

From: MICHAEL A URIBE  
Sent: Friday, August 1, 2025 11:49 AM  
To:

Praveen Pawar <Praveen.X.Pawar@kp.org>

Subject: ATB Alteryx Enhancements update: Back log fulfilled

Hello leaders,  
I wanted to share an amazing accomplishment and gratitude for our shared team supporting the ATB program.

As of this week, our combined teams closed out a 3 year back log of Compensation Consultant requested enhancements. These represent advanced functionality used in both the calculation of complex ATB rates and a series of Market/Union specific requirements needed to meet Union / KP agreements.

This work was made possible by the hard work of our Systems team, IT Partners / Offshore Alteryx team, Comp COE & Consultants coming together to identify needs, partner in solutioning and deploying in time for use in the current 2025 ATB cycle. As a result, we now have 90% of all unions processing thru Alteryx with the remaining 10% out of scope due to union specific constraints.

Each team member has been a critical contributor to our success, and I'd like to specifically recognize:

- **Erin:** Countless hours in partnership with Comp Consulting, COE & Alteryx teams have led to clear guidance on all aspects of this effort. Additionally, Erin's technical skills in testing and solutioning in partnership with IT & Consulting expedited overall completion.
- **Debasis:** Leadership within KP & our offshore team provided a clear path towards back log fulfillment. Expert prioritization and optimization of Alteryx design resulting in faster system performance & more robust functionality.
- **Parag & Praveen:** Exceptional partnership with Debasis and in partnership consistently addressed client requirements and testing activities. This support model allowed for expedited triage and solutioning
- **Nick & COE leads:** Seamless partnership in broader ATB program management. Consistently planning for optimal client and systems engagement to ensure readiness in advance of this high volume and impacting program.
- **Leadership:** Great appreciation for the consistent solutioning and providing the Alteryx support model that has allowed for this success.

We continue to examine technical and business process improvements in our commitment to ongoing improvement and will be discussing further optimizations in August. Please join me in congratulating a high performing team on these contributions to our shared KP mission of accurate and timely ATB program and broader union relations!

Thank you,  
Michael

**Michael Uribe**  
Sr. Manager, Compensation Systems  
Out of Office Notice : Aug 4<sup>th</sup> - 8<sup>th</sup>

Total Rewards  
COMPENSATION

## Feedback You've Received

Feedback Received 3 items

| Date       | From            | Question(s)   | Feedback Comment(s)  |
|------------|-----------------|---|--|
| 2025-09-15 | Debasis Patnaik | Please provide feedback on what I'm doing well, what I can do better and what I should do next. | <p>Praveen, you've been an excellent addition to the team. Your approach to work, which involves <b>taking the time to understand end-to-end functionality</b>, demonstrates a level of thoroughness and commitment that is truly valuable. Your expertise isn't limited to a single tool/product; your broad knowledge of Alteryx and other Analytics tools adds significant value and helps us meet a wider range of client needs and this was evident is client's appreciation of the good work done.</p> <p>Your receptiveness to innovative ideas and your strong teamwork are a great asset, and the guidance you provide to junior member is much appreciated.</p> <p>To further your career progression, I would like to see you take on more proactive initiatives. Specifically, I encourage you to take ownership of reporting and metrics for our projects. By tracking and communicating our key performance indicators, you can help the team make more informed decisions and showcase our collective impact. This is a great area for you to lead and will contribute directly to your career growth. Thank you for everything you have been contributing to the team.</p> |