AIG

Employee Self-Review

Employee Name:	Jinfeng Zhu
Employee ID :	5281797
Review Year:	2019
Completed Date:	

Section I: 2019 Goals

Goal Title: Compliance	Goal Weight: 20

Description:

Understand and act in accordance with AIG Code of Conduct, AIG's Policies, applicable laws and regulations.Seek guidance from management, compliance, ERM or legal when you have questions.Promptly report concerns about possible violations to management, compliance, ERM or HR.Participate in ethics and compliance trainings.

Self-Evaluation: Fully Met

Goal Title: Fortitude Re Project	Goal Weight: 70

Description:

In 2019, I will mainly focus on supporting the following Fortitude Re projects:Obtain ratings for both HoldCo and operating companies from at least one rating agency.Establish strategic asset allocation (SAA) process that can enhance risk-adjusted returns by product lines.Establish Liability-Driven Investment (LDI) dashboard to keep track of the relative performance between assets and liabilities (at least monthly basis or more frequent).Work with the finance team to establish general ledger for BMA economic balance .

Self-Evaluation: Fully Met

Comments:

In addition to those listed above:

Python corporate model development;

Project Carolina: New business modeling in GGY AXIS

Goal Title: Professional Development	Goal Weight: 10

Description:

Continue to make professional development in actuarial skills and knowledge, e.g. Python;Continue to make progress on actuarial exams.

Self-Evaluation: Fully Met

Indicate if you contributed to the achievement of goals outside your area of responsibility in the past year

and describe your contributions. If this is not applicable for you, please indicate so in the comment box below.

Support with Step 3 financial forecasting Python model development by merging together the EBS reporting/dashboard Python model to account for a bigger picture.

What was your proudest achievement in the past year?

Led the Step 2 EBS reporting Python model development and became a skillful user of Python over the course of this project.

What was your biggest disappointment in the past year?

Different opinions were held on the level of complexity that should be introduced into the corporate model enhancement project. In fact, not really a disappointment as I was still looking forward to comprehending more motives (the "Aha! moment") as the project progresses.

How much have you grown professionally during the past year? Please describe your selection using the comments box below.

Self-Evaluation: Moderate Growth
Comments:
Thanks to the increasing opportunities and responsibilities this year, more focus has been shifted to understanding the fundamental basis of the model (Step 2) rather than knowing how to run the model. Moreover, self-learning and collaboration play a more important role while working on Python projects. All those experiences improved my capability of solving problems and also brought me a broader vision on the company's initiatives.

Section II: Behaviors that Matter

Behavior	Super Factor	Self-Evaluation
dedicated to meeting client's needs	Customer Focus	Not Applicable
trusted and respected by clients	Customer Focus	Not Applicable
admits and learns from mistakes	Learning Agility	Fits Perfectly
open to new ways of doing things	Learning Agility	In-between
anticipates and solves problems	Problem Solving	In-between
applies the right level of detail	Problem Solving	Fits Perfectly
demonstrates business/industry knowledge	Business/Industry Knowledge	Fits Perfectly
focuses on what matters most	Drive for Results	In-between

gets things done in the organization	Drive for Results	Fits Perfectly
reliable in meeting commitments	Drive for Results	Fits Perfectly
clear and articulate	Fosters Open Communication	Fits Perfectly
considers suggestions from others	Fosters Open Communication	Fits Perfectly
proactive in sharing updates and relevant information	Fosters Open Communication	Fits Perfectly
good at building relationships	Build Strategic Relationships	Fits Perfectly
thoughtful and decisive	Decision Quality/ Risk Mindset	Fits Perfectly
source of many good ideas	Drive Innovation	In-between
collaborative and helpful	General	Fits Perfectly
energetic and engaged	General	Fits Perfectly
remains focused in stressful situations	General	Fits Perfectly
values diversity of people and places	General	Fits Perfectly

Strengths
gets things done in the organization
clear and articulate
energetic and engaged

Weaknesses	**Impact**
open to new ways of doing things	Moderate
anticipates and solves problems	Mild
source of many good ideas	Mild

Enter any comments relating to your Strengths and Weaknesses (the *How*) for the past year.