Hello Sudhakar,

I’m writing this email to discuss my current year rating.

I have been rated as "**Being Developed**" for my job requirements and operational objectives, while my behavioral performance has been rated as "**In line with expectations**".

I believe my contributions and efforts throughout the year justify a higher rating, and the current evaluation feels unfairly biased.

**As a Tech Lead**, I have consistently delivered my assigned tasks to the best of my ability. Below are some of my key contributions:

**Mercury FIC**

* Delivered key enhancements to the **DailyAndOpen Filter Feature** on **Pivot Grid Module** in shared widgets.
* Updated conditional logic in the **AllFilters.json** feature of the **Request Aggregator module** to enhance Mercury’s functionality.
* Implemented **time zone conversion** in the **Swap and Future blotter module** to display **timestamps** based on the regional settings in the Shared Widget module, ensuring accuracy and clarity of trade times.

**Vulnerabilities** **Measurement & Infrastructure**

* Resolved reported vulnerabilities in **MyOpsRisk** for RiskOne and RiskOne RT Prod and Non-Prod assets (Windows and Linux) within the designated timelines.
* Remediated non-compliance issues identified through **cybersecurity scans** for RiskOne and BoundsOne using SonarQube.
* Independently managed **vulnerability and SerOM patch management** for RiskOne, RiskOne RT and GR8 Server Prod and Non-Prod assets (Windows and Linux).
* Managed upgrades to the **EUR GEN1 Server Memory** infrastructure for Linux servers, demonstrating deeper understanding of hosting and system optimization.

**OnDemand Production Supports**

* Provided right server and its start time recommendations **RiskOne batches**, including activation, preponement, and postponement of 64 production batches.
* Provided timely productionsupport during my roster schedule.

**Knowledge Upgrade and Sharing**

* Completed **SG Cloud Architect Intermediate Certification** to enhance technical knowledge in cloud architecture.
* Actively participated in Weekly **CFI demos and Architecture meetings**, sharinginsightsfromimplementing the **DailyAndOpen Filter Feature** in the Mercury **Pivot Grid Module (**alongside Aymen)**.**
* Provided **on-demand support and mentorship** to junior team members, offering technical guidance and enhancing their understanding of tasks and technical challenges.

**Innovation:**

**Hackathon Innovation:** Delivered proof **of concept (PoC)** for the **Marketplace for Experts**, showcasing innovative use of technology by building an Angular Single Page Application (SPA), .NET8 REST APIs, and PostgreSQL database with deployment on an internal IIS server.

The only task I was unable to fully complete was the **Mercury Workspace Performance Optimization** task, which required expertise in the AP Plugin side. I had communicated this challenge to Smit and sought assistance but eventually moved on to other tasks as per priority.

Additionally, I proactively requested tasks from the Radiant team and successfully delivered the following:

* **HedAcc Monthly Process Optimization**: Resolved performance issues, achieving an 89% reduction in runtime, significantly improving the efficiency of the monthly process.
* **Database Script Automation (RiskOne)**: Automated the insertion and update of TDATBRNONE database records, eliminating manual interventions, streamlining production workflows, and improving efficiency.
* **Delta Issue Analysis on Structured Bond and Repo Deals**: Identified that deltas weren’t created when deals were terminated (modifications on the same date before the bound date) due to a timing issue.

I have also contributed to the **YG training program and assessments** and actively participated in **campus recruitment alongside you**.

Furthermore, I had the privilege of working with you directly on the **GBTO Hackathon - SG Marketplace for Experts**, where I demonstrated my ability to build and deliver the working project before our demo effectively. You know how I can work and deliver when I get the opportunity.

One of my significant achievements this year was clearing the **SG Cloud Architect Intermediate Level Certification**, this milestone not yet accomplished by many leads.

I bring these points to your attention because I believe they reflect my dedication, skills, commitments and contributions, which deserve better recognition.

However, I feel it may be time for me to explore opportunities outside of CFI.

I am concerned about how this rating might impact my future prospects.

I kindly request your help in enabling **internal mobility** and supporting me in exploring **opportunities outside CFI**.

I would also appreciate it if you could provide positive feedback about my performance when approached by others, as it would be extremely helpful for my career

Thank you for your continued guidance and support in shaping my career.

I deeply value the opportunities I have had under your leadership and look forward to your advice on how to move forward.

Best regards,

Parthiban.

**Individual Contributor:**

1. **Mercury FIC**
   * Delivered key enhancements to the DailyOrOpen Filter Feature on Pivot Grid Module’s right click context menus and bottom of the Pivot Grid which bring trader’s life easier to apply only Daily, Open and DailyAndOpen filter when they want to see the figure from Great Cube in real time basis.
   * Updated conditional logic (\_NOT\_IN condition included or excluded of group) in the AllFilters.json feature of the Request Aggregator module.
   * Implemented time zone conversion in the Swap and Future blotter module to display timestamps based on the regional settings in the Shared Widget module.
2. **Vulnerabilities Measurement & Infrastructure**
   * Resolved reported vulnerabilities in MyOpsRisk for RiskOne and RiskOne RT Prod and Non-Prod assets (Windows and Linux) within the designated timelines.
   * Remediated non-compliance issues identified through cybersecurity scans for RiskOne and BoundsOne using SonarQube.
   * Independently managed vulnerability and SerOM patch management for RiskOne, RiskOne RT, and GR8 Server Prod and Non-Prod assets (Windows and Linux).
3. **OnDemand Production Supports**
   * Provided right server and its start time recommendations for RiskOne batches, including activation, preponement, and postponement of 64 production batches.
   * Provided timely production support during roster schedules.
4. **Knowledge Upgrade and Sharing**
   * Completed SG Cloud Architect Intermediate Certification to enhance technical knowledge in cloud architecture.
   * Actively participated in Weekly CFI demos and Architecture meetings, sharing insights from implementing the DailyAndOpen Filter Feature in the Mercury Pivot Grid Module (alongside Aymen).
5. **Proactive Contributions**
   * Resolved performance issues in HedAcc Monthly Process Optimization, achieving an 89% runtime reduction.
   * Automated database scripts for TDATBRNONE, eliminating manual interventions and streamlining workflows.
   * Delta Issue Analysis: Identified timing issues in Structured Bond and Repo Deals, addressing deal termination challenges.

**Technical Lead**

1. **Vulnerabilities Measurement & Infrastructure**
   * Managed upgrades to the EUR GEN1 Server Memory infrastructure for Linux servers, demonstrating deeper understanding of hosting and system optimization.
   * Remediated non-compliance issues and ensured proactive security resolutions using SonarQube.
2. **Knowledge Upgrade and Sharing**
   * Provided on-demand support and mentorship to junior team members, offering technical guidance and enhancing their understanding of tasks and challenges.
3. **Proactive Contributions**
   * Led the analysis and resolution of database deltas for Structured Bond and Repo Deals, demonstrating technical leadership in identifying and solving complex issues.

**Innovation**

1. **Hackathon Innovation**
   * Delivered proof of concept (PoC) for the Marketplace for Experts, building an Angular Single Page Application (SPA), .NET8 REST APIs, and PostgreSQL database deployed on an internal IIS server.
2. **Proactive Contributions**
   * Delivered the working project for the GBTO Hackathon - SG Marketplace for Experts, showcasing technical expertise and innovation.
3. **Automation and Optimization**
   * Automated database processes and optimized monthly tasks (HedAcc and RiskOne), demonstrating innovative problem-solving approaches.

**Stretched Work**

1. **Mercury Workspace Performance Optimization Task**
   * Took initiative to work on performance optimization but was unable to fully complete due to dependency on AP Plugin expertise. Communicated the challenge effectively to Smit and reprioritized tasks.
2. **Proactive Contributions**
   * Proactively requested tasks from the Radiant team and delivered impactful results.
   * Participated actively in YG training programs, assessments, and campus recruitment efforts.
3. **Certification Achievement**
   * Achieved SG Cloud Architect Intermediate Level Certification, a milestone not commonly achieved by many leads, showcasing dedication to stretching personal growth.

In the context of ACR for the year end period, I wanted to have an open discussion and to receive your feedback.

Looking back about past three years, it’s surprising to be rated as “Being Developed”.

Below I have recapped about 2024:

High lights:

Good

Low lights:

Avg

Based on my journey in CFI during the year 2024,

described below, it’s surprising to be rated as “Being Developed”

Hello Sudhakar,

I thought to have an open discussion with you about the recently concluded ACR-2024. Looking back through my performance over past 3 years, especially considering I went out of ways to deliver some critical stories even outside Avengers team, it is puzzling to be rated as "Being Developed". Below is a summary of my contributions in 2024 alone.

Highlights:

1. Mercury FIC DailyOrOpen filter feature - aid trader in looking into Daily or Open or both numbers as preferred from Great Cube on real time. Significance: .

2. Swaps and Futures blotter in Shared Widget module - show trade timestamps adapting to trader's regional time zone settings for their quick & clear decision making without confusion on trade time. Significance: led multiple trials until reaching right requirements.

3. EUR GEN1 Server memory infrastructure upgrades - Significance: needed deeper understanding of undocumented knowledge on hosting and system optimization.

4. Upskilling - completed SG Cloud Architect Intermediate Certification. Significance: tough curriculum and stringent assessments, passionate about keeping up-to-date with modern technological advancements.

5. Vulnerabilities Management - resolved vulnerabilities, non-compliance issues, SerOM patches across RiskOne, RiskOne RT, BoundsOne & GR8 assets. Significance: dynamic-nature, time-bounded.

Highlights at CFI level (outside home team):

1. HedAcc Monthly Process Optimization - achieved 89% reduction in runtime (from 14 hours to 30 minutes), enabling early delivery of accounting numbers to the desks to aid their faster month-end process closures.

2. Delta issue: identified the root cause with timing issues in Structured Bond and Repo Deals, addressed deal termination challenges.

3. Automation of TDATBRNONE DB scripts - eliminated manual interventions and streamlined workflows.

Highlights at Enterprise level:

1. Hackathon innovation - Delivered "Marketplace for Experts" - an Angular SPA involving additional modern technologies such as .NET8 (REST APIs) and PostgreSQL database. Significance: this running-against-time initiative needed long hours of stretch work accentuated further with technological challenges. Good part: demonstrated software design agility with accommodating even last minute requirement changes.

2. YG training and induction, assessments, and campus recruitment - voluntary contribution

Lowlights:

1. Mercury Workspace Performance Optimization - partially completed. Challenge: needed expertise on convoluted AP Plugin component. Action taken: being aware of fluid nature of this work, kept regular timely updates with scrum master (Smit), had to eventually stop the work unfinished due to hard efforts turning increasingly unproductive.

Looking forward to discuss with you and receive your perspective directly. It will help me reflecting and to stay positive.

Thanks for your guidance and support.

Needed to deliver quickly

First time development in context menu.

More expectation from you,

I will try to address this.

I understand how can you help.

I would like to share a couple of things,

* 1. I had an interview with Muralikrishna Pamidimarri’s team(FIC/TRS) a few weeks ago, as it’s confirmed by Murali in last Friday.
  2. I received a call from Akash Shrivastav last Thursday, the Senior Chapter Manager of the XRM-RPC tribe, referred by Ashish Varghese, the Tribe Head. I believe you referred me to Ashish.

I would like to share my ACR update with you,

I have given **“Being Developed”** for job requirements and operational objectives, and "**In line with expectations**" for behavioral.

Looking back through my performance over the past 3 years, especially considering I went out of ways to deliver some critical stories even outside my team, it is puzzling to be rated as "Being Developed".

During the mid-year performance review, I said whatever the work that I got I have delivered in a better way, and I proud what I have done but the work that I was doing for the last 6 months was not challenges or interesting it’s repetitive tasks, please give me something interesting on the functional side which I would like to learn.

Then I went out of my way to pick and deliver some critical stories even outside my team.

In between I heard from my manager, there will be next budget cutting happening, there will be headcount reduce.

Then I interacted with Sudhakar post rating. I understand the situation. I acknowledged whatever I have learned from this team and requested him that I’m looking for opportunities outside of CFI and need your help with my internal mobility for career growth.

He said he did not expect from me my internal movement and finally he agreed to looking for the opportunity through internal mobilities.

Looking back through my performance over past 3 years, especially considering I went out of ways to deliver some critical stories even outside Avengers team, it is puzzling to be rated as "Being Developed". Below is a summary of my contributions in 2024 alone.

Here's a rephrased and polite version of your message:

I wanted to share an update regarding my ACR and performance review.

For this cycle, I received a rating of "Being Developed" for job requirements and operational objectives, and "In line with expectations" for behavioral aspects.

I acknowledge the feedback, I saw it surprising to be rated as "Being Developed," especially considering my consistent efforts over the past three years, including taking some of the critical tasks outside my team’s scope to ensure their successful delivery.

During the mid-year review, I mentioned that I’ve delivered everything that I was assigned in the best way and am proud of what I’ve accomplished.

But I mentioned that the tasks I’ve been working on over the past six months have been repetitive and haven’t much in terms of learning opportunities.

I expressed my interest in taking on more functional or impactful work, but due to our Kanban model way of work, I couldn’t foresee upcoming tasks with clear directions.

Considering this, I proactively picked up and delivered some key initiatives beyond my team’s responsibilities.

Additionally, I heard from my manager about potential budget cuts and headcount reductions.

After receiving my ratings, I had a conversation with Sudhakar to understand the situation better.

I also conveyed my gratitude for everything I’ve learned from this team and expressed my interest in exploring internal opportunities for career growth.

Sudhakar initially seemed surprised by my decision but eventually supported my intention to explore roles through internal mobility.