

## UK Secondment performance feedback

### NOTE:

This document includes three separate performance feedbacks given to me (Lukas Mitrik) based on my work for KPMG Manchester in time between Sep - Dec 2017. Given the circumstances, all recommendations were provided in email form.

Feedback was given by Michael Lacey (Director), Christopher Corless (Manager) and Olaniyi Otolorin (Assistant Manager).

All contact information or other personal information apart from the names of the reviewers were redacted.

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**Od:** Lacey, Michael

**Odesláno:** středa 15. srpna 2018 19:46

**Komu:** Lukas Mitrik

**Předmět:** FW: UK Secondment performance feedback

Hi Lukas,

Its feedback time here for everyone so now I'm getting to yours. Thanks for your patience I tend to do all my team feedback in one go.

I hope you're well and progressing in the way you hoped when we worked together. I echo Chris' feedback and that of Annelies. Furthermore:

- You were an asset to the team Lukas. From my perspective you were more junior in years compared to your peer group but that did not stand out. What did stand out was your ability to remain calm and collected in times of significant pressure. For instance I noted one occasion where a seasoned (and quite difficult) EY senior manager held you accountable for an explanation on your IT audit approach thinking – relating to a 3rd party question. She challenged you as she did not agree with your approach but you were correct. Specifically you had the courage to stand up for what was right and stuck to the facts explaining these clearly, an approach in my mind where you showed experience beyond your years. This really was impressive Lukas and an approach and will serve you well as your career progresses.
- Further, I was involved in a number of ad-hoc technical conversations where you were either delivering the testing or were helping out. What stood out again was your technical knowledge and how you again articulated this, for instance I specifically remember you focusing on an area of IT operations and articulating the subject matter succinctly in a wider discussion with me, EY and the client. Some of our newest graduates take more time that compared to you to understand and then apply IT risk principles. Excellent.
- Finally you have a can-do attitude and showed an inherent willingness to listen and learn. You were consistently on time and set an example to some of the permanent team members. You also adapted and fit into the team and the client instantly which coming from another country into new surroundings is a really

difficult to achieve. From my perspective Lukas you were a credit to yourself and I can see why KPMG wanted to retain you in Europe (Germany I think)

Overall I was really impressed Lukas which is why I was willing to offer you a position in my team to come and work for us. Unfortunately for us (I understand why though) you chose not to take the position I offered. Thank you though for putting your trust in us to work in our team, if only for a short time. As I said at the time, I'm always open to a conversation if you should change your mind and want to work for KPMG in the UK again.

I'm away for the next few weeks but give me a call in early September if you want to chat through.

Please keep in touch, all the best.

Cheers  
Mike.

**Michael Lacey**

Director

Technology Risk

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 Mob:

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**KPMG: Sunday Times Best Big Company To Work For - Top 25, eighth year running.**

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**From:** Corless, Christopher

**Sent:** 06 March 2018 11:05

**To:** Lacey, Michael

Muys-Mannino, Annelies

**Cc:** Otolorin, Olaniyi

**Subject:** RE: UK Secondment performance feedback

Lukas's feedback below from me and Niyi.

Would you like to add anything before we send back?

Chris's feedback

I was very impressed with Lukas's performance on Odeon.

Lukas was thorough, determined and passionate in a very very challenging environment. Lukas was a hardworking team player and could be trusted to deliver high quality work on time – he was a positive influence and asset to the team.

Lukas made an positive impact on the engagement – to the team, to the client and to EY. This is testimony to Lukas's character, professionalism, hard work and quality deliverables. It also demonstrates Lukas's potential – Lukas will be remembered for all the right reasons (which will serve him very well during his career).

In terms of development points, because Lukas is very detailed and passionate he can sometimes lose sight of materiality – spending too much time on small point (this didn't happen very often). This is both a strength and a development point depending on the situation, but given the volume/time pressures at Odeon, Lukas could have flexed his approach better at times through confirming approach/materiality/impact with his managers. I liked how Lukas demonstrated determination and professional scepticism when something didn't add up (wouldn't take no for an answer from EY which is great!) but could fine tune these qualities through asking better / smarter questions of management to get to the true answer quicker and more effectively.

Lukas was very quick to pick up technical concepts and deliver. He did this through asking lots of questions of his colleagues and made sure he fully understood what was required before progressing (ultimately this meant everyone involved was more efficient). Lukas had a superb attitude to work, was systematic and had consistently high productivity (whilst maintaining quality).

Overall, an excellent performance from Lukas and it would be a pleasure to work with him again in the future.

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**From:** Otolorin, Olaniyi  
**Sent:** 05 February 2018 09:53  
**To:** Corless, Christopher  
**Subject:** RE: UK Secondment performance feedback

Hi Chris,

I have written some feedback for Lukas as shown below:

*Lukas*

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*Lukas, upon joining the KPMG Manchester Tech Risk was assigned to work on ODEON IT SOx Audit with primary focus on Change Management [C005ITCM/C009ITCM] and Job Scheduling [C002ITCO]. But in the course of the engagement, he also did some manage access controls [i.e. C001ITAC] and assisted with some other administrative work on the engagement.*

*Lukas joined the ODEON with little/no experience in IT Audit and was quick to learn and apply himself to the extent that he came across as someone with deep experience in SOx IT Audit. To be more specific, i will summarise Lukas performance on ODEON engagement as follows:*

#### **1. QUALITY OF WORK**

*Lukas work was with high quality. Lukas was very thorough in his review of his control. He made sure he spent reasonable amount of time in studying the controls and the review expectations; and was able to critically review the controls - reading between the line and identifying controls gaps (both control design and implementation gaps) and articulating it clearly for senior colleagues to engage with the client on the effectiveness of the control. His control documentation was very detailed, giving all the relevant information and making the reviewer to ask few questions during review. Lukas applied himself - critically and logically reviewing every control that he soon earned a reputation for critical review among other E-grades and even from the internal audit team (i.e. EY). Every senior colleague would want to work with Lukas as you are sure of a detailed review.*

#### **2. PROFESSIONAL SKEPTISM**

*Lukas displayed high level of professional skepticism as he was very inquisitive and critical while reviewing his control. You could deduce as a reviewer that a lot of thinking and questioning has gone into his review.*

#### **3. CLIENT ENGAGEMENT**

*Lukas displayed high level of confidence, respectful and tenacity while engaging with the client and the internal audit team, in meetings and other discussions. He knew what he was talking about and was able to hold his own even in the face of difficult and challenging conversations with the internal audit team. He did not allow himself to be intimidated and swayed while engaging even with client & internal audit team with huge experience above his. Lukas, even on his own, engaged with the client from other territories sometimes alone and was able to come out with productive outcomes without need for a repeat meeting with a senior colleague.*

#### **4. BUILDING RELATIONSHIPS**

*Lukas was able to build good working relationship with his team members and the client. He participated actively in team bonding activities (i.e. lunch & dinner) and developed cordial relationships with other E-grades and senior colleagues. He was open and honest in his communications. As he promptly discussed with senior colleagues on occasions when he need to close early or take time off.*

#### **5. ATTITUDE TO WORK**

*Lukas had a good attitude to work and was very tenacious with the sole goal of getting the job done well. He was apt in clarifying expectations and maximising his time to ensure he turned-around his work in due time. He drove himself and willing worked extra hours just to meet important deadlines on the work.*

#### **AREAS FOR IMPROVEMENT**

*Lukas should continue to work on his documentation skill so that he is more concise in his documentation i.e. He should strive to communicate with fewer words.*

*Overall, Lukas was a valuable member of the team and displayed high level of performance and diligence that would make him to succeed in any team.*

Regards,  
Olaniyi Otolorin