

Acknowledgment

Employee

Status:

Comment:

Accomplishments

Accomplishments

Enter accomplishments for 2013. Include achievements, how results were achieved (interaction with others) and overall impact to Yahoo. For people managers, include how the Habits of Great Managers were demonstrated.

Manager Comment

Kevin has been the lead engineer for Calendar Front End and has contributed very well throughout the year. He possesses excellent Front End and problem solving skills and has consistently delivered beyond expectations on number of projects single handedly. All of his deliverables have been completed on or before time and with excellent quality, resulting in multiple UI updates in short time alongwith number of complex feature additions:

- Minty and Postcard Refresh of Calendar: Kevin completely owned the Calendar FE code and refactored it such that different UI refreshes can be done with minimum code change. He designed a creative approach to support different UI look and feel for different users at same time and this helped getting code isolation and enable gradual rollout of new UI refresh in a smooth manner. He mentored Contacts and Notepad engineers to adapt the same approach as well. Kevin worked closely with Mail engineers to solve various complex problems with Postcard implementation across Communications products and this helped overall Postcard launch.

- Calendar support for Corp (Exchange) users: Kevin added implementation to support Corporate Calendar use cases on top of Calendar UI. He built a number of new features like free-busy support and conference room booking within very challenging timelines. After hearing from users about difficulty in finding available rooms, he came up with a creative feature to auto suggest nearest available room. Such a feature is not supported by any other calendaring client and has become the big USP of using Yahoo Calendar for Corporate Calendar access.

- Weather integration: Kevin worked with multiple teams to get weather integration implemented for Yahoo Calendar very quickly. Though the UE design went through multiple iterations, Kevin kept on enhancing the implementation as per review comments and was able to launch the feature within a week for design finalization.

Kevin works closely with PM and UE team and comes with various

Employee Comment

⇒ Calendar and Notepad for UIRefresh

- Apart from the normal web redesign, I came up with an ingenious way to support multiple versions of Calendar FE. This helped in getting code-isolation, no regression, prevent code duplication, no performance impact and faster development time.
- For Notepad, I made the full platform for supporting UIRefresh, which incorporated theme scss, package patch, modifying the Tag files, etc. Major challenge here was to do reskinning only with CSS and no HTML changes.

⇒ Corp Cal Free Busy, Room availability algo, superfast.

- I was responsible for designing the Free Busy module for Corp Cal.
- Later on, after user's feedback I also made the system for finding nearby available rooms and tweaked the system to reduce lag in auto-suggesting rooms.

⇒ PostCard Calendar, help to contacts and notepad postcard

- I did a major part of the postcard Calendar Refresh, which entailed git-svn mail assets sharing, sass, theme support, etc.
- I also helped Contacts team with postcard onboarding and they were also able to leverage the "multiple version supporting Calendar FE platform" for postcard.
- For Notepad postcard, I helped Nitin with Notepad basic foundation and postcard onboarding.

⇒ Calendar Weather (cross teams)

- This project had dependancies across several teams viz locdrop, weather, weather-mobile.
- I had to do a lot of reverse engineering(all the way to iOS-app) to figure out how their APIs work, and to get all their API keys
- Because of my aggressive coding attitude, we were able to get the feature ready just within 1 week of receiving final UI specs.

⇒ IOS App development – Calendar

- We in Calendar Team are owning the whole FE BE and Dav stack. The only missing thing was mobile development. So I took the initiative and learned iOS Development.

creative approaches to solve a user problem. He is super quick in implementing any feature and that allows team to try out different experiments and complex changes in quick time. Kevin is very active in various hack days and developed couple of mobile apps on his own, like an iOS app to easily book conferences rooms, which was very well received.

- As a result of this, I was able to successfully develop a fully functional Calendar app.
- I also developed a room booking iOS app for internal dogfood users.
- Although none of these apps could make to production, I feel that this was an important stepping stone for our mobile initiative.

Areas of Strength

Areas of Strength

List strengths (5 recommended), with examples of how they were demonstrated. For people managers, include which Habits of Great Managers are strengths, with examples of each.

Manager Comment

- Excellent technical skills. He is among the best Front End engineers in group.
- Exceptional problem solving skills. Looks for number of creative ways to solve any given problem. He rarely gets stuck with a problem.
- Highly self motivated and driven. Brings lot of energy in team.
- Excellent ownership for overall product.

Employee Comment

- ⇒ Aggressive Coding Attitude
 - Due to my aggressive coding attitude, I was able to snoop into the iOS weather App find their API keys, which enabled us to make weather app ready for rollout within the timeframe.
- ⇒ Cross team co-ordination
 - I am very good at co-ordinating with members of other teams and resolving any technical road-blocks. (eg: Postcard,weather)
- ⇒ Proactive development and Self Motivated
 - The iOS room booking app and the prototype calendar app were a result of my being self motivated.
- ⇒ Good Architectural design decision making skills
 - Was able to develop multiple version deployment mechanism, which unlike mail prevented Calendar from migrating to a different codebase altogether.
- ⇒ Extending help to other team members

I helped my colleagues in contacts and notepad for timely release of postcard.

Areas of Development

Areas of Development

List areas for improvement (3 recommended), with specific actions you will take to improve these areas. Indicate how the manager can provide support. For people managers, include which Habits of Great Managers are areas of development and how they could be improved.

Manager Comment

- Kevin is very eager to implement any feature being discussed and sometime tends to build a quick solution, which may not be very scalable. He should keep scale in mind while coming with any implementation and look for solutions that will stand the test of time.

Employee Comment

- ⇒ Sometimes I get too excited about some project, that I tend to take a path which might not deem fruitful or extensible in the long run. So I should prevent that.
- ⇒ I would like to do some more mobile development and thereby fortify our team with mobile skills too.

Ready for Promotion?

Ready for Promotion?

Indicate readiness for promotion. Keep in mind that a promotion to the next level results in increased expectations and responsibilities. Please provide any optional comments to explain your choice. Note that final recommendations are determined by promotion eligibility guidance, business justification, increased role scope, and manager recommendation; promotions committees make final decisions.

Manager Comment

Rating:

Employee Comment

Rating: **Yes**

Peer Feedback Appendix

Areas of Strength

Peer Evaluation: Subramanyan Murali

- Clear communication - Over the course of storm development, Kevin was someone who was always clear with his communication. Communication across geo locations is always hard. During project storm, integration with calendar and contacts was smooth thanks to some good coordination. Kevin was always clear in his requirements and questions. He seemed to always ask the right questions that would clear roadblocks in a short amount of time. Storm had some pretty massive CSS changes. This required frequent calls, email exchanges and chat conversations. Kevin was always available and ensured that updates were clear and concise
- Strong CSS skills - With some of the new designs in Storm and the massive CSS changes, being in bangalore, Kevin was able to keep up with the changes by plugging directly into the git checkins in the sunnvale team. He was able to quickly grasp the new SCSS structure with very little help. This made it really easy for us to integrate the components in the iframe. He worked on multiple prototypes to produce the glass effect on the calendar and contacts iframe.
- Self motivated engineer - Kevin is full of energy and motivation when he takes up a task. However late it may be, he is always keen to learn the system and work to the best of his potential. For the Theme implementation, we had to decide on the various parameters that need to be passed to the sub systems in the iframe. He was able to relate to the past Minty fresh experience and come up with great recommendations. Things were decided really quickly given the short amount of time and because of the 12 hour time difference, there were many times when radical changes were done over night. He approached these challenges with an open mind and moved on with the task.

Peer Evaluation: Nihar Ratnam

Proactive & Self Motivated - Kevin is extremely proactive and is able to quickly code up prototypes from the concept stage that help identify problems/issues and find solutions or workarounds early on in the process.

Consistently Delivers - Kevin's work ethic and can-do attitude means the projects that he works on invariably deliver on or before time and sometimes exceed the targeted business outcomes - calendar refresh, postcard, weather integration.

Collaborative - proactively engages cross functional teams in a timely manner.

Peer Evaluation: Renganathan Dhanagopal

I have worked with Kevin for Calendar super-fresh and Corp Calendar implementations.

- He has built the logic to pull YUI modules dynamically based on the calendar version (fresh/super-fresh/postcard). It ensures the code re-usability and maintainability. Moreover, we adopted the same logic in contacts postcard refresh as well.
- He analyzed the performance issues on Day/Week/Month view modules and he re-factored all of these modules to make it stable. It reduced all runtime JS errors and it gave significant performance improvement.
- He added support to show conference rooms availability and he designed the free busy component. It was very impressive work.
- He has very sound knowledge in iOS and android app development. He also gave a tech-talk about android app development and it was very informative.
- He always comes with interesting ideas for every Hack day and he never misses any Hack day so far.
- He is a good team player and he is always helpful to his peers.

Peer Feedback Appendix

Peer Evaluation: [Nitin Jose](#)

1. **Committed and Focused:** I have always found Kevin to be very committed to work. No matter how tight the deadlines are, Kevin does not think twice before going that extra mile to get the job done and that too with great quality. For example during the Postcard, SuperFresh or Corp calendar releases.
2. **Strong technical skills:** I have found Kevin to possess strong technical skills. He has a very aggressive coding style too, and picks up new things very quickly. For example, they way he got the Weather Integration covered in good time!
3. **Great team player:** Kevin is great to work with. I work closely with him on most of our tasks, and I have found him to be open to new ideas and feedback. Also, he is always keen to help/mentor other members in team.
4. **Good analytical skills:** I have always found Kevin to be a good problem solver. Its always fruitful and fun brainstorming and problem-solving with him (on design issues, bugs etc).
5. **Self Motivated:** His work on the iOS app for Room Booking is a good example of this.

Peer Evaluation: [Sumeet Mulani](#)

1. Technical skills

- * Kevin is excellent with his hands-on knowledge of HTTP, JavaScript, YUI, HTML and CSS, including design. This was highlighted in the Postcard project.
- * He has also picked up expertise in developing iOS and Android apps, which was used to develop the conference-room reservation iOS app for Hackday.
- * Postcard: Working with Kevin to figure out a way to share common CSS across Mail, Contacts, Calendar and Notepad was a fruitful experience. This was complex since Mail's codebase was migrated to git, while Contacts, Calendar and Notepad were still on Subversion.

2. Teamwork and collaboration

- * Kevin is always available and approachable to work on anything ranging from design, to bug fixing, or a hack. He takes out time to help others out, which is highly admirable.
- * While working on Postcard, Kevin collaborated with the Mail, Contacts and design teams to make sure that the CSS he was writing for Calendar respected the style guidelines.

3. Innovative

- * Kevin is always coming up with new ideas for hacks and features, and is ready to team up with others for events such as Hackday.
- * The conference-room reservation app for iOS is a great example of Kevin's innovative streak, in addition to various other hacks.

Peer Feedback Appendix

Peer Evaluation: Ashish Parnami

1. Excellent Problem Solving Skills:
 - Calendar UI Refresh and Postcard releases while supporting multiple versions.
 - Corp calendar support, performance improvements
 - Conf room booking solution
2. Highly Self Motivated and Driven
 - Almost always finishing his work ahead of time
 - Good quality design and code
 - iOS app, participation in hack days
3. Great Team player
 - Helping Contacts team and other team members
 - Working closely with Design and PM to help refine UI multiple times
 - Planning all team outing and most birthday celebrations!!
4. Technically Sound, Resourceful
 - Never found him stuck on any problem, somehow finds a solution
 - Can work on any new problem, really good at exploratory work in new areas.
5. Multitasking, Good Time and Task management

Areas of Development

Peer Evaluation: Subramanyan Murali

- I have noticed that sometimes Kevin jumps ahead of the problem and over think the solution. During the storm CSS theme implementations, Kevin was eager to get the integration going that he made some changes that might have been premature. I understand that it was a tough time given the strict timelines, but taking that a step back to evaluate the pros and cons might help ease the pressure when things rapidly change.

Peer Evaluation: Nihar Ratnam

I feel Kevin in his enthusiasm tends to get ahead of himself sometimes, which tends to result in specs/details being missed and resultant rework.

Peer Evaluation: Renganathan Dhanagopal

No peer feedback provided.

Peer Evaluation: Nitin Jose

No peer feedback provided.

Peer Evaluation: Sumeet Mulani

1. As Kevin has mentioned in his self-appraisal, he sometimes gets too involved in a project/hack, which does not necessarily deem fruitful in the long term. Though this is not too much of a concern, Kevin should learn to exercise better judgement to prevent this.

Peer Evaluation: Ashish Parnami

Kevin should eat more often otherwise he would be invisible in few days!!!

Ready for Promotion?

Peer Feedback Appendix

Peer Evaluation: Subramanyan Murali

Rating: No Opinion

- I have not worked too much on a day to day basis over the year, so i dont think I am in the right position to comment on his promotion. Every communication I have had with him has indicated that he is a key engineer and has all the qualities that a great engineer would have. He is patient, available and keen learner.

Peer Evaluation: Nihar Ratnam

No peer feedback provided.

Peer Evaluation: Renganathan Dhanagopal

No peer feedback provided.

Peer Evaluation: Nitin Jose

Rating: Yes

No peer feedback provided.

Peer Evaluation: Sumeet Mulani

Rating: Yes

No peer feedback provided.

Peer Evaluation: Ashish Parnami

Rating: Yes

No peer feedback provided.