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| **McAfee Enterprise**  **FY2021**  **Performance Evaluation** | |
| Employee Name: | Rajkamal Rajendran Pillai |
| Organization: | McAfee Enterprise |

***Instructions:*** *This form serves as a means of recording results and as an outline for providing feedback for the review period. Use this form to capture your performance results and demonstration of McAfee Values for FY21. Once completed, please send to your manager to enter their comments.* ***Note to managers:*** *Send copy of form with your comments to employee after the year end conversation.*



**Employee Self-Assessment**

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| **Section A: Describe your Achievement Against Organization Goals** | |
| **GOAL 1:** Deliver on the commitments to customer as per priority defined by stakeholders | 1. Discussed with stakeholders, arrived at and presented the solution to customer (**Banco de Chile**) over a weekend within a month of taking on this role ([TIESERVER-11163](https://jira-lvs.prod.mcafee.com/browse/TIESERVER-11163)). 2. Spearheading Fire Eye integration and interacting with multiple teams/stakeholders to streamline the same. ([TIESERVER-11477](https://jira-lvs.prod.mcafee.com/browse/TIESERVER-11477)). 3. Investigated and led to resolution of **TIE Maintenance task fails on reindex due to deadlocks** ([TSET-9767](https://jira-lvs.prod.mcafee.com/browse/TSET-9767)). 4. Interacted with Support team to resolve **TIE Health check is failing in AU Partition** ([TIESERVER-11279](https://jira-lvs.prod.mcafee.com/browse/TIESERVER-11279)). |
| **GOAL 2:** People Excellence   1. Help with hiring 2. 100% completion all mandatory trainings on time without exceptions. 3. Recognize people for their over and above contributions by nominating them for Bravo points. At least one nomination every quarter | 1. Mentored team on solution approach and best practices. 2. Guided team on technical challenges and issues faced in development activities. 3. Always available with guidance and suggestions. 4. Active participant in interview and hiring activity. 5. Completed all trainings on priority. |
| **GOAL 3:**  McAfee Values   1. The customer is at our core. 2. Achieve excellence, with speed and agility. 3. Innovate without fear. 4. Practice inclusive candor and transparency. | 1. Focused on Customer issue resolution in keeping with enterprise goals/strategy. 2. Provided quick solutions averting business impact. 3. Deep dived into issues to come up with architectural changes to the ecosystem. 4. Always involved all stakeholders and maintained open lines of communication withal. |

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| **Section B: Describe your Achievement Against Development Goals** | |
| **GOAL 1:** Develop complete understanding of TIE (Domain, technologies, customers, stakeholders, process) | 1. Interacted across teams to gather better understanding of McAfee ecosystem. 2. Involved in discussions with Architects (Art, Chris, Senthil, Arvind, Brian). 3. Effectively communicated with support (Brian, Abhiram) cross ecosystem stakeholders (Senthil, Aravind, Rajiv, Sushil) to provide effective solutions. |
| **GOAL 2:** Guide/assist team with development activities | 1. Setup local development environment to locally debug TIEServer and ePO (both deployed on VM) thereby reducing the time and effort involved. 2. Provided invaluable assistance with approach and ideas for debugging and fixing issues with code fixes. |
| **GOAL 3:** Prioritize team dependency (ies) | 1. Always made sure of my availability to guide/assist team with any issues faced. |
| **GOAL 4:** |  |

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| **Section C: Additional Comments** |
| Completed 52 working days as of 01/06/2022 and the above achievements, within this short period, are no less than remarkable. |



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| **Manager Assessment** |
| <Manager to enter summary against achievement of goals> |