Employee: Vincent Zhu   (5281797)

Reviewing Manager: Kellie Zhang   (5232229)

Date of Conversation: _____

Report Run: 01/24/2019

INSTRUCTIONS: Please use this guide for your Year-End Performance Review Conversation. Space is provided throughout the report for any notes you may take during the conversation.

Section I: Goals

GOAL 1

TITLE: Compliance

WEIGHT: 10

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 EVALUTION: **Fully Met**

SELF COMMENTS:

GOAL 2

TITLE:	DSA Re Projects - Provide analytical and quantitative support in relation to DSA Re's investment and capital management
WEIGHT:	60

DESCRIPTION: 1. Continue to support the Corporate model developmentTestware and validation for Jupiter Phase III model: Work closely with OW to independently develop Excel-based testware tools and validate and challenge the Jupiter Phase III models including updated Q3 2017 Jupiter Appraisal and CFT GGY AXIS model assumptions and calculations.Database automation - Develop the Corporate model functionality with focus on implementing the automation of the input data aggregation and warehousing processes to meet the various analytical and reporting requirements of all Corporate Model modules. Testing the run control process as developed by OW and search for solutions to address identified issues.ALM model: work with OW and NY team to develop ALM reporting template that could fit into overall corporate model and used for future quarterly reporting purposes.Capital model: Support the incorporation of BSCR capital projection/reporting procedure as part of corporate development process. Review the accuracy of the data source and calculation methodology2. Continue to provide asset and liability modelling support for all DSA Re or Legacy LandR portfoliosProvide asset and liability modelling supports in GGY AXIS/BondEdge for all DSA Re or Legacy LandR portfolios and any potential new blocks in various aspects, including inforce-management, stress testing, investment/capital management, appraisal/due diligence or new business acquisition etc.3. Produce Quarterly reports after the DSA Re. closing on capital updates, ALM report, liquidity report and stress testingALM: Work with NY team to produce quarterly ALM reports to understand the key market risk exposure that can lead to changes in investment portfolios and/or rebalancing of hedge positionsCapital updates: Support DSA Re's regulatory (and rating agency, if applicable) capital modeling and reporting process to accurately assess and monitor the company's capital adequacy position and overall profitabilityLiquidity report: monitor liquidity needs arising from quarterly settlement of ModCo and LPT reinsurance agreements, general operations of DSA Re and any collateral posting requirements, as well as to maintain adequate liquidity coverage in DSA Re for the foreseeable futureStress testing: Provide regular and/or case specific support on stress testing of DSA Re's overall performance and profitability, from the perspective of impact to time zero metrics, liquidity, and level of capital stress, etc.4. Produce semi-annual updates – Support the production of CFT updates and BMA updates on a semi-annual basis5. Support TPA forecasting model development and analytics for Life and General Insurance should the AIG Ceding Company Regulators non-disapprove the DSA Re transaction in Q1'2018 6. Other priorities: Enhanced investment and hedging strategy to cover the long-term liabilities and manage the capital volatility within the risk limitSupport NY investment team to broaden the investment strategy of DSA Re given its significantly longer time horizon to reallocate assets to cover long-term liability cash flows including consideration of greater allocations to Global Real Estate (GRE) assets and alternatives. Develop a more tailored investment risk hedge program for DSA Re to potentially reduce capital volatility for acceptable cost by working with the Global Capital Markets (GCM) team

SELF EVALUTION: **Fully Met**

SELF COMMENTS:

GOAL 3

TITLE:	Professional Development
WEIGHT:	30

DESCRIPTION: Modelling Skills Development: Asset and liability modeling in actuarial systems (GGY-AXIS)Continue to make professional development in actuarial skills and knowledge;Keep learning log up to date and complete work-based skills essay in line with institution's requirement;Continue to make progress on actuarial exams

SELF EVALUTION: **Fully Met**

SELF COMMENTS:

ADDITIONAL QUESTIONS

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.

SELF COMMENTS: *Maintain and update the capital module and the reporting module (Step 2 and Step 6 of Corporate Model to meet the various analytical and reporting requirements.*

What was your proudest achievement in the past year?

    SELF COMMENTS: *The database automation process (Step 0) for Corporate Model was fully completed. It was a robust and flexiblle function and able to serve both pricing and financial reporting purposes.*

What was your biggest disappointment in the past year?

    SELF COMMENTS: *There was much redundant work when running the corporate model for 2017 Q4 appraisal reporting, perhaps due to the fact that it was the first time that two teams in NY and SH ran through the Corporate Model together.*

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

    SELF EVALUTION: Moderate Growth

    SELF COMMENTS: *In the past year, I have had a much better understanding of all kinds of actuarial concepts via working on different projects. Knowledge bank and soft skills got enhanced, which shall be attributed to both self-learning and the great guidance from other colleagues. Also, I gained a broader view of the company's vision regarding what we are going to achieve. This will help me focus on the work at hand and more importantly, be highly motivated to fulfil team's goal.*

MANAGER FEEDBACK ON GOAL PERFORMANCE

Overall, how would you evaluate the performance of Jinfeng Zhu on their goals?

    MANAGER EVALUATION: FULLY MET

Did Jinfeng Zhu contribute to the achievement of goals outside his/her own area of responsibility?

    MANAGER EVALUATION: IMPORTANT CONTRIBUTION

Overall Performance for Jinfeng Zhu

    MANAGER COMMENTS: *Vincent has fully met the goal set for him for 2018. He has become a growingly important member of the team by taking ownership in more steps in the corporate model process.*

Conversation Notes:

Section II: Behaviors

BEHAVIORS THAT MATTER

Behavior	Super Factor	From Self	From Manager
able to admit and learn from mistakes	Learning Agility	Fits Perfectly	Fits Perfectly
able to anticipate and solve problems	Problem Solving	In-between	In-between
able to apply the right level of detail	Problem Solving	Fits Perfectly	Fits Perfectly
able to consider suggestions from others	Fosters Open Communication	Fits Perfectly	Fits Perfectly
able to demonstrate business/industry knowledge	Business/Industry Knowledge	Fits Perfectly	Fits Perfectly
able to get things done in the organization	Drive for Results	Fits Perfectly	Fits Perfectly
able to remain focused in stressful situations	General	Fits Perfectly	Fits Perfectly
able to value diversity of people and places	General	Fits Perfectly	Fits Perfectly
clear and articulate	Fosters Open Communication	Fits Perfectly	Fits Perfectly
collaborative and helpful	General	Fits Perfectly	Fits Perfectly
dedicated to meeting clients' needs	Customer Focus	Fits Perfectly	Not Applicable
energetic and engaged	General	Fits Perfectly	Fits Perfectly
focused on what matters most	Drive for Results	In-between	In-between
good at building relationships	Builds Strategic Relationships	Fits Perfectly	Fits Perfectly

open to new ways of doing things	Learning Agility	Fits Perfectly	In-between
proactive in sharing updates and relevant information	Fosters Open Communication	Fits Perfectly	Fits Perfectly
reliable in meeting commitments	Drive for Results	Fits Perfectly	Fits Perfectly
the source of many good ideas	Drive Innovation	In-between	In-between
thoughtful and decisive	Decision Quality / Risk Mindset	Fits Perfectly	Fits Perfectly
trusted and respected by clients	Customer Focus	Not Applicable	Not Applicable

STRENGTHS

Strengths (from Self)	Strengths (from Manager)
able to get things done in the organization	able to get things done in the organization
clear and articulate	clear and articulate
energetic and engaged	collaborative and helpful

WEAKNESSES & IMPACT

Weaknesses/Impact (from Self)	Weaknesses/Impact (from Manager)
able to anticipate and solve problems (Mild)	able to anticipate and solve problems (Moderate)
focused on what matters most (Mild)	focused on what matters most (Moderate)
the source of many good ideas (Mild)	open to new ways of doing things (Mild)

Conversation Notes:

Please use the comments box below to add any comments relating to your strengths and weaknesses (the 'how') for past year?

    SELF COMMENTS:

Please describe the most important thing that Jinfeng Zhu could do to improve his/her performance.

    MANAGER COMMENTS: *Overall, Vincent has been performing very well in the past year. He takes full ownership of the Step 0 process and is reliable in producing the essential groundwork for the remaining corporate model process.*

This year, Vincent has also started to get more involved in step 2 BSCR modeling and filing, as well as rating agency capital assessment. This has enabled Vincent to connect the actuarial models' outputs to the overall business capital requirement/management in a more meaningful way. Given rating agency assessment is a key initiative in 2019's team objectives, Vincent also participates in this project and is able to streamline the rating agency filing process through corporate mode reporting template.

Being a senior analyst, the expectation for Vincent's performance expands into full ownership of projects, which involves the production of the work itself, review of the work, and the understanding of the business impact from this work.

Conversation Notes: