**Performance Document FY11 for: Richard Stewart**

Performance Template: Perf Doc 1

Document Status: Complete

Job Title:	Programmer/Analyst 4
Grade:	505
Business Unit:	Pharmacy Systems & Automation
Manager:	Calvin Gaddis JR

Performance Objectives**AR/LTC alpha/beta support for 2.2.2 release**

Support AR/LTC conversion for alpha/beta under release 2.2.2: includes, but is not limited to + helping to answer extract development questions from 3rd-party vendors + analysis of extract files produced by 3rd-party vendor extract development team + implementation of PL/SQL code changes (particularly for the AR portions of conversions code) as necessary during further development of the 3rd-party extract processes + implement changes to conversion code for AR on time Note July 15 2010 Still waiting on first beta site to provide data to twopoint

Employee Rating:	3	Manager Rating:	3
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Employee Comments:

As of 2010-11-18, have been able to assist with performance tuning and helping with keeping the run of new data for Medical Moorhead pharmacy going. Prior to Matt Ford's addition to our group, worked with QA teams to get the initial testing efforts completed for AR. Also: * Implemented AR-related changes for the 2.3.1.i release. * Assisted with batch-server setup for DEV33, for use in 2.3.1.i testing.

Manager Comments:

First LTC/AR conversion for Medical Moorhead went live 5/10/2011. There were many delays in completing this project that were beyond our control. Richard was primarily responsible for the AR conversion development and his work on that aspect of the project met expectations.

Renlar II conversion enhancements to support AR/LTC

Support AR/LTC conversions for Renlar II: includes, but is not limited to, + answering Renlar extract development questions + analysis of extract files produced by Renlar extract development team + implementation of PL/SQL code changes (particularly for the AR portions of conversions code) as necessary during further development of the Renlar extract + implement changes to conversion code for AR on time Goal: delivery in Q3 of FY 2011. This is dependent on availability of data extracted by the Renlar extract team in Atlanta.

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Employee Comments:

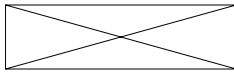
As of 2010-11-18, there has not been much activity in this area thus far this year.

Manager Comments:

Limited progress has been made on this objective due to several factors beyond our control. 1-No Renlar target customer waiting for conversion for AR/LTC has been identified 2-Delays beyond our control in AR/LTC conversion from Two Points 3-Other higher priority projects took precedence 4 Divest and Production Support

PharmacyRx/Condor internal conversion

Complete testing of PharmacyRx/Condor extraction. Update to include AR and LTC features. This includes, but is not limited to + answering Renlar extract development questions + analysis of extract files produced by PharmacyRx/Condor extract development team + implementation of PL/SQL code changes (particularly for the AR portions of conversions code) as necessary during further development of the PharmacyRx/Condor extract + implement changes to conversion code for AR on time Goal: delivery by Q3 FY 2011 N.B. As of 2010-06-30, work on this will not start until other resources, presently dedicated to



D0 changes, become available, probably in 2011-01. Note July 15 2010 Hy-vee has decided to use twopoint insted of our internal conversion process. This reduces priority on this goal July 27 added MCPS objective. It is a higher priority

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Employee Comments:**Manager Comments:**

Due to factors noted above and the low volume of customers converting from PharmacyRx to EnterpriseRx-ISMC no progress has been made on this internal conversion. Infowerks continues to performs this service.

Performance enhancements to the conversions processes

Investigate and propose enhancements to the conversion processes and programs, in order to simplify code and increase efficiency. Only changes which can be shown to reduce runtimes by 50% or more should be implemented. (This is of a lower priority than the preceding three items.) Goal: research to collect metrics to document the performance improvements investigated and prototyped

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Employee Comments:

As of 2010-11-18: Have thus far researched simplifications to the RX processes. That process is not yet far enough along to be able to test it against the existing implementation, and will probably require the creation of at least one extra table and several views, to be added to the conversion schema. Next, would like to compare the results an RX table derived by the new process against one derived by the existing process. Also: * Have tuned the "clear by client id" scripts. * Created wiki-based troubleshooting documentation for 3rd-party mapping purposes (<http://confluence.techrx.com/display/CONV/Script+to+Address+Missing+Third-party+Mapping+Defaults>) * ERX-38164 Performance Enhancements for Conversion Post run Placeholder rec creation procedures. * At work on "spot-tuning" the check_rx_linkage procedure, which was identified as a performance bottleneck during some of the AR testing performed in first two calendar quarters of 2010.

Manager Comments:

I agree with Richards comments. Work on the divest process to increase performance and reliability has become a more pressing issue with the increased number of chain and ISMC clients exiting our system. On the positive side, Richard has met this objective by enhancing that process to execute and log activity in the same manner as other standard conversion jobs.

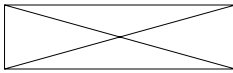
MCPS conversion

July 27 2010 Condor extract has reduced in priority with Hyvee using Two Point for extraction. Richards's talents would better be utilized on our internal MCPS extract for Fairview, Meritcare and Mayo. Objective will be to review current MCPS process with Venki and takeover support/enhancements to required for this process to convert Mayo, Meritcare and Fairview.

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Employee Comments:

As of 2010-11-18: Have been able to learn about the general structure and processes used by the Java translators. Also have learned how to build the needed jar files using Eclipse and Ant, and have developed a process to check out code from either the repository trunk or from a feature branch, without needing any other libraries or supplemental compilation steps, to build the jar files needed for a translator based on a particular version of source code. As a result, was able to help Venki derive a particular version of the DataConverter.jar file for MCPS-based customer Mayo Clinic, based on the 2.2 repository feature branch. (This was necessary because he did not have any other reliable means of building straight from a checked-out feature branch.) This means it will be possible for our team to be able to build translator jar files from the code checked out of the repository, without being forced to



depend on previous successful compilations.

Manager Comments:

MCPS conversion is complete for Fairview and Meritcare. Mayo Clinic is in progress to complete in June.

Competencies & ICARE**Innovative Mindset**

Generates and delivers innovative solutions in work situations. Foresees opportunities and obstacles in making customers and the business more competitive and shapes innovative strategies or plans to impact those issues.

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Customer Orientation

Ensures that the customer perspective is a driving force behind business decisions and activities. Crafts and implements service practices and solutions that anticipate and meet customer's and the organization's needs.

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Leadership

Leads teams and organizations by defining a clear and compelling vision and priorities. Gains understanding and buy in to bold courses of action. Keeps the organization moving forward toward critical priorities.

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Influences Others

Promotes ideas and proposals persuasively, shaping people's opinions. Wins buy-in for initiatives and works through conflicts, while building positive working relationships.

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Mature Confidence

Demonstrates self-awareness, and manages his/her emotions in the face of controversy while staying focused on larger goals. Demonstrates a poised, credible, and confident demeanor. Welcomes feedback.

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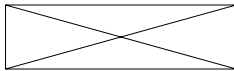
Builds Collaboration

Develops and uses collaborative relationships to facilitate the accomplishment of work and business goals. Listens well and demonstrates sensitivity to others opinions and feelings.

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Drives Execution

Demonstrates personal commitment and drive to set and then meet or exceed high standards and objectives. Routinely gets things done with dispatch. Displays a 'stretch-goal mentality.' Successfully achieves goals and remains persistent in the face of high adversity. Accepts responsibility for results.



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Decisiveness & Judgment

Selects clear and sometimes bold choices from among complex alternatives in a timely, but fact-based manner. Consistently demonstrates sound judgment, making successful decisions even in risky and ambiguous situations. Willing to make tough-minded decisions when necessary, without unnecessary hesitation.

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Talent Champion

Attracts, selects and develops the highest caliber of talent available. Consistently places the right people in the right positions and assures they are successful in their roles.

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Openness & Candor

Communicates directly and candidly. Builds trust by saying what's on his or her mind without being overly political or guarded. Does not carry around 'hidden agendas.' Welcomes input from others.

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Strengths & Areas to Develop**Key Strengths**

List three to five (3-5) of your key strengths.

Employee Comments:

* Performance tuning of Oracle-based processes * Documentation, including troubleshooting documentation
* Assisting others to use Oracle effectively

Manager Comments:

Agree

Areas to Develop

List up to four (4) areas to develop.

Employee Comments:

* Increase Java competency and literacy * Improve literacy in the pharmacy business and how EnterpriseRx fits in with it. * Take on more production support issues

Manager Comments:

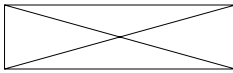
I agree with emphasis on production support

Individual Development Plan**Mid-Year Comments**

Review conducted on: 19-NOV-2010

Employee Comments:

Comments on the various goals have been entered into their respective sections.

**Manager Comments:**

I agree with these comments. I encourage you to work production support issues Jira tickes from the dashbard as much as possible

Year-End Review

Review conducted on: 23-MAY-2011

Employee Rating:**Manager Rating:****3****Employee Comments:****Manager Comments:**

Richards performance meets expectations. He continues to learn new areas of the conversion process and readily accepts all assignments and challenges presented to him.

Commitment to Ethics

I have performed my work in accordance with our mission, vision, and goals. I am committed to adhering to the highest ethical business practices and personal integrity in accordance with McKesson's Code of Business Conduct and Ethics and ICARE Shared Principles.

Employee Checked**Yes****Date Checked****23-MAY-2011****Signature Section**

Review Acknowledged on 23-MAY-2011

Richard Stewart

Date

Calvin Gaddis JR

Date

This document is being placed in your personnel record.