethical manner
- Knowing and adhering to BNY Mellon's standards, such as our Code of Conduct and applicable laws, policies and controls
- Demonstrating personal ownership and accountability for managing risk in my job through understanding, identifying and mitigating risks (existing and emerging) and aligning my actions to our risk appetite
- Promptly escalating risk/compliance concerns and possible or actual violations
- Ensuring effective processes and controls exist for prompt risk identification, assessment, mitigation and

tracking of issues

- Furnishing complete, accurate and timely responses to Internal Audit and regulators as requested; designing and implementing effective, timely action plans to remediate audit findings and recommendations; and escalating and reporting risk issues and mitigation plans to senior management as appropriate
- Completing required training programs, disclosures, attestations and certifications within deadlines

Additionally, employees who manage/supervise others must create and sustain an environment that

- Encourages employees to ask questions and raise concerns about potential risk, compliance and ethics matters
- Stresses risk ownership
- Values learning from mistakes and being open to constructive challenge
- Ensures completion of mandatory training, disclosures, attestations and certifications

Rating

Extraordinary

Goal Details

Start Date 01/01/2018

Due Date 12/31/2018

Corporate Goals Comments

Manager Comments

Jana thinks beyond and above in terms of assessing the risk for project deliverables and handles it quite well

Results-Based Goals

It is recommended that all employees have 3-5 results-based goals. Results-based goals provide focus for specific activities aligned with an employee's job description, team accountabilities, and the organization's strategy. Goals should be specific, measurable and reflect an outcome or end result that an employee is expected to achieve within a specified timeframe. They reflect an individual's contribution to the work group, line of business and/or Company, as well as deliverables to internal/external customers.

Results-Based Goals

1) Analysis & Design

Goal Description:

1. Contribute towards analysis / design of projects wherever required
2. Ensure necessary analysis/design documents are created and reviewed. All changes to design are to be reviewed, clarified, closed and documented.
3. Perform thorough impact analysis of the elements to be modified, using Data shopper, Endeavor Search etc. and provide necessary evidences.

4. Come up with accurate flow diagrams, use case diagrams etc. and ensuring the design meets the requirements

Measurement Guide: for AD

1. Usage/Highlight reusable components in the design documents. At least one reusable component is built for projects of estimate > 1000 hours.
2. Review comments and thoroughness of the analysis/design documents
3. Expected to make thorough Impact Analysis. Number of impact analysis missed out in the year should be < 2.
4. Expected to avoid reworks due to Analysis/Design flaws. Number of design rework for the year should be < 2

5. 90% of the projects have analysis/design completion with proper documentation on time

Goal Details

% Complete	0.0%	Start Date	01/01/2018
Due Date	12/31/2018		

Results-Based Goals

2) Coding & Testing

Goal Description:

1. Translate design to code for assign tasks / projects.
2. Ensure coding standards and guidelines are adhered to
3. Adhere to in line documentations
4. Strive for code reusability wherever applicable
5. 100% coverage of test cases mapped with requirements
6. Log peer review, unit test, integration test defects and track to closure
7. Gain thorough familiarity with the different test environments, Endeavor standards for naming elements, files/database, ESP scheduler, SAR.
8. Adequate emphasis should be put on handling exception scenarios and testing the same

Measurement Guide:

1. 100% of coding/testing is completed as planned.
 2. Defect density of 2 per 100 hours of estimated development effort.
 3. 100% of unit test coverage and 100% of testcases are passed before QA handover.
 4. Consistent adherence to guidelines/standards (for coding and testing) Passes through 100% code quality checks (Ex: Sonar), if applicable.
 5. Expected to automate testing wherever applicable
-

Goal Details

% Complete	0.0%	Start Date	01/01/2018
Due Date	12/31/2018		

Results-Based Goals

3) Quality and Process Adherence

Goal Description:

1. Maintain version discipline and perform self audits on task
2. Familiarity with the turnover process, SCCB, package conventions etc. as needed for the projects.
3. Perform causal analysis for all critical defects and provide with preventive actions
4. Ensure project documentation is completed on time and at appropriate phases of DLC (as determined by your project needs). Project/Work-effort/Task artifacts are to be made available in the project repository for PQA audits.
5. Ensure time sheet is submitted on time and it is accurate.
6. Project implementation plans to be mandatory for every effort being moved to production.

Measurement Guide:

1. 100% process compliance for all projects including documentation.
3. Security Audits for the new changes being made.
3. Suggest & Implement at least one Idea/Suggestion for improvement of Quality processes/procedures
4. Adopt enterprise standard tools such as JIRA/Confluence as applicable
5. No code backouts in production due to defective code

Goal Details

% Complete	0.0%	Start Date	01/01/2018
Due Date	12/31/2018		

Results-Based Goals**4) Issue Resolution****Goal Description:**

1. Identify and resolve issues on project assignments with minimal guidance and track them to closure. Ensure appropriate escalation to the next level (Leads/Managers)
2. Ensure adequate documentation for future reference.
3. Share knowledge of issue resolution formally (and provide help in resolving others issues) with peers.
4. Provide support for production moves, have contingency plans defined and well documented.

Measurement Guide:

1. Timely escalation of issues to the next level (lead/manager as applicable).
2. Track of issues/resolutions (for team's reference) and share the issue/resolution details with the team.
3. Ensure that test defects are addressed in a timely manner (Urgent <= 1 days, High <= 2 days, Medium <=4 days)
4. Proactively monitor the health of applications in production and ensure 100% application availability. Ensure test environment is also monitored for availability.
5. Reduce mean time to resolve incidents (Pri - 3 < 60 days, Pri - 2 <30 days, Pri-1 < 3 hours with guidance)
6. All notes for turnover related abends sent by TCST team should be responded to within 1 business day and resolution implemented within 2 business days.
7. All notes for permanent resolutions to production issues sent from CBS/eCommerce Monitoring teams should be responded to within 2 business days with the estimated implementation date

Goal Details

% Complete	0.0%	Start Date	01/01/2018
Due Date	12/31/2018		

Results-Based Goals**5) Innovation/Teamwork/Collaboration/Others****Goal Description:**

1. Identify process/performance improvement opportunities.
2. Emphasis on working as a team for providing best and effective solutions to issues.
3. Embrace BNY Mellon Technology/Pershing/BNY Mellon Operations Transformation initiatives
4. Volunteer for BNY Mellon Technology/Pershing/BNY Mellon Strategic Projects

Measurement Guide:

1. Participation in CoE Forums
2. Participation in CSR activities
3. Contribute ideas in Innovation Portal/JAM/ACE/Codefest etc.
4. Suggest at least 2 ideas for your service, and implement at least one of them.

Goal Details

% Complete	0.0%	Start Date	01/01/2018
Due Date	12/31/2018		

Results-Based Goals

6) Application & Domain Knowledge

Goal Description:

1. Acquire in-depth knowledge on the application/business related to your service and strive for SME status
2. Ensure application documentation is kept up-to date and get it reviewed periodically by the lead/manager. Make it available easily for the team to refer.
3. Ensure you understand the dependent applications and how exactly your application fits into the overall Business and Technical Architecture

Measurement Guide:

1. Learn and work on two new sub features/processes within your service and document the same.
2. Domain/Application/Technology related trainings undertaken.

Goal Details

% Complete	0.0%	Start Date	01/01/2018
Due Date	12/31/2018		

Results-Based Goals

7)Accountability & Ownership

Goal Description

1. Taking ownership of the assigned tasks and tracking them to closure in all phases
2. Ensure all mandatory trainings/submissions are completed on time

Measurement Guide

1. Submission of time sheets by Monday, reports, documentation etc.

2. Mandatory / Technical trainings are completed on time
3. Zero turnover related issues in test regions(UAT/XAT/PROD)

Goal Details

% Complete	0.0%	Start Date	01/01/2018
Due Date	12/31/2018		

Results-Based Goals

8)BXP3 setup and provide ideas for NXS BXP3 migration.
 Ensure defect free delivery for statements with complete end to end testing and documentation.
 Complete Message explorer and role it out for usage by Q2.

Goal Details

% Complete	0.0%	Start Date	01/01/2018
Due Date	12/31/2018		

Results-Based Goals Comments

Manager Comments

Jana gave extraordinary performance in delivering his projects this review cycle.

Overall Results-Based Goals Rating Extraordinary

Competencies

Competencies represent skills and behaviors essential to employee performance. The competencies are aligned with the employee's level within the organization. All employees will be assessed on Competencies during mid-year and year-end performance cycles.

PEOPLE

Collaborates - Works collaboratively across different locations and business units to facilitate the accomplishment of work goals.

Open to Feedback - Seeks feedback and coaching from manager and stakeholders. Provides constructive feedback to manager and colleagues.

Communicates Effectively - Actively listens and shares relevant information by adjusting style, tone, and level of detail appropriate to different audiences. Manages against unconscious bias to build partnerships and a culture of inclusion.

RESULTS

Takes Action - Takes the initiative to actively drive high-performance, measure results and achieve objectives.

Demonstrates Accountability - Acts with a clear sense of ownership, follows through on commitments and makes sure others do the same in order to manage risk.

Executes - Understands the company's strategic vision and sets aligned goals. Applies the most efficient and effective processes through measurement and continuous improvement to get things done.

SELF

Courage - Builds credibility through honesty, integrity and authenticity. Raises issues, embraces critical feedback and challenges, even in the face of expected opposition.

Shows Resilience - Perseveres and maintains effectiveness when experiencing major changes in environment. Adapts effectively to new work structures, processes, requirements, and cultures. Proactively anticipates and copes with obstacles and quickly recovers from setbacks.

Shows Self-Awareness - Shows self-awareness of own strengths and areas for improvement. Is open to and actively seeks feedback.

THOUGHT

Demonstrates Business Awareness - Utilizes expertise in functional area and knowledge of the broader organization to meet daily goals.

Client Focus - Anticipates, understands and responds quickly to client needs. Manages risk to deliver sustainable solutions.

Solves Problems - Gathers facts, analyzes data, and considers and mitigates risks. Seeks diversity of thinking and new ideas. Overcomes obstacles and provides innovative solutions to meet objectives.

Competencies Comments

Manager Comments

Jana meets all the competencies set above.

Overall Competencies Rating

Exceeded Expectations

Development Goals

It is recommended that all employees have at least 1 development goal. Managers and employees establish a development plan to focus on career and development at BNY Mellon.

Development Goals

Complete online Advanced Java courses - Spring, SpringBoot framework .Understand the framework end to end and substantiate with details on the topics covered.

Not Started

Goal Details

Start Date

01/01/2018

Due Date

12/31/2018

Mid-year

Mid-year Rating

Mid-year Rating

Exceeded Expectations

Mid-year Comments

Employee Comments

Project Patriot -Statements API

- Have created a new API which will support both combined Mail Group and Select Link Group Service for create, edit, search, and delete statement groups.
- DEV Testing completed for create, edit, search, and delete statement groups for Select Link API and it is available in QA.
- Prepared the Samples for Documentation.
- On boarded the New API.
- DEV Integration testing ongoing for combined Mail Group Service.

Checks API

- Have created a new API which will support submit, edit, cancel, or view details for outbound first- and third-party check requests
- Followed the Agile methodology for development of this API.
- Prepared multiple working scenario samples for Documentation.
- Testing ongoing for this API.

Set up Standing and Periodic Instruction API

- Incorporated the NMIS requirement of including existing fields from the ACH summary to the SIPI fields.
- Tested and Prepared the samples for Documentation Update.
- QA Testing ongoing for this change.

Remote Check Deposit

- RCD changes for increasing the length of field CheckingAccountNumber to 35
- Incorporated the framework changes for cleaning up Secondary DB.
- Changes are in Production.

NEXEN API's

- Incorporated the Http Status Code functionality for workflow and eDelivery and the same is available in Production.
- Updated the Documentation for Reference Data - AS - COB API Account Number Acceptance --- CUSTINFO DOC UPDATION and the same is available in Production.

XML Documentation for Mutual Funds

- Have implemented the required changes and updated the SOAP Documentation.

Framework Enhancements

- Enabled Http return code for REST transaction's.
- Enabled logging for all conflicting fields in the JSON Request
- Incorporated the Required fields validation in the REST framework
- Enabled Authentication for FIX pages using cookie

MESSAGE EXPLORER

- Developed the working version(V1) using JAVA FX and followed the MVC pattern.
- Supports the PDF Document Generation
- supports the Swagger Generation
- Supports the ODSC Class Generation
- Supports the Value Object Generation
- Supports the MDO Generation

Manager Comments

Jana is one of the Key developer and relied upon person in team

In short span he has gained trust and addressing all project core activities almost independently which he definitely is able to do because of his enthusiasm to learn and is able to do framework changes confidently

Jana has received multiple wow awards for his dedication and sincerity

Jana independently handles statements and all amps Patriot efforts which is highly appreciable

Jana is a quick learner and is able to handle the pressure of multiple projects with positive attitude which he proved working on message explorer migration along with AMPs Patriot efforts

Jana can continue to stay more focused on addressing support incidents which will help him widen his application strength

Jana can expand his technical knowledge to understand latest industry standards

Jana did a wonderful job in migrating message explorer flawlessly

Jana is the most trusted and reliable resource when it comes to extended support or other weekend emergency supports

Jana is doing good job in documenting all his efforts

Year-end

Overall Year-end Rating

Extraordinary

Year-end Comments

Employee Comments

Project Patriot -Statements API

- Have created a new API which will support both combined Mail Group and Select Link Group Service for create, edit, search, and delete statement groups.
- DEV Testing completed for create, edit, search, and delete statement groups for both Select Link and Combined Mail.
- Prepared multiple working scenario samples for Documentation.
- API currently available till NEXEN QA.
- API Going live on October.

Initiate Transfer API

- Enabling the Outgoing Transfer operations to Support NSCC, Non-NSCC and CIT transactions in Existing Initiate Transfer API
- Implementing without affecting the SOAP Client for outgoing transfer
- Prepared multiple working scenario samples for Documentation.
- Testing ongoing for this API.
- Enabled Http Status code for Initiate Transfers.
- API changes going live on November.

MI Internal URL Change

- Changed the ManagedAccountService to invoke the different URL as requirement from MI Team.
- Ensured the Firewall Check.
- Going live on October.

Conversion of < and > symbols in SOAP Framework

- Fixed the conversion in Transformation Package
- Going live on October
- REST is fine and PXML is pending.

EBIX Esignature Forms

- Created a new service esignatureForms for EBIX to send 1A Message.
- Handled the below special scenarios requested by EBIX
- 1A Message Request without the Input Tag
- 1B Response Message without the Output Tag
- Enhanced the Webservices Framework to accept the request without the Input tag
- Enhanced the transformation package to restrict the Output Tag.
- Handled the Conversion of XML to JSON and vice versa as per the requirement to pass 1A message to ESIGN as JSON.

Framework Enhancements

- Enhanced the REST framework to check for the required Fields in JSON Input Request.
- Restricting the Reserved Field from response in DB Services
- Restricted the response for 204 Http Status Code
- Incorporated the Swagger Generator with the Core Package

AMPS Services

- Splitting the SIPI, ACH and ACAT into different packages
- For now, Changes are reverted back to single package due to multiple dependency
- Will try to resolve during the GF migration

Supports

- KMR Verification
- Production Support
- Issues

MESSAGE EXPLORER

- On Live
- Resolved the bugs reported.
- Future Scope : Automation of Structure Generation

NXS Swagger UI-

- User Interface to view the Swagger
- Enabled the Try out functionality in local
- Future Scope : Enabling the try out functionality in test regions.

Manager Comments

Jana showed exemplary performance in all the aspects of project life cycle in statement API, ACAT API, check API and EBIX integration

In addition to leading and implementing all complex projects this review period he ensured to provide innovative solutions to the developers like message explorer revamp in java and swagger ui.

Jana ensured defect free and optimum code delivery in all the projects.

Jana is a quick learner and a good team player.

Jana has added lot of project confluence page that are useful tot he team.

Jana has scope to focus on learning advance java technology and contribute to project growing needs.

Acknowledgment

Electronic signature indicates acknowledgment of the review and discussion of the performance assessment.

2nd Level Manager: Senthiljith Ilangairajan 12/13/2018

Thank your for your excellent contributions this year. You are one the bright spots within your peers. Continue to do the excellent work. I appreciate all the hard work done this year.

Manager: Mahalakshmi Narayanaswami 12/19/2018

Thanks Jana for all the hard work and commitments you show . Keep up the good work.

Employee: Janarthanan Veeramani 12/19/2018

Thanks Maha and Jith . This is a much needed appreciation at this time.

I will continue the same , give my best and continue learning.

Thanks again :)