



Technical Specialist

**Phone Number** +44 (20) 78960011 x191208 (Telephone)  
+91 9620034943 (Mobile)  
**Email Address** Sahana.Pranesh@ig.com  
**Location** Bangalore - India



Durga Kar  
Manager

Overview

Employee History

Job Profile Changes  
Job Profiles

Date	Type	Reason	Job Profile	Manager
01/06/2019	Promotion	Promotion > Promotion	Application Development-IT Technical Specialist-Grade 3	Rob Dunn
01/09/2017	Promotion	Promotion > Promotion	Application Development-IT Manager / Team-Lead-Grade 3	Rob Dunn
01/09/2015	Promotion	Promotion > Promotion	Application Development-Senior Developer-Grade 4	Mrutyunjay Bellary
18/08/2014	Hire	Hire Employee > New Hire	Application Development-Developer-Grade 4	Mrutyunjay Bellary

Compensation History  
Stock Grants



Grant Date	Reason	Shares Granted	Grant Price	Currency	Stock Grant Type	Job Profile	Manager
06/08/2019		1,109	0.00	GBP	LTIP	Application Development-IT Technical Specialist-Grade 3	Rob Dunn

Job

Job Details

Job Details

Employee ID	15846
Supervisory Organization	IG Group (June Felix) >> Client Onboarding (Durga Kar)
Position	P_19794 Technical Specialist
Business Title	Technical Specialist
Job Profile	Application Development-IT Technical Specialist-Grade 3
Employee Type	Permanent
Time Type	Full time
FTE	100.00%
Location	Bangalore - India
Hire Date	18/08/2014
Original Hire Date	18/08/2014
Continuous Service Date	18/08/2014
Years of Service	7.5
Time in Position	2.72 year(s)
Time in Job Profile	2.72 year(s)

Contact Information - Public

Phone	+44 (20) 78960011 x191208 (Telephone) +91 9620034943 (Mobile)
Email	Sahana.Pranesh@ig.com

Work Address

2nd Floor, Khata No 436, Survey No. 13/1B, 12/2B, Challagatta Village  
Varthur Hobli, Intermediate Ring Road, Domlur  
Bangalore- 560 071  
India

Manager History

Manager History



Position	Start Date	End Date	Manager History		
			Manager	Managed From	Managed To
P_19794 Technical Specialist	01/06/2019	18/02/2022	Durga Kar	16/08/2019	18/02/2022
			Rob Dunn	01/06/2019	15/08/2019
P_15734 Technical Team Lead	18/08/2014	31/05/2019	Rob Dunn	01/09/2017	31/05/2019
			Shashi Bhandary	16/12/2015	31/08/2017
			Rajib Deysarkar	17/11/2015	15/12/2015
			Anil Narayanaswamy	01/10/2015	16/11/2015
			Mrutyunjay Bellary	18/08/2014	30/09/2015

Management Chain

Supervisory Management Chain

Organization	Manager	Phone Number
IG Group (June Felix)	June Felix	+44 (20) 75730117 x440117 (Telephone)
Executive Directors (June Felix)	June Felix	+44 (20) 75730117 x440117 (Telephone)
Technology (Simon Myers)	Simon Myers	+44 (20) 75730137 x440137 (Telephone)
Client Technology (Dominic Bradley)	Dominic Bradley	+44 (20) 75730109 x440109 (Telephone)
Client Onboarding (Durga Kar)	Durga Kar	+44 (20) 78960011 x191104 (Telephone)

Organizations

Member of These Organizations

Organization	Organization Type	Organization Subtype
IG Infotech	Company	Company
IG Legal Entities	Company Hierarchy	Company
Client Technology	Department	Department
IG Infotech (India)	IG Company	IG Company
India	Location Hierarchy	Regulatory Region
India - Payroll	Pay Group	Pay Group
Client Onboarding (Durga Kar)	Supervisory	Supervisory
Technology	Team	Team
Client Technology	Unit	Unit

Worker History

Worker History

Business Process	Effective Date	Initiated On	Due Date	Completed On	Status
IG Performance Check-in FY22 - Q3: Sahana Pranesh	28/02/2022	17/01/2022 02:24:04 PM		15/02/2022 12:00:39 AM	Canceled
IG Performance Check-in FY22 - Q2: Sahana Pranesh	30/11/2021	11/10/2021 01:33:55 PM		20/12/2021 12:47:49 PM	Successfully Completed



Business Process	Effective Date	Initiated On	Due Date	Completed On	Status
Time Off Request: Sahana Pranesh	23/11/2021	20/10/2021 04:09:35 PM	22/10/2021	20/10/2021 08:47:01 PM	Successfully Completed
Time Off Request: Sahana Pranesh	11/11/2021	20/10/2021 04:08:15 PM	22/10/2021	20/10/2021 04:08:49 PM	Successfully Completed
Time Off Request: Sahana Pranesh	04/11/2021	20/10/2021 04:07:20 PM	22/10/2021	20/10/2021 04:07:58 PM	Successfully Completed
Time Off Request: Sahana Pranesh	07/09/2021	19/08/2021 02:17:35 PM	21/08/2021	19/08/2021 02:18:20 PM	Successfully Completed
Time Off Request: Sahana Pranesh	03/09/2021	02/09/2021 11:03:21 AM	03/09/2021	02/09/2021 11:17:33 AM	Successfully Completed
IG Performance Check-in FY22 - Q1: Goal-Setting: Sahana Pranesh	31/08/2021	16/07/2021 02:14:25 PM		30/08/2021 01:15:37 PM	Successfully Completed
Time Off Request: Sahana Pranesh	26/08/2021	25/08/2021 01:20:28 PM	27/08/2021	25/08/2021 02:43:28 PM	Successfully Completed
Time Off Request: Sahana Pranesh	12/08/2021	12/08/2021 05:45:21 PM	14/08/2021	12/08/2021 05:52:23 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_19794 Technical Specialist	02/08/2021	02/08/2021 10:03:22 PM		02/08/2021 10:04:29 PM	Successfully Completed
Manage Goals: Sahana Pranesh	15/07/2021	15/07/2021 02:08:06 PM	17/07/2021	15/07/2021 02:08:06 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_19794 Technical Specialist	01/06/2021	27/05/2021 07:36:27 PM	03/06/2021	27/05/2021 07:36:27 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_19794 Technical Specialist	01/06/2021	25/05/2021 10:51:02 PM		25/05/2021 10:51:32 PM	Successfully Completed
IG Performance Check-in FY21 - Q4: Sahana Pranesh	31/05/2021	16/04/2021 03:13:54 PM		25/05/2021 12:12:39 PM	Successfully Completed
Time Off Request: Sahana Pranesh	28/05/2021	31/05/2021 12:08:07 PM	01/06/2021	31/05/2021 12:27:24 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_19794 Technical Specialist	18/05/2021	18/05/2021 09:40:56 PM		18/05/2021 09:41:21 PM	Successfully Completed
Time Off Request: Sahana Pranesh	03/05/2021	04/05/2021 06:27:03 PM	06/05/2021	04/05/2021 06:39:26 PM	Successfully Completed
Time Off Request: Sahana Pranesh	27/04/2021	04/05/2021 06:27:39 PM	06/05/2021	04/05/2021 06:39:02 PM	Successfully Completed
Time Off Request: Sahana Pranesh	19/04/2021	14/04/2021 12:19:12 PM	15/04/2021	14/04/2021 03:27:43 PM	Successfully Completed
Time Off Request: Sahana Pranesh	13/04/2021	14/04/2021 12:18:51 PM	15/04/2021	14/04/2021 03:27:49 PM	Successfully Completed
Time Off Request: Sahana Pranesh	01/03/2021	26/02/2021 03:47:47 PM	28/02/2021	26/02/2021 03:49:42 PM	Successfully Completed
IG Performance Check-in FY21 - Q3: Sahana Pranesh	28/02/2021	26/01/2021 01:10:59 PM		29/03/2021 12:53:13 PM	Canceled
Time Off Request: Sahana Pranesh	12/02/2021	11/02/2021 07:29:53 PM	13/02/2021	12/02/2021 09:52:43 AM	Successfully Completed
Time Off Correction: Sahana Pranesh	18/01/2021	13/01/2021 11:48:36 AM	14/01/2021	13/01/2021 12:21:34 PM	Successfully Completed
Time Off Request: Sahana Pranesh	18/01/2021	08/01/2021 05:43:39 PM	10/01/2021	08/01/2021 05:54:41 PM	Successfully Completed
Time Off Request: Sahana Pranesh	15/01/2021	18/01/2021 01:01:16 PM	19/01/2021	18/01/2021 01:08:51 PM	Successfully Completed
Time Off Request: Sahana Pranesh	01/12/2020	06/12/2020 10:55:26 PM	08/12/2020	07/12/2020 09:46:11 AM	Successfully Completed
IG Performance Check-in FY21 - Q2: Sahana Pranesh	30/11/2020	23/09/2020 07:36:53 PM		10/12/2020 02:12:36 PM	Successfully Completed
Time Off Request: Sahana Pranesh	27/11/2020	23/11/2020 12:12:03 PM	24/11/2020	23/11/2020 12:13:18 PM	Successfully Completed
Time Off Request: Sahana Pranesh	10/11/2020	04/11/2020 03:30:47 PM	06/11/2020	04/11/2020 04:23:31 PM	Successfully Completed
Time Off Request: Sahana Pranesh	15/09/2020	29/09/2020 12:11:49 PM	30/09/2020	29/09/2020 12:13:56 PM	Successfully Completed
IG Performance Check-in FY21 - Q1: Goal-Setting: Sahana Pranesh	31/08/2020	13/07/2020 04:49:21 PM		30/07/2020 04:28:04 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_19794 Technical Specialist	01/06/2020	06/06/2020 02:08:56 AM		06/06/2020 02:09:08 AM	Successfully Completed
Compensation Change: Sahana Pranesh - P_19794 Technical Specialist	01/06/2020	06/06/2020 02:05:10 AM		06/06/2020 02:05:31 AM	Successfully Completed
IG Performance Check-in FY20 - Q4: Sahana Pranesh	31/05/2020	23/04/2020 06:00:35 PM		28/05/2020 04:08:06 PM	Successfully Completed
Time Off Request: Sahana Pranesh	18/05/2020	04/05/2020 08:20:02 PM	06/05/2020	05/05/2020 06:51:45 AM	Successfully Completed
Leave Return for Sahana Pranesh last day of leave on 11/05/2020, first day back at work on 12/05/2020	11/05/2020	11/05/2020 12:35:49 AM	12/05/2020	03/06/2020 07:28:09 PM	Successfully Completed
Time Off Request: Sahana Pranesh	11/05/2020	04/05/2020 08:17:09 PM	06/05/2020	05/05/2020 06:52:31 AM	Successfully Completed
Contact Change: Sahana Pranesh	18/01/2020	18/01/2020 08:17:59 PM	20/01/2020	18/01/2020 08:17:59 PM	Successfully Completed
Personal Information Change: Sahana Pranesh		18/01/2020 08:15:18 PM	20/01/2020	18/01/2020 08:15:18 PM	Successfully Completed
Personal Information Change: Sahana Pranesh		18/01/2020 08:15:03 PM	20/01/2020	18/01/2020 08:15:03 PM	Successfully Completed



Business Process	Effective Date	Initiated On	Due Date	Completed On	Status
IG Performance Check-in FY20 - Q2: Sahana Pranesh	30/11/2019	16/09/2019 01:38:26 PM		05/11/2019 12:41:34 PM	Successfully Completed
Leave Request: Sahana Pranesh	11/11/2019	15/11/2019 07:17:45 PM	22/11/2019	15/11/2019 07:17:45 PM	Successfully Completed
Time Off Request: Sahana Pranesh	11/11/2019	05/11/2019 02:56:18 PM	07/11/2019	07/11/2019 08:28:51 AM	Successfully Completed
Get Feedback: Sahana Pranesh		05/11/2019 12:29:40 PM	08/11/2019	05/11/2019 12:29:40 PM	Successfully Completed
Get Feedback: Sahana Pranesh		30/10/2019 12:52:45 PM	03/11/2019	30/10/2019 12:52:45 PM	Successfully Completed
Time Off Request: Sahana Pranesh	23/10/2019	18/09/2019 01:08:22 PM	20/09/2019	18/09/2019 01:17:37 PM	Successfully Completed
Personal Information Change: Sahana Pranesh		18/10/2019 06:08:32 PM	20/10/2019	18/10/2019 06:08:32 PM	Successfully Completed
Change Emergency Contacts: Sahana Pranesh - Technical Specialist		18/10/2019 06:05:52 PM		18/10/2019 06:05:52 PM	Successfully Completed
Time Off Request: Sahana Pranesh	07/10/2019	11/10/2019 11:25:56 AM	12/10/2019	11/10/2019 11:32:59 AM	Successfully Completed
Time Off Request: Sahana Pranesh	09/09/2019	22/08/2019 04:02:28 PM	24/08/2019	23/08/2019 04:03:46 PM	Successfully Completed
IG Performance Check-in FY20 - Q1 - Goal-Setting: Sahana Pranesh	31/08/2019	18/07/2019 08:30:18 PM		31/07/2019 09:26:20 PM	Successfully Completed
Time Off Request: Sahana Pranesh	16/08/2019	03/07/2019 05:04:20 PM	05/07/2019	11/07/2019 03:57:36 PM	Successfully Completed
Time Off Request: Sahana Pranesh	09/08/2019	09/07/2019 11:55:23 AM	10/07/2019	11/07/2019 03:57:02 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_19794 Technical Specialist	06/08/2019	06/09/2019 07:39:22 PM		06/09/2019 07:39:25 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_19794 Technical Specialist	06/08/2019	06/08/2019 05:18:25 PM		06/08/2019 05:18:30 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_19794 Technical Specialist	06/08/2019	06/08/2019 05:14:31 PM		06/08/2019 05:14:44 PM	Successfully Completed
Time Off Request: Sahana Pranesh	01/08/2019	31/07/2019 09:37:31 PM	02/08/2019	31/07/2019 09:43:44 PM	Successfully Completed
Time Off Request: Sahana Pranesh	29/07/2019	30/07/2019 12:53:59 PM	01/08/2019	31/07/2019 09:26:42 PM	Successfully Completed
Time Off Request: Sahana Pranesh	22/07/2019	09/07/2019 11:54:52 AM	10/07/2019	11/07/2019 03:57:09 PM	Successfully Completed
Manage Goals: Sahana Pranesh	18/07/2019	18/07/2019 03:37:43 PM	20/07/2019	18/07/2019 03:37:43 PM	Successfully Completed
Get Feedback: Sahana Pranesh		03/06/2019 12:15:14 PM	06/06/2019	03/06/2019 12:15:14 PM	Successfully Completed
Get Feedback: Sahana Pranesh		03/06/2019 12:13:35 PM	06/06/2019	03/06/2019 12:13:35 PM	Successfully Completed
Promotion: Sahana Pranesh	01/06/2019	11/07/2019 02:08:43 PM	18/07/2019	11/07/2019 02:09:14 PM	Successfully Completed
Compensation Change: P_15734	01/06/2019	07/06/2019 06:56:27 PM		07/06/2019 06:57:08 PM	Successfully Completed
Compensation Change: P_15734	01/06/2019	06/06/2019 10:28:35 PM		06/06/2019 10:28:54 PM	Successfully Completed
IG Performance Check-in FY19 - Q4: Sahana Pranesh	31/05/2019	01/04/2019 01:06:12 PM		12/06/2019 09:40:48 PM	Successfully Completed
Time Off Request: Sahana Pranesh	20/05/2019	14/05/2019 11:24:44 AM	15/05/2019	14/05/2019 02:31:48 PM	Successfully Completed
Get Feedback: Sahana Pranesh		03/05/2019 05:39:09 PM	07/05/2019	03/05/2019 05:39:09 PM	Successfully Completed
Get Feedback: Sahana Pranesh		03/05/2019 05:38:32 PM	07/05/2019	03/05/2019 05:38:32 PM	Successfully Completed
Get Feedback: Sahana Pranesh		03/05/2019 05:36:32 PM	07/05/2019	03/05/2019 05:36:32 PM	Successfully Completed
Get Feedback: Sahana Pranesh		03/05/2019 05:35:59 PM	07/05/2019	03/05/2019 05:35:59 PM	Successfully Completed
Get Feedback: Sahana Pranesh		03/05/2019 05:35:09 PM	07/05/2019	03/05/2019 05:35:09 PM	Successfully Completed
Time Off Request: Sahana Pranesh	30/04/2019	02/05/2019 05:28:13 PM	04/05/2019	03/05/2019 06:29:36 PM	Successfully Completed
Time Off Correction: Sahana Pranesh	26/04/2019	23/04/2019 11:45:30 AM	24/04/2019	23/04/2019 02:08:06 PM	Successfully Completed
Time Off Request: Sahana Pranesh	26/04/2019	18/02/2019 02:21:18 PM	20/02/2019	26/02/2019 01:13:34 PM	Successfully Completed
Time Off Request: Sahana Pranesh	22/04/2019	23/04/2019 11:45:06 AM	24/04/2019	23/04/2019 02:07:56 PM	Successfully Completed
Time Off Request: Sahana Pranesh	03/04/2019	26/03/2019 01:16:33 PM	28/03/2019	26/03/2019 05:18:16 PM	Successfully Completed
Time Off Request: Sahana Pranesh	18/03/2019	18/02/2019 02:19:56 PM	20/02/2019	26/02/2019 01:13:41 PM	Successfully Completed
Time Off Request: Sahana Pranesh	14/03/2019	26/03/2019 01:15:53 PM	28/03/2019	26/03/2019 11:00:37 PM	Successfully Completed
IG Performance Check-in FY19 - Q3: Sahana Pranesh	28/02/2019	09/01/2019 02:29:22 PM		29/03/2019 10:48:47 PM	Canceled
Time Off Request: Sahana Pranesh	04/02/2019	08/01/2019 08:07:05 PM	10/01/2019	18/01/2019 02:00:30 AM	Successfully Completed



Business Process	Effective Date	Initiated On	Due Date	Completed On	Status
Time Off Request: Sahana Pranesh	24/12/2018	19/12/2018 04:41:37 PM	21/12/2018	19/12/2018 05:51:35 PM	Successfully Completed
Time Off Request: Sahana Pranesh	14/12/2018	19/12/2018 04:42:12 PM	21/12/2018	19/12/2018 05:51:29 PM	Successfully Completed
IG Performance Check-in FY19 - Q2: Sahana Pranesh	30/11/2018	19/10/2018 12:58:59 PM		19/12/2018 02:36:51 PM	Successfully Completed
Time Off Request: Sahana Pranesh	23/11/2018	09/11/2018 04:41:02 PM	11/11/2018	23/11/2018 08:11:33 PM	Successfully Completed
Get Feedback: Sahana Pranesh		20/11/2018 03:16:27 PM	24/11/2018	20/11/2018 03:16:27 PM	Successfully Completed
Time Off Request: Sahana Pranesh	08/11/2018	08/11/2018 06:57:23 PM	10/11/2018	23/11/2018 08:11:27 PM	Successfully Completed
Get Feedback: Sahana Pranesh		05/11/2018 01:00:10 PM	08/11/2018	05/11/2018 01:00:10 PM	Successfully Completed
Time Off Request: Sahana Pranesh	18/10/2018	08/10/2018 03:27:44 PM	10/10/2018	09/10/2018 12:37:30 PM	Successfully Completed
Manage Goals: Sahana Pranesh	11/10/2018			12/10/2018 12:18:18 PM	Successfully Completed
Manage Goals: Sahana Pranesh	11/10/2018			12/10/2018 12:15:35 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Technical Team Lead	20/09/2018	21/09/2018 05:47:51 PM		21/09/2018 05:48:29 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Technical Team Lead	20/09/2018	21/09/2018 05:39:38 PM		21/09/2018 05:39:52 PM	Successfully Completed
Time Off Request: Sahana Pranesh	12/09/2018	13/08/2018 06:27:09 PM	15/08/2018	20/08/2018 03:06:18 PM	Successfully Completed
Manage Goals: Sahana Pranesh	10/09/2018	11/09/2018 11:57:44 AM	12/09/2018	11/09/2018 11:57:44 AM	Successfully Completed
Manage Goals: Sahana Pranesh	10/09/2018	11/09/2018 11:51:15 AM	12/09/2018	11/09/2018 11:51:15 AM	Successfully Completed
Manage Goals: Sahana Pranesh	10/09/2018	11/09/2018 11:41:40 AM	12/09/2018	11/09/2018 11:41:40 AM	Successfully Completed
IG Performance Check-in FY19 - Q1: Sahana Pranesh	31/08/2018	13/07/2018 12:42:42 PM		08/10/2018 02:14:07 PM	Canceled
Time Off Request: Sahana Pranesh	31/08/2018	30/07/2018 11:52:20 AM	31/07/2018	30/07/2018 06:39:01 PM	Successfully Completed
Time Off Request: Sahana Pranesh	30/08/2018	30/07/2018 11:52:00 AM	31/07/2018	30/07/2018 06:39:06 PM	Successfully Completed
Time Off Request: Sahana Pranesh	23/08/2018	07/08/2018 01:41:50 PM	09/08/2018	09/08/2018 11:21:04 AM	Successfully Completed
Time Off Correction: Sahana Pranesh	16/08/2018	07/08/2018 01:41:14 PM	09/08/2018	09/08/2018 11:21:11 AM	Successfully Completed
Time Off Request: Sahana Pranesh	16/08/2018	30/07/2018 11:50:37 AM	31/07/2018	30/07/2018 06:39:12 PM	Successfully Completed
Time Off Request: Sahana Pranesh	18/06/2018	21/06/2018 09:49:38 PM	23/06/2018	21/06/2018 09:49:38 PM	Successfully Completed
Time Off Request: Sahana Pranesh	18/06/2018	04/05/2018 11:49:40 AM	05/05/2018	05/05/2018 01:29:56 AM	Successfully Completed
Manage Goals: Sahana Pranesh	11/06/2018	11/06/2018 08:05:13 PM	13/06/2018	11/06/2018 08:05:13 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Technical Team Lead	01/06/2018	01/06/2018 09:55:52 PM	08/06/2018	01/06/2018 09:55:52 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Technical Team Lead	01/06/2018	01/06/2018 06:55:21 PM		01/06/2018 06:55:25 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Technical Team Lead	01/06/2018	01/06/2018 06:50:17 PM		01/06/2018 06:50:34 PM	Successfully Completed
IG Performance Check-in FY18 - Q4: Sahana Pranesh	31/05/2018	12/03/2018 02:43:45 PM		22/05/2018 08:48:48 PM	Successfully Completed
Time Off Correction: Sahana Pranesh	30/05/2018	28/05/2018 10:38:57 AM	29/05/2018	29/05/2018 02:22:22 PM	Successfully Completed
Time Off Request: Sahana Pranesh	30/05/2018	04/05/2018 11:49:18 AM	05/05/2018	05/05/2018 01:30:04 AM	Successfully Completed
Time Off Request: Sahana Pranesh	28/05/2018	28/05/2018 10:39:56 AM	29/05/2018	29/05/2018 02:22:18 PM	Successfully Completed
Time Off Request: Sahana Pranesh	14/05/2018	16/05/2018 11:29:11 AM	17/05/2018	17/05/2018 12:54:18 PM	Successfully Completed
Get Feedback: Sahana Pranesh		09/05/2018 05:42:39 PM	13/05/2018	09/05/2018 05:42:39 PM	Successfully Completed
Get Feedback: Sahana Pranesh		09/05/2018 05:20:00 PM	13/05/2018	09/05/2018 05:20:00 PM	Successfully Completed
Time Off Request: Sahana Pranesh	27/04/2018	27/03/2018 12:12:21 PM	28/03/2018	27/03/2018 12:56:51 PM	Successfully Completed
Time Off Request: Sahana Pranesh	26/04/2018	27/03/2018 12:12:00 PM	28/03/2018	27/03/2018 12:56:41 PM	Successfully Completed
Photo Change: Sahana Pranesh		04/04/2018 05:29:55 PM	06/04/2018	04/04/2018 05:29:55 PM	Successfully Completed
IG Performance Check-in FY18 - Q3: Sahana Pranesh	28/02/2018	15/01/2018 05:42:43 PM		09/03/2018 11:40:55 AM	Successfully Completed
Get Feedback: Sahana Pranesh		26/02/2018 11:55:24 AM	01/03/2018	26/02/2018 11:55:24 AM	Successfully Completed
Time Off Request: Sahana Pranesh	12/02/2018	23/11/2017 03:02:13 PM	25/11/2017	23/11/2017 04:00:26 PM	Successfully Completed





Business Process	Effective Date	Initiated On	Due Date	Completed On	Status
Manage Goals: Sahana Pranesh	23/01/2018	23/01/2018 08:58:42 PM	25/01/2018	23/01/2018 08:58:42 PM	Successfully Completed
Time Off Request: Sahana Pranesh	19/01/2018	23/11/2017 03:01:37 PM	25/11/2017	23/11/2017 04:00:32 PM	Successfully Completed
Time Off Request: Sahana Pranesh	12/01/2018	16/01/2018 01:04:42 PM	17/01/2018	16/01/2018 02:23:13 PM	Successfully Completed
IG Performance Check-in FY18 - Q2: Sahana Pranesh	30/11/2017	23/11/2017 03:13:05 PM		12/12/2017 11:59:19 AM	Successfully Completed
Manage Job History: Sahana Pranesh		29/11/2017 06:40:37 PM	01/12/2017	29/11/2017 06:40:37 PM	Successfully Completed
Get Feedback: Sahana Pranesh		28/11/2017 01:46:52 PM	02/12/2017	28/11/2017 01:46:52 PM	Successfully Completed
Time Off Request: Sahana Pranesh	22/11/2017	23/11/2017 07:17:53 PM	25/11/2017	24/11/2017 01:23:05 PM	Successfully Completed
Time Off Request: Sahana Pranesh	18/10/2017	12/10/2017 12:30:01 PM	14/10/2017	13/10/2017 05:49:09 PM	Successfully Completed
Manage Goals: Sahana Pranesh	26/09/2017	26/09/2017 05:32:00 PM	28/09/2017	26/09/2017 05:32:00 PM	Successfully Completed
Manage Goals: Sahana Pranesh	26/09/2017	26/09/2017 05:02:50 PM	28/09/2017	26/09/2017 05:04:29 PM	Successfully Completed
Personal Information Change: Sahana Pranesh		06/09/2017 06:23:15 PM	08/09/2017	07/09/2017 02:07:50 PM	Successfully Completed
Promotion: Sahana Pranesh	01/09/2017	31/08/2017 06:51:41 PM	07/09/2017	06/09/2017 02:29:36 PM	Successfully Completed
Time Off Request: Sahana Pranesh	24/08/2017	22/08/2017 11:56:48 AM	23/08/2017	22/08/2017 12:19:51 PM	Successfully Completed
Time Off Request: Sahana Pranesh	07/08/2017	09/08/2017 12:43:48 PM	11/08/2017	10/08/2017 11:43:20 AM	Successfully Completed
Time Off Request: Sahana Pranesh	19/07/2017	21/07/2017 11:24:18 AM	22/07/2017	21/07/2017 11:30:40 AM	Successfully Completed
Time Off Request: Sahana Pranesh	19/06/2017	15/05/2017 06:28:44 PM	17/05/2017	16/05/2017 11:35:44 AM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Senior Developer	02/06/2017	18/08/2017 06:34:54 PM		18/08/2017 06:35:02 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Senior Developer	02/06/2017	18/08/2017 06:26:30 PM		18/08/2017 06:26:39 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Senior Developer	01/06/2017	18/06/2017 07:06:36 PM		18/06/2017 07:06:45 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Senior Developer	01/06/2017	18/06/2017 06:38:31 PM		18/06/2017 06:38:38 PM	Successfully Completed
IG Performance Check-in Q4: Sahana Pranesh	31/05/2017	01/03/2017 09:37:32 PM		08/05/2017 11:48:18 AM	Successfully Completed
Time Off Request: Sahana Pranesh	09/05/2017	10/05/2017 02:11:01 PM	12/05/2017	10/05/2017 02:25:01 PM	Successfully Completed
Time Off Request: Sahana Pranesh	17/04/2017	17/04/2017 11:35:58 AM	18/04/2017	17/04/2017 11:52:44 AM	Successfully Completed
IG Performance Check-in Q3: Sahana Pranesh	28/02/2017	01/02/2017 04:29:20 PM		01/03/2017 04:46:52 PM	Canceled
Get Feedback: Sahana Pranesh		22/02/2017 01:06:39 PM	25/02/2017	22/02/2017 01:06:39 PM	Successfully Completed
Time Off Request: Sahana Pranesh	16/01/2017	28/11/2016 12:18:19 PM	29/11/2016	02/12/2016 05:29:31 PM	Successfully Completed
IG Performance Check-in Q1 and Q2: Sahana Pranesh	30/11/2016	14/10/2016 05:55:02 PM		30/11/2016 11:42:04 AM	Successfully Completed
Get Feedback: Sahana Pranesh		30/11/2016 01:27:43 PM	03/12/2016	30/11/2016 01:27:43 PM	Successfully Completed
Time Off Request: Sahana Pranesh	25/11/2016	28/11/2016 12:16:10 PM	29/11/2016	28/11/2016 01:58:11 PM	Successfully Completed
Time Off Request: Sahana Pranesh	08/11/2016	28/11/2016 12:16:39 PM	29/11/2016	28/11/2016 01:58:21 PM	Successfully Completed
Time Off Request: Sahana Pranesh	07/11/2016	28/11/2016 12:15:10 PM	29/11/2016	28/11/2016 01:57:58 PM	Successfully Completed
Manage Goals: Sahana Pranesh	29/09/2016	28/09/2016 06:32:32 PM	30/09/2016	30/09/2016 12:00:07 PM	Successfully Completed
Manage Goals: Sahana Pranesh	28/09/2016	26/08/2016 05:35:37 PM	25/09/2016	28/09/2016 05:31:06 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Senior Developer	01/09/2016	26/09/2016 01:59:59 PM		26/09/2016 02:00:04 PM	Successfully Completed
Time Off Request: Sahana Pranesh	12/08/2016	14/06/2016 11:35:52 AM	15/06/2016	14/06/2016 12:41:14 PM	Successfully Completed
Contact Change: Sahana Pranesh	27/07/2016	27/07/2016 03:55:13 PM	29/07/2016	27/07/2016 03:55:13 PM	Successfully Completed
Contact Change: Sahana Pranesh	27/07/2016	27/07/2016 03:50:25 PM	29/07/2016	27/07/2016 03:50:25 PM	Successfully Completed
Contact Change: Sahana Pranesh	27/07/2016	27/07/2016 03:44:38 PM	29/07/2016	27/07/2016 03:44:38 PM	Successfully Completed
Contact Change: Sahana Pranesh	21/06/2016	21/06/2016 04:12:19 PM	23/06/2016	21/06/2016 04:12:19 PM	Successfully Completed
Manage Job History: Sahana Pranesh		21/06/2016 04:13:50 PM	23/06/2016	21/06/2016 04:13:50 PM	Successfully Completed
Manage Job History: Sahana Pranesh		21/06/2016 04:13:18 PM	23/06/2016	21/06/2016 04:13:18 PM	Successfully Completed



Business Process	Effective Date	Initiated On	Due Date	Completed On	Status
Compensation Change: Sahana Pranesh - P_15734 Senior Developer	01/06/2016	07/06/2016 10:53:36 PM		07/06/2016 10:53:39 PM	Successfully Completed
IG Performance Appraisal 2015/16: Sahana Pranesh	31/05/2016	29/02/2016 03:27:02 PM	14/03/2016	11/04/2016 11:33:11 AM	Successfully Completed
Time Off Request: Sahana Pranesh	04/05/2016	06/05/2016 11:14:57 AM	07/05/2016	06/05/2016 11:17:46 AM	Successfully Completed
Manage Job History: Sahana Pranesh		15/03/2016 08:11:37 PM	17/03/2016	15/03/2016 08:11:37 PM	Successfully Completed
Get Feedback: Sahana Pranesh		15/03/2016 08:10:59 PM	19/03/2016	15/03/2016 08:10:59 PM	Successfully Completed
Get Feedback: Sahana Pranesh		15/03/2016 08:10:06 PM	19/03/2016	15/03/2016 08:10:06 PM	Successfully Completed
Time Off Request: Sahana Pranesh	07/03/2016	11/01/2016 01:34:00 PM	13/01/2016	21/01/2016 04:02:46 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Senior Developer	01/03/2016	04/04/2016 04:33:20 PM	11/04/2016	04/04/2016 04:33:20 PM	Successfully Completed
Manage Goals: Sahana Pranesh	29/02/2016	29/02/2016 05:45:51 PM	02/03/2016	29/02/2016 06:55:57 PM	Successfully Completed
Contact Change: Sahana Pranesh	19/02/2016	19/02/2016 09:09:11 PM	21/02/2016	19/02/2016 09:09:11 PM	Successfully Completed
Manage Goals: Sahana Pranesh	01/02/2016	01/02/2016 05:17:52 PM	03/02/2016	01/02/2016 05:23:03 PM	Successfully Completed
Manage Goals: Sahana Pranesh	01/02/2016	01/02/2016 05:17:34 PM	03/02/2016	01/02/2016 05:22:55 PM	Successfully Completed
Manage Goals: Sahana Pranesh	01/02/2016	01/02/2016 12:56:05 PM	02/02/2016	01/02/2016 05:21:17 PM	Successfully Completed
Time Off Request: Sahana Pranesh	22/01/2016	27/01/2016 11:43:54 AM	28/01/2016	27/01/2016 12:55:25 PM	Successfully Completed
Transfer: Sahana Pranesh	01/10/2015	30/09/2015 05:58:04 PM	07/10/2015	08/10/2015 04:04:05 PM	Successfully Completed
Promotion: Sahana Pranesh	01/09/2015	08/09/2015 06:52:57 PM	15/09/2015	22/09/2015 04:41:50 PM	Successfully Completed
Edit Position: Sahana Pranesh	01/09/2015	08/09/2015 06:50:46 PM	15/09/2015	08/09/2015 06:50:46 PM	Successfully Completed
Manage Goals: Sahana Pranesh	22/07/2015	22/07/2015 12:21:54 PM	24/07/2015	22/07/2015 06:08:40 PM	Successfully Completed
Time Off Request: Sahana Pranesh	10/07/2015	20/07/2015 12:59:58 PM	22/07/2015	28/07/2017 12:28:56 AM	Canceled
Leave Return for Sahana Pranesh last day of leave on 10/07/2015, first day back at work on 13/07/2015	10/07/2015	20/07/2015 01:24:20 PM	22/07/2015	20/07/2015 01:24:20 PM	Successfully Completed
Leave Request: Sahana Pranesh	10/07/2015	20/07/2015 01:19:11 PM	27/07/2015	20/07/2015 01:23:36 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Developer	01/07/2015	17/07/2015 09:33:21 PM	24/07/2015	17/07/2015 09:33:21 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Developer	30/06/2015	15/07/2015 05:52:21 PM		15/07/2015 05:52:22 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Developer	30/06/2015	15/07/2015 05:50:26 PM		15/07/2015 05:50:29 PM	Successfully Completed
Edit Other IDs: Sahana Pranesh		29/06/2015 07:45:24 PM	01/07/2015	29/06/2015 07:45:24 PM	Successfully Completed
Time Off Request: Sahana Pranesh	22/06/2015	11/05/2015 03:21:15 PM	13/05/2015	13/05/2015 01:38:51 PM	Successfully Completed
Professional Profile: Sahana Pranesh - Technical Specialist		16/06/2015 11:50:57 AM	16/06/2015	16/06/2015 11:50:57 AM	Successfully Completed
Manage Education: Sahana Pranesh				16/06/2015 11:50:57 AM	Successfully Completed
Manage Job History: Sahana Pranesh				16/06/2015 11:50:57 AM	Successfully Completed
Manage Goals: Sahana Pranesh	12/06/2015	10/06/2015 01:03:39 PM	12/06/2015	12/06/2015 01:23:23 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Developer	31/05/2015	09/06/2015 05:05:47 PM		09/06/2015 05:05:48 PM	Successfully Completed
Compensation Change: Sahana Pranesh - P_15734 Developer	31/05/2015	09/06/2015 05:03:59 PM		09/06/2015 05:04:01 PM	Successfully Completed
IG Performance Appraisal 2014/15: Sahana Pranesh	31/05/2015	07/04/2015 01:15:21 PM	21/04/2015	27/05/2015 08:20:22 PM	Successfully Completed
Time Off Request: Sahana Pranesh	18/05/2015	04/06/2015 01:57:43 PM	06/06/2015	04/06/2015 02:08:41 PM	Successfully Completed
Manage Goals: Sahana Pranesh	28/04/2015	28/04/2015 01:31:53 PM	30/04/2015	28/04/2015 01:31:53 PM	Successfully Completed
Manage Goals: Sahana Pranesh	28/04/2015	28/04/2015 01:31:53 PM	30/04/2015	28/04/2015 01:31:53 PM	Successfully Completed
Manage Goals: Sahana Pranesh	28/04/2015	28/04/2015 01:31:53 PM	30/04/2015	28/04/2015 01:31:53 PM	Successfully Completed
Manage Goals: Sahana Pranesh	28/04/2015	28/04/2015 01:31:25 PM	30/04/2015	28/04/2015 01:31:25 PM	Successfully Completed
Manage Goals: Sahana Pranesh	28/04/2015	28/04/2015 01:31:25 PM	30/04/2015	28/04/2015 01:31:25 PM	Successfully Completed
Manage Goals: Sahana Pranesh	28/04/2015	28/04/2015 01:31:25 PM	30/04/2015	28/04/2015 01:31:25 PM	Successfully Completed





Business Process	Effective Date	Initiated On	Due Date	Completed On	Status
Time Off Request: Sahana Pranesh	13/04/2015	15/04/2015 06:27:52 PM	17/04/2015	15/04/2015 06:51:43 PM	Successfully Completed
Manage Goals: Sahana Pranesh	09/04/2015	09/04/2015 12:25:34 PM	10/04/2015	09/04/2015 12:32:21 PM	Successfully Completed
Time Off Request: Sahana Pranesh	12/03/2015	16/03/2015 06:42:07 PM	18/03/2015	16/03/2015 08:29:28 PM	Successfully Completed
Time Off Request: Sahana Pranesh	24/02/2015	10/02/2015 12:06:36 PM	11/02/2015	10/02/2015 01:05:38 PM	Successfully Completed
Manage Goals: Sahana Pranesh	29/01/2015	30/01/2015 11:25:15 AM	31/01/2015	30/01/2015 12:05:50 PM	Successfully Completed
Professional Profile: Sahana Pranesh - Technical Specialist		29/01/2015 12:15:50 PM	29/01/2015	29/01/2015 12:15:50 PM	Successfully Completed
Manage Education: Sahana Pranesh				29/01/2015 12:15:50 PM	Successfully Completed
Manage Job History: Sahana Pranesh				29/01/2015 12:15:50 PM	Successfully Completed
Time Off Request: Sahana Pranesh	07/01/2015	09/01/2015 01:42:25 PM	11/01/2015	09/01/2015 02:48:36 PM	Successfully Completed
Time Off Request: Sahana Pranesh	26/12/2014	29/12/2014 12:43:05 PM	30/12/2014	29/12/2014 12:46:38 PM	Successfully Completed
Time Off Request: Sahana Pranesh	06/11/2014	13/11/2014 11:13:07 AM	14/11/2014	14/11/2014 10:10:45 AM	Successfully Completed
Time Off Request: Sahana Pranesh	01/10/2014	30/09/2014 12:08:41 PM	01/10/2014	06/10/2014 05:51:47 PM	Successfully Completed
Time Off Request: Sahana Pranesh	01/09/2014	05/09/2014 12:55:14 PM	07/09/2014	05/09/2014 12:55:41 PM	Successfully Completed
Contact Change: Sahana Pranesh	27/08/2014	27/08/2014 10:43:24 PM	29/08/2014	27/08/2014 10:43:24 PM	Successfully Completed
Photo Change: Sahana Pranesh		21/08/2014 03:21:10 PM	23/08/2014	21/08/2014 03:21:10 PM	Successfully Completed
Hire: Sahana Pranesh	18/08/2014	14/08/2014 04:27:33 PM	28/08/2014	14/08/2014 04:48:39 PM	Successfully Completed
Personal Information Change: Sahana Pranesh		18/08/2014 01:39:50 PM	20/08/2014	18/08/2014 05:16:56 PM	Successfully Completed
Personal Information Change: Sahana Pranesh		14/08/2014 04:29:38 PM	15/08/2014	14/08/2014 04:48:39 PM	Successfully Completed
Get Feedback: Sahana Pranesh		30/11/2016 12:35:19 PM	03/12/2016	30/11/2016 12:35:19 PM	Successfully Completed

Notice Period

Employee Notice Period
0 Day(s)

Additional Data

View As Of 18/02/2022

CRB Checks

Disclosure Level	Worker Record	Application Date	Application Ref	Suitability	Disclosure Ref	Disclosure Date	Destroy By	Notes	Position at Application
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Credit Checks

Application Date	Credit Check Type	Case Code	Issue Date	Notes
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MTF Wall Status

MTF Status Shared Service  
Comments

Team Colours



Effective Date	Team Colour	Review Date	Comments
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RTO Team Colour

Team Colour	Effective Date
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Compensation

Compensation

Totals

Total Salary & Allowances	Total Base Pay	Currency	Frequency
3,183,100.00	3,183,100.00	INR	Annual

Compensation

Compensation Package	IG Group Compensation Package
Grade	Grade 3
Grade Profile	Grade 3 IND - Grade 3B -IT Development
Company	IG Infotech

Plan Assignments

Effective Date	Plan Type	Compensation Plan	Assignment
01/06/2021	Salary	IG Global Salary Plan	3,183,100.00 INR Annual
01/06/2020	Bonus	IG Discretionary Bonus	
06/08/2019	Stock	LTIP FY 2020 (no EPS target)	

Stock Grants

Stock Grant Summary	As of 06/08/2019: 1,109 options shares granted
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Stock Grants

Grant Date	Shares Granted	Grant Type	Grant Price Currency	Grant ID	Stock Plan	Vesting Schedule	Vest From Date	Expiration Date	Board Approved
06/08/2019	1,109	LTIP	GBP		LTIP FY 2020 (no EPS target)	3 Years	06/08/2022	06/08/2029	Yes

Pay Change History

Pay Change History

Effective Date	Compensation Action	Reason	Total Salary & Allowances	Total Base Pay	Currency	Frequency
01/06/2021	Merit Compensation Change	Merit > Annual Pay Review > Annual Increase	3,183,100.00	3,183,100.00	INR	Annual



Effective Date	Compensation Action	Reason	Total Salary & Allowances	Total Base Pay	Currency	Frequency
01/06/2020	Merit Compensation Change	Merit > Annual Pay Review > Annual Increase	2,893,700.00	2,893,700.00	INR	Annual
01/06/2019	Merit Compensation Change	Merit > Annual Pay Review > Annual Increase	2,691,800.00	2,691,800.00	INR	Annual
01/06/2018	Merit Compensation Change	Merit > Annual Pay Review > Annual Increase	2,500,000.00	2,500,000.00	INR	Annual
01/09/2017	Promotion Compensation Change	Promotion > Promotion > Promotion	2,000,000.00	2,000,000.00	INR	Annual
01/06/2017	Merit Compensation Change	Merit > Annual Pay Review > Annual Increase	1,648,000.00	1,648,000.00	INR	Annual
01/06/2016	Merit Compensation Change	Merit > Annual Pay Review > Annual Increase	1,600,000.00	1,600,000.00	INR	Annual
01/09/2015	Promotion Compensation Change	Promotion > Promotion > Promotion	1,300,000.00	1,300,000.00	INR	Annual
01/06/2015	Merit Compensation Change	Merit > Annual Pay Review > Annual Increase	1,200,000.00	1,200,000.00	INR	Annual
18/08/2014	Hire Compensation	Hire Employee > Hire Employee > New Hire	1,045,000.00	1,045,000.00	INR	Annual

Time Off

Time Off and Leave Requests

Leave of Absence Requests

Leave of Absence	Leave Return Event	Last Day of Work	First Day of Leave	Actual Last Day of Leave	Estimated Last Day of Leave	First Day Back at Work
Parental > Maternity (Global)	Leave Return for Sahana Pranesh last day of leave on 11/05/2020, first day back at work on 12/05/2020	10/11/2019	11/11/2019	11/05/2020	11/05/2020	12/05/2020
Medical > Sick Leave (Global)	Leave Return for Sahana Pranesh last day of leave on 10/07/2015, first day back at work on 13/07/2015	09/07/2015	10/07/2015	10/07/2015	10/07/2015	13/07/2015

Time Off Requests

Time Off	Date	Day of the Week	Type	Requested	Unit of Time	Comment
Time Off Request: Sahana Pranesh	24/11/2021	Wednesday	Annual Leave (INDIA)		1 Days	Cousins wedding
Time Off Request: Sahana Pranesh	23/11/2021	Tuesday	Annual Leave (INDIA)		1 Days	Cousins wedding
Time Off Request: Sahana Pranesh	11/11/2021	Thursday	Annual Leave (INDIA)		1 Days	Daughter's birthday
Time Off Request: Sahana Pranesh	04/11/2021	Thursday	Annual Leave (INDIA)		1 Days	Diwali
Time Off Request: Sahana Pranesh	09/09/2021	Thursday	Annual Leave (INDIA)		1 Days	Brother-in-laws wedding
Time Off Request: Sahana Pranesh	08/09/2021	Wednesday	Annual Leave (INDIA)		1 Days	Brother-in-laws wedding
Time Off Request: Sahana Pranesh	07/09/2021	Tuesday	Annual Leave (INDIA)		1 Days	Brother-in-laws wedding
Time Off Request: Sahana Pranesh	06/09/2021	Monday	Annual Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	03/09/2021	Friday	Annual Leave (INDIA)		1 Days	



Time Off	Date	Day of the Week	Type	Requested	Unit of Time	Comment
Time Off Request: Sahana Pranesh	26/08/2021	Thursday	Annual Leave (INDIA)	1	Days	Cousins engagement
Time Off Request: Sahana Pranesh	12/08/2021	Thursday	Casual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	28/05/2021	Friday	Casual Leave (INDIA)	1	Days	Vaccination
Time Off Request: Sahana Pranesh	03/05/2021	Monday	Casual Leave (INDIA)	1	Days	supporting covid affected relatives
Time Off Request: Sahana Pranesh	27/04/2021	Tuesday	Sick Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	19/04/2021	Monday	Annual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	13/04/2021	Tuesday	Casual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	01/03/2021	Monday	Birthday (Global)	1	Days	
Time Off Request: Sahana Pranesh	12/02/2021	Friday	Annual Leave (INDIA)	1	Days	
Time Off Correction: Sahana Pranesh	22/01/2021	Friday	Annual Leave (INDIA)	-1	Days	Vacation
Time Off Request: Sahana Pranesh	22/01/2021	Friday	Annual Leave (INDIA)	1	Days	Vacation
Time Off Correction: Sahana Pranesh	21/01/2021	Thursday	Annual Leave (INDIA)	-1	Days	Vacation
Time Off Request: Sahana Pranesh	21/01/2021	Thursday	Annual Leave (INDIA)	1	Days	Vacation
Time Off Correction: Sahana Pranesh	20/01/2021	Wednesday	Annual Leave (INDIA)	-1	Days	Vacation
Time Off Request: Sahana Pranesh	20/01/2021	Wednesday	Annual Leave (INDIA)	1	Days	Vacation
Time Off Correction: Sahana Pranesh	19/01/2021	Tuesday	Annual Leave (INDIA)	-1	Days	Vacation
Time Off Request: Sahana Pranesh	19/01/2021	Tuesday	Annual Leave (INDIA)	1	Days	Vacation
Time Off Correction: Sahana Pranesh	18/01/2021	Monday	Annual Leave (INDIA)	-1	Days	Vacation
Time Off Request: Sahana Pranesh	18/01/2021	Monday	Annual Leave (INDIA)	1	Days	Vacation
Time Off Request: Sahana Pranesh	15/01/2021	Friday	Casual Leave (INDIA)	1	Days	Had to accompany mother to hospital
Time Off Request: Sahana Pranesh	02/12/2020	Wednesday	Sick Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	01/12/2020	Tuesday	Sick Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	27/11/2020	Friday	Annual Leave (INDIA)	1	Days	Event at home
Time Off Request: Sahana Pranesh	12/11/2020	Thursday	Annual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	11/11/2020	Wednesday	Annual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	10/11/2020	Tuesday	Annual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	15/09/2020	Tuesday	Casual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	12/06/2020	Friday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	11/06/2020	Thursday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	10/06/2020	Wednesday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	09/06/2020	Tuesday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	08/06/2020	Monday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	05/06/2020	Friday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	04/06/2020	Thursday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	03/06/2020	Wednesday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	02/06/2020	Tuesday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	01/06/2020	Monday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	29/05/2020	Friday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	28/05/2020	Thursday	Annual Leave (INDIA)	1	Days	Taking care of baby
Time Off Request: Sahana Pranesh	27/05/2020	Wednesday	Annual Leave (INDIA)	1	Days	Taking care of baby



Time Off	Date	Day of the Week	Type	Requested	Unit of Time	Comment
Time Off Request: Sahana Pranesh	26/05/2020	Tuesday	Annual Leave (INDIA)		1 Days	Taking care of baby
Time Off Request: Sahana Pranesh	22/05/2020	Friday	Annual Leave (INDIA)		1 Days	Taking care of baby
Time Off Request: Sahana Pranesh	21/05/2020	Thursday	Annual Leave (INDIA)		1 Days	Taking care of baby
Time Off Request: Sahana Pranesh	20/05/2020	Wednesday	Annual Leave (INDIA)		1 Days	Taking care of baby
Time Off Request: Sahana Pranesh	19/05/2020	Tuesday	Annual Leave (INDIA)		1 Days	Taking care of baby
Time Off Request: Sahana Pranesh	18/05/2020	Monday	Annual Leave (INDIA)		1 Days	Taking care of baby
Time Off Request: Sahana Pranesh	13/05/2020	Wednesday	Casual Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	12/05/2020	Tuesday	Casual Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	11/05/2020	Monday	Casual Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	15/11/2019	Friday	Sick Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	14/11/2019	Thursday	Sick Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	13/11/2019	Wednesday	Sick Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	12/11/2019	Tuesday	Sick Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	11/11/2019	Monday	Sick Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	24/10/2019	Thursday	Annual Leave (INDIA)		1 Days	Cousins wedding
Time Off Request: Sahana Pranesh	23/10/2019	Wednesday	Annual Leave (INDIA)		1 Days	Cousins wedding
Time Off Request: Sahana Pranesh	07/10/2019	Monday	Casual Leave (INDIA)		1 Days	Cousin was in hospital with dengue
Time Off Request: Sahana Pranesh	09/09/2019	Monday	Annual Leave (INDIA)		1 Days	Event at home
Time Off Request: Sahana Pranesh	19/08/2019	Monday	Annual Leave (INDIA)		1 Days	Travelling
Time Off Request: Sahana Pranesh	16/08/2019	Friday	Annual Leave (INDIA)		1 Days	Travelling
Time Off Request: Sahana Pranesh	09/08/2019	Friday	Annual Leave (INDIA)		1 Days	Festival
Time Off Request: Sahana Pranesh	01/08/2019	Thursday	Casual Leave (INDIA)		0.5 Days	
Time Off Request: Sahana Pranesh	29/07/2019	Monday	Sick Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	22/07/2019	Monday	Annual Leave (INDIA)		1 Days	Travelling
Time Off Request: Sahana Pranesh	20/05/2019	Monday	Sick Leave (INDIA)		1 Days	Have an appointment with doctor
Time Off Request: Sahana Pranesh	30/04/2019	Tuesday	Sick Leave (INDIA)		1 Days	
Time Off Correction: Sahana Pranesh	26/04/2019	Friday	Annual Leave (INDIA)		-1 Days	
Time Off Request: Sahana Pranesh	26/04/2019	Friday	Annual Leave (INDIA)		1 Days	Friend's wedding
Time Off Request: Sahana Pranesh	22/04/2019	Monday	Sick Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	03/04/2019	Wednesday	Casual Leave (INDIA)		1 Days	Have to take mom to a doctor
Time Off Request: Sahana Pranesh	18/03/2019	Monday	Annual Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	14/03/2019	Thursday	Sick Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	11/02/2019	Monday	Annual Leave (INDIA)		1 Days	Travel
Time Off Request: Sahana Pranesh	08/02/2019	Friday	Annual Leave (INDIA)		1 Days	Travel
Time Off Request: Sahana Pranesh	07/02/2019	Thursday	Annual Leave (INDIA)		1 Days	Travel
Time Off Request: Sahana Pranesh	06/02/2019	Wednesday	Annual Leave (INDIA)		1 Days	Travel
Time Off Request: Sahana Pranesh	05/02/2019	Tuesday	Annual Leave (INDIA)		1 Days	Travel
Time Off Request: Sahana Pranesh	04/02/2019	Monday	Annual Leave (INDIA)		1 Days	Travel
Time Off Request: Sahana Pranesh	24/12/2018	Monday	Annual Leave (INDIA)		1 Days	
Time Off Request: Sahana Pranesh	14/12/2018	Friday	Casual Leave (INDIA)		1 Days	Relative expired





Time Off	Date	Day of the Week	Type	Requested	Unit of Time	Comment
Time Off Request: Sahana Pranesh	23/11/2018	Friday	Annual Leave (INDIA)	1	Days	Travelling
Time Off Request: Sahana Pranesh	08/11/2018	Thursday	Annual Leave (INDIA)	0.5	Days	Personal work
Time Off Request: Sahana Pranesh	18/10/2018	Thursday	Annual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	12/09/2018	Wednesday	Annual Leave (INDIA)	1	Days	Festival
Time Off Request: Sahana Pranesh	31/08/2018	Friday	Annual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	30/08/2018	Thursday	Annual Leave (INDIA)	0.5	Days	
Time Off Request: Sahana Pranesh	24/08/2018	Friday	Annual Leave (INDIA)	1	Days	Vacation
Time Off Request: Sahana Pranesh	23/08/2018	Thursday	Annual Leave (INDIA)	1	Days	Vacation
Time Off Correction: Sahana Pranesh	17/08/2018	Friday	Annual Leave (INDIA)	-1	Days	Change in dates
Time Off Request: Sahana Pranesh	17/08/2018	Friday	Annual Leave (INDIA)	1	Days	
Time Off Correction: Sahana Pranesh	16/08/2018	Thursday	Annual Leave (INDIA)	-1	Days	Change in dates
Time Off Request: Sahana Pranesh	16/08/2018	Thursday	Annual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	18/06/2018	Monday	OLD PLAN - Annual Leave (IND)	1	Days	
Time Off Request: Sahana Pranesh	18/06/2018	Monday	Annual Leave (INDIA)	1	Days	
Time Off Request: Sahana Pranesh	30/05/2018	Wednesday	OLD PLAN - Annual Leave (IND)	1	Days	
Time Off Correction: Sahana Pranesh	30/05/2018	Wednesday	OLD PLAN - Annual Leave (IND)	-1	Days	
Time Off Request: Sahana Pranesh	28/05/2018	Monday	OLD PLAN - Annual Leave (IND)	0.5	Days	
Time Off Request: Sahana Pranesh	15/05/2018	Tuesday	Medical Appointment (Global)	1	Days	Fever and cough
Time Off Request: Sahana Pranesh	14/05/2018	Monday	Medical Appointment (Global)	1	Days	Fever and cough
Time Off Request: Sahana Pranesh	27/04/2018	Friday	OLD PLAN - Annual Leave (IND)	1	Days	
Time Off Request: Sahana Pranesh	26/04/2018	Thursday	OLD PLAN - Annual Leave (IND)	0.5	Days	
Time Off Request: Sahana Pranesh	16/02/2018	Friday	OLD PLAN - Annual Leave (IND)	1	Days	Vacation
Time Off Request: Sahana Pranesh	15/02/2018	Thursday	OLD PLAN - Annual Leave (IND)	1	Days	Vacation
Time Off Request: Sahana Pranesh	14/02/2018	Wednesday	OLD PLAN - Annual Leave (IND)	1	Days	Vacation
Time Off Request: Sahana Pranesh	13/02/2018	Tuesday	OLD PLAN - Annual Leave (IND)	1	Days	Vacation
Time Off Request: Sahana Pranesh	12/02/2018	Monday	OLD PLAN - Annual Leave (IND)	1	Days	Vacation
Time Off Request: Sahana Pranesh	19/01/2018	Friday	OLD PLAN - Annual Leave (IND)	1	Days	Wedding anniversary :)
Time Off Request: Sahana Pranesh	12/01/2018	Friday	Medical Appointment (Global)	1	Days	
Time Off Request: Sahana Pranesh	22/11/2017	Wednesday	Medical Appointment (Global)	1	Days	Flu
Time Off Request: Sahana Pranesh	18/10/2017	Wednesday	OLD PLAN - Annual Leave (IND)	1	Days	
Time Off Request: Sahana Pranesh	24/08/2017	Thursday	OLD PLAN - Annual Leave (IND)	1	Days	
Time Off Request: Sahana Pranesh	07/08/2017	Monday	OLD PLAN - Annual Leave (IND)	1	Days	
Time Off Request: Sahana Pranesh	19/07/2017	Wednesday	Medical Appointment (Global)	1	Days	
Time Off Request: Sahana Pranesh	19/06/2017	Monday	OLD PLAN - Annual Leave (IND)	1	Days	
Time Off Request: Sahana Pranesh	09/05/2017	Tuesday	Medical Appointment (Global)	1	Days	Common cold and fever
Time Off Request: Sahana Pranesh	17/04/2017	Monday	Medical Appointment (Global)	1	Days	Stomach infection and fever
Time Off Request: Sahana Pranesh	03/02/2017	Friday	OLD PLAN - Annual Leave (IND)	1	Days	
Time Off Request: Sahana Pranesh	02/02/2017	Thursday	OLD PLAN - Annual Leave (IND)	1	Days	
Time Off Request: Sahana Pranesh	01/02/2017	Wednesday	OLD PLAN - Annual Leave (IND)	1	Days	
Time Off Request: Sahana Pranesh	31/01/2017	Tuesday	OLD PLAN - Annual Leave (IND)	1	Days	



Time Off	Date	Day of the Week	Type	Requested	Unit of Time	Comment
Time Off Request: Sahana Pranesh	30/01/2017	Monday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	27/01/2017	Friday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	25/01/2017	Wednesday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	24/01/2017	Tuesday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	23/01/2017	Monday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	20/01/2017	Friday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	19/01/2017	Thursday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	18/01/2017	Wednesday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	17/01/2017	Tuesday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	16/01/2017	Monday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	25/11/2016	Friday	Medical Appointment (Global)		1 Days	
Time Off Request: Sahana Pranesh	08/11/2016	Tuesday	Medical Appointment (Global)		1 Days	
Time Off Request: Sahana Pranesh	07/11/2016	Monday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	22/08/2016	Monday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	19/08/2016	Friday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	18/08/2016	Thursday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	17/08/2016	Wednesday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	16/08/2016	Tuesday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	12/08/2016	Friday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	04/05/2016	Wednesday	Medical Appointment (Global)		1 Days	
Time Off Request: Sahana Pranesh	14/03/2016	Monday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	11/03/2016	Friday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	10/03/2016	Thursday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	09/03/2016	Wednesday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	08/03/2016	Tuesday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	07/03/2016	Monday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	22/01/2016	Friday	OLD PLAN - Annual Leave (IND)		1 Days	
Time Off Request: Sahana Pranesh	29/06/2015	Monday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	26/06/2015	Friday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	25/06/2015	Thursday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	24/06/2015	Wednesday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	23/06/2015	Tuesday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	22/06/2015	Monday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	21/05/2015	Thursday	Medical Appointment (Global)		1 Days	Headache and fever
Time Off Request: Sahana Pranesh	18/05/2015	Monday	Medical Appointment (Global)		1 Days	Headache and fever
Time Off Request: Sahana Pranesh	13/04/2015	Monday	Medical Appointment (Global)		1 Days	
Time Off Request: Sahana Pranesh	12/03/2015	Thursday	Medical Appointment (Global)		1 Days	
Time Off Request: Sahana Pranesh	27/02/2015	Friday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	26/02/2015	Thursday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation
Time Off Request: Sahana Pranesh	25/02/2015	Wednesday	OLD PLAN - Annual Leave (IND)		1 Days	Vacation



Time Off	Date	Day of the Week	Type	Requested	Unit of Time	Comment
Time Off Request: Sahana Pranesh	24/02/2015	Tuesday	OLD PLAN - Annual Leave (IND)	1	Days	Vacation
Time Off Request: Sahana Pranesh	07/01/2015	Wednesday	Medical Appointment (Global)	1	Days	Headache and Giddiness
Time Off Request: Sahana Pranesh	26/12/2014	Friday	Medical Appointment (Global)	1	Days	Down with fever
Time Off Request: Sahana Pranesh	06/11/2014	Thursday	Medical Appointment (Global)	1	Days	Down with Flu
Time Off Request: Sahana Pranesh	01/10/2014	Wednesday	IG Extra Day Holiday (Global)	1	Days	
Time Off Request: Sahana Pranesh	01/09/2014	Monday	Training (Global)	0.5	Days	Dealers training by Patti

Time Off Balance

Balances Tracked in Days

Time Off Plan	Unit of Time	Beginning Year Balance	Accrued Year To Date	Time Off Paid Year To Date	Beginning Period Balance	Accrued in Period	Time Off Paid in Period	Carryover Forfeited in Period	Ending Period Balance	Ending Period Balance Including Pending Events	As of Period
Annual Leave (INDIA)	Days	33.18	13.36	10	36.54	0	0	0	36.54	36.54	01/02/2022 - 28/02/2022 (Monthly)
Birthday	Days	0	1	0	1	0	0	0	1	1	01/02/2022 - 28/02/2022 (Monthly)
Casual Leave (INDIA)	Days	0	6	1	4	1	0	0	5	5	01/02/2022 - 28/02/2022 (Monthly)
Sick Leave (INDIA)	Days	0	7	0	7	0	0	0	7	7	01/02/2022 - 28/02/2022 (Monthly)
Volunteering Leave - Individual (Global)	Days	0	1	0	1	0	0	0	1	1	01/02/2022 - 28/02/2022 (Monthly)
Volunteering Plan - Team (Global)	Days	0	1	0	1	0	0	0	1	1	01/02/2022 - 28/02/2022 (Monthly)
									Total:	51.54	51.54

Contact

Contact

Home Contact Information

Addresses

Address	Usage	Visibility	Shared With	Effective Date
SF2, Jeevanadi Hamlet 2nd main road , Kodihalli HAL 2nd stage Bangalore- 560008 Karnataka India	Home (Primary) Other - Home	Private		18/01/2020



## Phones

Phone Number	Device	Usage	Visibility	Shared With
+91 9620034943	Mobile	Home (Primary)	Public	

## Work Contact Information

## Addresses

Address	Usage	Visibility	Effective Date
2nd Floor, Khata No 436, Survey No. 13/1B, 12/2B, Challagatta Village Varthur Hobli, Intermediate Ring Road, Domlur Bangalore- 560 071 India	Business (Primary) Billing	Public	01/06/2019

## Phones

Phone Number	Device	Usage	Visibility
+44 (20) 78960011 x191208	Telephone	Work (Primary)	Public

## Email Addresses

Email Address	Usage	Visibility
Sahana.Pranesh@ig.com	Work (Primary)	Public

## Emergency Contacts

## Emergency Contacts

Priority	Emergency Contact	Relationship	Preferred Language	Primary Contact Information	Alternate Contact Information
1	Prakash Sethu	Husband	English	+91 (98454) 55507	

## Personal

## Personal Information

## Personal

<b>Gender</b>	Female
<b>Date of Birth</b>	24/02/1989
<b>Age</b>	32 years, 11 months, 25 days
<b>Country of Birth</b>	India



Region of Birth  
City of Birth  
Marital Status  
Religion  
Primary Nationality

Karnataka  
Bangalore  
Married (India)  
Hindu (India)  
India

Names

Legal Name

Name	
Ms Sahana Pranesh	

Preferred Name

Name	
Ms Sahana Pranesh	

Contact

Home Contact Information

Addresses

Address	Usage	Visibility	Shared With	Effective Date
SF2, Jeevanadi Hamlet 2nd main road , Kodihalli HAL 2nd stage Bangalore- 560008 Karnataka India	Home (Primary) Other - Home	Private		18/01/2020

Phones

Phone Number	Device	Usage	Visibility	Shared With
+91 9620034943	Mobile	Home (Primary)	Public	

Work Contact Information

Addresses

Address	Usage	Visibility	Effective Date
2nd Floor, Khata No 436, Survey No. 13/1B, 12/2B, Challagatta Village Varthur Hobli, Intermediate Ring Road, Domlur	Business (Primary) Billing	Public	01/06/2019





Address	Usage	Visibility	Effective Date
Bangalore- 560 071 India			

Phones

Phone Number	Device	Usage	Visibility
+44 (20) 78960011 x191208	Telephone	Work (Primary)	Public

Email Addresses

Email Address	Usage	Visibility
Sahana.Pranesh@ig.com	Work (Primary)	Public

IDs

Other IDs

Other ID Type	Organization	Description	Identification #	Issued Date	Expiration Date
External Payroll ID	India - Payroll		118		

Documents

none entered

Performance

Performance Reviews

Completed

Review	Review Period		Manager Rating		
	Start Date	End Date			
IG Performance Check-in FY22 - Q2: Sahana Pranesh	01/09/2021	30/11/2021			
IG Performance Check-in FY22 - Q1: Goal-Setting: Sahana Pranesh	01/06/2021	31/08/2021			
IG Performance Check-in FY21 - Q4: Sahana Pranesh	01/03/2021	31/05/2021	Significant outperformance		
IG Performance Check-in FY21 - Q2: Sahana Pranesh	01/09/2020	30/11/2020	Approved by manager		
IG Performance Check-in FY21 - Q1: Goal-Setting: Sahana Pranesh	01/06/2020	31/08/2020	Approved by manager		
IG Performance Check-in FY20 - Q4: Sahana Pranesh	01/03/2020	31/05/2020	Successful performance		
IG Performance Check-in FY20 - Q2: Sahana Pranesh	01/09/2019	30/11/2019	Approved by manager		
IG Performance Check-in FY20 - Q1 - Goal-Setting: Sahana Pranesh	01/06/2019	31/08/2019	Approved by manager		



Review	Review Period		Manager Rating		
	Start Date	End Date			
IG Performance Check-in FY19 - Q4: Sahana Pranesh	01/03/2019	31/05/2019	Significant outperformance		
IG Performance Check-in FY19 - Q2: Sahana Pranesh	01/09/2018	30/11/2018			
IG Performance Check-in FY18 - Q4: Sahana Pranesh	01/03/2018	31/05/2018	Successful performance		
IG Performance Check-in FY18 - Q3: Sahana Pranesh	01/12/2017	28/02/2018			
IG Performance Check-in FY18 - Q2: Sahana Pranesh	01/09/2017	30/11/2017			
IG Performance Check-in Q4: Sahana Pranesh	01/03/2017	31/05/2017	Significant outperformance		
IG Performance Check-in Q1 and Q2: Sahana Pranesh	01/06/2016	30/11/2016			
IG Performance Appraisal 2015/16: Sahana Pranesh	01/06/2015	31/05/2016	Excellent Performance		
IG Performance Appraisal 2014/15: Sahana Pranesh	01/06/2014	31/05/2015	Excellent Performance		

Individual Goals

Goal Section Group	Goal	Description	Category	Status	Associated Reviews
In Progress	Improve resiliency	<p>S: Work towards achieving a high level of maturity of Payments services. Plan work to improve the release maturity of critical applications.</p> <p>M: CardPayments is moved higher in release maturity.</p> <p>A: Yes</p> <p>R: Yes</p> <p>T: Dec 2021</p> <p>Dec 2021: CardPayments will soon be migrated to Blue/Green env thereby enabling the improvement in release maturity. Team has completed all the assigned tasks wrt maturity improvement.</p>	Tuned for growth	In progress - on track	IG Performance Check-in FY22 - Q1: Goal-Setting IG Performance Check-in FY22 - Q2
In Progress	Learn fast together	<p>S: Share the knowledge of IGuana platform among the Payments team members and enable them to work independently.</p> <p>M: 1 application is migrated to IGuana by a team member</p> <p>A: Yes</p> <p>R: Yes</p> <p>T: June 2022</p>	Development	In progress - improvement required	IG Performance Check-in FY22 - Q1: Goal-Setting IG Performance Check-in FY22 - Q2



Goal Section Group	Goal	Description	Category	Status	Associated Reviews
		Dec 2021: Have conducted a session to give a brief on IGuana platform.			
In Progress	Migrate 2 applications to IGuana	S: Work towards migrating ACHPayments to IGuana platform.  M: Both the applications are running in production.  A: Yes  R: Yes  T: Feb 2022   Dec 2021: Application has been deployed to TEST cluster.	Tuned for growth	In progress - on track	IG Performance Check-in FY22 - Q1: Goal-Setting IG Performance Check-in FY22 - Q2
Completed	Increase automation in Payments world	S: Help the team in achieving higher levels of automation of Payments applications that will allow us to release new features faster.  M: Increase test coverage of CardPayments to 50%  A: Yes  R: Yes  T: March 2022   CardPayments test coverage is around 80% now.	Inspiring experiences	Complete	IG Performance Check-in FY22 - Q1: Goal-Setting IG Performance Check-in FY22 - Q2

Archived Goals

Archived Goals

Goal	Goal Category	Status	Associated Reviews
Create domain expertise within the team	Core Business	Complete	IG Performance Check-in FY21 - Q1: Goal-Setting IG Performance Check-in FY21 - Q2 IG Performance Check-in FY21 - Q4
Improving reliability of our systems	Core Business	Complete	IG Performance Check-in FY21 - Q1: Goal-Setting IG Performance Check-in FY21 - Q2



Goal	Goal Category	Status	Associated Reviews
Courses on CourseEra and LinkedIn Learning	Development	In progress - improvement required	IG Performance Check-in FY21 - Q4 IG Performance Check-in FY20 - Q1 - Goal-Setting IG Performance Check-in FY20 - Q2 IG Performance Check-in FY20 - Q4 IG Performance Check-in FY21 - Q1: Goal-Setting IG Performance Check-in FY21 - Q2 IG Performance Check-in FY21 - Q4
Furthering IG's cloud and Kubernetes capability	Core Business	In progress - on track	IG Performance Check-in FY20 - Q1 - Goal-Setting IG Performance Check-in FY20 - Q2 IG Performance Check-in FY20 - Q4 IG Performance Check-in FY21 - Q1: Goal-Setting IG Performance Check-in FY21 - Q2 IG Performance Check-in FY21 - Q4
Supporting the development & delivery of the IT 2 year renovation strategy	Core Business	In progress - on track	IG Performance Check-in FY20 - Q1 - Goal-Setting IG Performance Check-in FY20 - Q2 IG Performance Check-in FY20 - Q4 IG Performance Check-in FY21 - Q1: Goal-Setting IG Performance Check-in FY21 - Q2 IG Performance Check-in FY21 - Q4
Support the business from a technical perspective in delivering the core initiatives	Core Business	Complete	IG Performance Check-in FY20 - Q1 - Goal-Setting IG Performance Check-in FY20 - Q2 IG Performance Check-in FY20 - Q4 IG Performance Check-in FY21 - Q1: Goal-Setting
Start to transition to being a technical specialist		Complete	IG Performance Check-in FY19 - Q2 IG Performance Check-in FY19 - Q4
Build working relationships with your technical specialist colleagues in Bangalore and the technical architect contacts e.g. Raghu's and Joe's guys		No Longer Relevant	IG Performance Check-in FY19 - Q2
Have fun and keep learning and keep exploring the IG systems!		Complete	
Setting up some workshops/meetings with the teams to discuss		No Longer Relevant	
Be a technical project lead on a bigger project within IG		No Longer Relevant	IG Performance Check-in FY18 - Q4
Have more engagement with the recruitment process		Complete	IG Performance Check-in FY18 - Q4 IG Performance Check-in FY19 - Q2
Define the technical and architectural roadmap for Client & Account Opening for the rest of the year.		In progress - improvement required	IG Performance Check-in FY18 - Q3 IG Performance Check-in FY18 - Q4 IG Performance Check-in FY19 - Q2 IG Performance Check-in FY19 - Q4
Look to get estimates provided on projects in a more timely manner		No Longer Relevant	IG Performance Check-in FY18 - Q3 IG Performance Check-in FY18 - Q4 IG Performance Check-in FY19 - Q2 IG Performance Check-in FY19 - Q4
Support the teams with the client onboarding and retention restructure.		Complete	IG Performance Check-in FY18 - Q3 IG Performance Check-in FY18 - Q4 IG Performance Check-in FY19 - Q2
Look to find a good balance between being hands-on and a team lead		Complete	IG Performance Check-in FY18 - Q2 IG Performance Check-in FY18 - Q3 IG Performance Check-in FY18 - Q4



Goal	Goal Category	Status	Associated Reviews
Look to introduce 1 or 2 efficiency improvements in the AO domain		Complete	IG Performance Check-in FY18 - Q2 IG Performance Check-in FY18 - Q3
Look to support Hema in growing her own confidence		Complete	IG Performance Check-in FY18 - Q2 IG Performance Check-in FY18 - Q3
Enjoy being a team lead!		Complete	IG Performance Check-in FY18 - Q2
05/12/2017: During the short stint of being the team lead of AO in the past 2 months, the most I've enjoyed is working on the Retail to Professional project - a project that had a very tight deadline and was a good challenge to start off with. Although I'm yet to fully understand the AO domain, I feel am well supported by my teammates and they have been very helpful with all the queries I've had.			
Agile Process - Estimates accurately and encourages other team members to collaborate in the estimation of stories		Complete	IG Performance Check-in Q1 and Q2 IG Performance Check-in Q4
Improve Java 8 skills and coding standards		Complete	
Training new members in the team		Met	IG Performance Appraisal 2015/16
Training QA on BDD approach		Complete	IG Performance Appraisal 2015/16 IG Performance Check-in Q1 and Q2 IG Performance Check-in Q4
Troubleshooting		Complete	IG Performance Check-in Q1 and Q2 IG Performance Check-in Q4
Advanced Oracle		Met	IG Performance Appraisal 2014/15
Understanding Glt		Met	IG Performance Appraisal 2015/16
Learn more about Maven		Complete	IG Performance Appraisal 2015/16 IG Performance Check-in Q1 and Q2 IG Performance Check-in Q4
Gain knowledge on BDD		Met	IG Performance Appraisal 2015/16
Learn RestEasy framework		Met	IG Performance Appraisal 2015/16
Try to achieve minimum 80% completion of sprints 90% of times.		Complete	IG Performance Check-in Q1 and Q2 IG Performance Check-in Q4
Advanced Spring		Met	IG Performance Appraisal 2015/16
Adopt TDD approach		Complete	IG Performance Appraisal 2014/15 IG Performance Appraisal 2015/16 IG Performance Check-in Q1 and Q2 IG Performance Check-in Q4
Gain domain knowledge		Met	IG Performance Appraisal 2014/15
Improve Oracle skills		Met	IG Performance Appraisal 2014/15 IG Performance Appraisal 2015/16
Use tools like AppDynamics, Splunk		Met	IG Performance Appraisal 2014/15

Check-ins FY 2022

Q2 FY22 check-in completed?	Q1 FY22 check-in completed?
✔ Yes	✔ Yes




Feedback







Feedback Received



Feedback Received

	Date	From	Question	Feedback	Badge	Private: Shared with Feedback Recipient
Anytime Feedback Given: on Sahana Pranesh from Hema Jayaram on 14/02/2022	15/02/2022	 Hema Jayaram		Good synchronizing with the team and need to match the work with reality to be more synchronous.	Teamwork	No
Feedback Given: on Sahana Pranesh from Manikanta Lagisetty on 06/12/2020	07/12/2020	 Manikanta Lagisetty	Hi,  Please could you share some feedback on my performance in relation to: <ul style="list-style-type: none"><li>• What do I do well?</li><li>• What could I do better?</li><li>• What company values do I best represent and why?</li></ul> Regards,  Sahana	Hi Sahana,  1) A Good Mentor, you are a great inspiration for me on the way we need to think in 360 degree perspective to design the application, to foresee the things in domain flow.  2) Always a reachable person with lot of domain and technical expertise  3) A person with a great listening and understanding skills.. for ex.. whenever I approach about a problem, you always sense from root cause like from where I am dragging the info and gives me perfect solution on how to look the things.  4) Its a great learning and happy to work with you!!  5) It was going undirectional a bit before , but once you have started involving in Corporate Onboarding , it helped us in good direction to make it successful.  Keep inspiring us!! All the best Sahana!!		No
Anytime Feedback Given: on Sahana Pranesh from Ramakrishna Harivaram on 04/11/2019	05/11/2019	 Ramakrishna Harivaram		Sahana has great focus and dedication towards work and "loves what she do". She has strong technical skills and always eager to learn/work on new things. She has been very patient during the KT sessions in answering all my questions. The wiki documentation helped me to understand the AO application easily. She helps the team in all aspects of the work., starting from design to prod issues which is the best example of "Lead the way". I am impressed with her caring for the AO area and making sure that it continues without any issues in her long leave. :) She goes to the details of any task and understands it completely to make sure she does the right things. (an observation from the technical assessment for maturity model).	Thank you	No


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Feedback Given: on Sahana Pranesh from Karan Nagarajagowda on 30/10/2019	30/10/2019	<div> Karan Nagarajagowda</div>	<ul style="list-style-type: none"><li>• What are my strengths / What do I do well?</li><li>• What are my areas for improvement / What could I do better?</li><li>• What company values do I best represent and why?</li></ul>	<p>Sahana has been the face of Account Opening team for me and My team - From the time , App support team started the Knowledge Transfer session from Sahana , she has helped our team to shape and understand AO better - The greatest strength she poses is her command over the applications in Account Opening .</p> <p>She poses a great teaching skills and she is one of the reason App support team has been able to pick the support quickly .She also made sure that transition from dev team to Support team went smooth - She manages the team well and has raised high respect from her sub-ordinates .</p> <p><b>I personally admire your professionalism and commitment to the work .</b></p> <p>I don't see any areas of improvement but probably you can assign the tasks to the team rather than doing on your own - This would also help the members in your team to push themselves harder . With your expertise on code and functional knowledge , probably identify a right member in your team and help them build their technical and functional expertise of yours -</p> <p>If you more vocal to the team and assign the tasks to them and give the responsibility to the team .</p> <p>You represent "Champion the Client" and "Love what we do" .- Account Opening is a direct impact to Client and it represents the face of IG to Clients - You prioritize the issues and make sure they are addressed on time and when the client issues are resolved on time - you are creating a brand image of IG to Client .</p> <p>You have commitment towards the work and share the knowledge to the peers well which reflects that you co-ordiante and work with different team as one team .</p> <p>Thanks,</p> <p>Karan</p>		No
Feedback Given: on Sahana Pranesh from Sikta Mishra on 30/10/2019	30/10/2019		Hi,	<b>Sahana's Strength</b>		No



	Date	From	Question	Feedback	Badge	Private: Shared with Feedback Recipient
		<div> Sikta Mishra</div>	<p>I'm looking to get some feedback for my Q1 &amp; Q2 check-in by Friday, 25th October, 2019. Could you please take some time to answer a few questions below?</p> <ul style="list-style-type: none"><li>• What are my strengths / What do I do well?</li><li>• What are my areas for improvement / What could I do better?</li><li>• What company values do I best represent and why?</li></ul> <p>I appreciate you only have a week to do this but it is extremely valuable and important for my development.</p> <p>Regards,</p> <p>Sahana</p>	<p>1. She has excellent understanding of the Client Onboarding domain and is always eager to help &amp; take additional responsibilities.</p> <p>2. She is very sincere &amp; dedicated towards improving the team's expertise &amp; capabilities.</p> <p>3. She has very deep insights &amp; an inclination towards the architectural design improvement in Client Onboarding area.</p> <p>4. Excellent team player &amp; has a good command over technical requirements.</p> <p>5. She always leads the technical solution discussion &amp; is very precise &amp; accurate in providing a suitable tech solution to the numerous business problems.</p> <p>6. She has brilliant understanding of the big picture &amp; brings with her a very good understanding of inter-department/inter-team workflow/dependencies which always helps us in understanding &amp; solving inter-team dependencies.</p> <p>7. Dauntless &amp; outspoken. She doesn't hesitate to call a spade a spade.</p> <p>8. A laudable quality in Sahana is - she always tries to be fair &amp; just with everyone around.</p> <p>9. Last but not the least - She is extremely empathetic with the team &amp; stands tall as a pillar of Strength under all circumstances ! A greatly appreciable quality.</p> <p><b>Improvement</b></p> <p>She has implemented &amp; worked on the previous suggestions over the last couple of months &amp; I dont see any area of improvement for her now.</p> <p><b>Company Value</b></p> <p>Sahana represents multiple values - Love what we do - Her passion for work in difficult</p>		


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				times speaks for itself & Lead the way - she always leads the tech solution of business problems in AO area & guides the tech team in implementing them.		
Feedback Given: on Sahana Pranesh from Ramesh Devarinti on 24/10/2019	25/10/2019	<div></div> <div>Ramesh Devarinti</div>	<div>Hi,</div> <div>I'm looking to get some feedback for my Q1 &amp; Q2 check-in by Friday, 25th October, 2019. Could you please take some time to answer a few questions below?</div> <div><ul style="list-style-type: none"><li>What are my strengths / What do I do well?</li><li>What are my areas for improvement / What could I do better?</li><li>What company values do I best represent and why?</li></ul></div> <div>I appreciate you only have a week to do this but it is extremely valuable and important for my development.</div> <div>Regards,</div> <div>Sahana</div>	<div>Sahana is for sure a great asset to not only for AO team but for entire on-boarding area. She has in depth technical and functional knowledge of most of the applications in client on boarding. Her technical expertise has helped me have a smooth experience while on-boarding this team. She contributes a lot in technical meetings and very efficient in judging on a situation. She is always approachable and provides helpful hand whenever when needed for which i far believe not many people have this trait. She took stand whenever needed for the team with her expertise. The way she took the IAF and complex corporate application design to conclusion is much appreciable and have given proper knowledge transfer to the team which helped the team to start working on these on time. She is respectful of others,honest and greatly respected.</div> <div>Sahana: You are such a wonderful colleague and friend who deserves an absolutely wonderful baby break. The office is certainly going to miss you. May your maternity leave be packed with all the peace, glory, and happiness.</div>		No
Feedback Given: on Sahana Pranesh from Aruna Katugampola on 21/10/2019	21/10/2019	<div></div> <div>Aruna Katugampola</div>	<div>Hi,</div> <div>I'm looking to get some feedback for my Q1 &amp; Q2 check-in by Friday, 25th October, 2019. Could you please take some time to answer a few questions below?</div> <div><ul style="list-style-type: none"><li>What are my strengths / What do I do well?</li><li>What are my areas for improvement / What could I do better?</li><li>What company values do I best represent and why?</li></ul></div> <div>I appreciate you only have a week to do this but it is extremely valuable and important for my development.</div>	<div><b>What are my strengths / What do I do well?</b></div> <div>Sahana's key strength is analytical skill. She can dive into any application, study the code and explain in high-level what it is doing. During the design of Application Message, she helped me in understanding which assessments in Product Application History are calling other systems and what arguments are passed. She has good understanding of this application and this is very valuable to the entire team. She also has the capability model data. This was highlighted during the data modelling exercise of Corporate Onboarding application and Application message object.</div> <div><b>What are my areas for improvement / What could I do better?</b></div> <div>She is participating in Kuberenetes in Action book club. This is going to help her and company in the long run. I would advice doing Certified Kuberenetes Application Developer certificate in future. I would recommend focusing on AWS certification in</div>		No





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			Regards,  Sahana	future. Also its important for her to learn more about agile practices and lean principles.  <b>What company values do I best represent and why?</b>  <u>Champion the client</u>  During the definition of Application message object, she agreed that we should build the onboarding flow in AWS so that we can deploy to multiple regions. This will improve the onboarding experience for client.  <u>Lead the Way</u>  She started a Tech improvement discussion in Bangalore with senior developers. During these discussions we try to define best practices and guidelines for message driven architectures.  <u>Love what we do</u>  She is highly motivated about above initiatives.		
Feedback Given: on Sahana Pranesh from Robert Craske on 13/06/2019	13/06/2019		Hi Rob  I'm looking to get some feedback for my Q4 check-in. Please can you provide your feedback on	I really admire how much she cares for her team's careers as she's moved into a new role and the effort she has spent on making sure she completes her responsibilities to them properly.		No







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		Robert Craske	What are my strengths / What do I do well? What are my areas for improvement / What could I do better? What company values do I best represent and why?  Request you to please take some time out for this as it is extremely valuable and important for my development.  Thanks & Regards, Sahana	She is taking on great new challenges, it is good to see her being given more time to take on the Corporate flow and from what the other team leads have already seen it looks to be in great shape. She communicates very clearly and thoroughly with people from the business and is using their info to create a very well modelled domain.  Another area where she has been outstanding is working toward the demise of Prospects. She's shown great diplomacy and tenacity in hunting down usages of legacy end-points, such as Social Media Gateway from the disparate mobile dev teams and getting replacement services in to use instead. This has been difficult; monitoring logs and long email chains to find out what is in use, but she has shown patience and persistence to get the job done.  I feel Sahana has great credibility with the business, the way she conducts herself in meetings is always top notch and she seems to overcome a lot of the confusion that can easily arise when people are dialling in remotely. Her questions and responses being to the point and relevant.		
Feedback Given: on Sahana Pranesh from Pamela Tan on 27/05/2019	28/05/2019	 Pamela Tan	Hi Pamela  I'm looking to get some feedback for my Q4 check-in. Please can you provide your feedback on  <ul style="list-style-type: none"><li>What are my strengths / What do I do well?</li><li>What are my areas for improvement / What could I do better?</li><li>What company values do I best represent and why?</li></ul> Request you to please take some time out for this as it is extremely valuable and important for my development.  Thanks & Regards,  Sahana	Sahana has been a pleasure to work with, especially on the MyInfo project for Singapore. She is always approachable, and willing to help out in situations which she can and contributes during discussions and meetings which shows her proactive nature/		No

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Feedback Given: on Sahana Pranesh from Subramanian Sundaram on 09/05/2019	10/05/2019	Subramanian Sundaram 	<p>Hi Subramanian</p> <p>I'm looking to get some feedback for my Q4 check-in by Friday, 10th May. Could you either respond below or send an email to Robert Dunn if you wish for it to be confidential.</p> <ul style="list-style-type: none"><li>• What are my strengths / What do I do well?</li><li>• What are my areas for improvement / What could I do better?</li><li>• What company values do I best represent and why?</li></ul> <p>Request you to please take some time out for this as it is extremely valuable and important for my development.</p> <p>Thanks &amp; Regards,</p> <p>Sahana</p>	<p>Sahana has been the go to person for any issue in Account opening. She disburses her acquired knowledge of the application with relative ease and has a solution for most of the problems thrown at her.</p> <p>She exhibits the virtue of patience while listening to team members on any issues big and small.</p> <p>She is very approachable and makes an effort to be available to everyone at all times. The team shares an excellent camaraderie with her and she is able to solve or give direction to the problems being discussed.</p> <p>Her agile ceremonies are well conducted and makes sure action items from retrospectives are followed up to completion.</p> <p>Due to the recent changes in the team dynamics her role may not be well defined at the moment though the team does go to her as a pillar of support. Would be good to have her involved in the AO team operations going forward too.</p> <p>Happy and enriched to have worked with her till now, though the period was very short and eager to pick her brains and keep learning in the future too.</p>		No
Feedback Given: on Sahana Pranesh from Aruna Katugampola on 09/05/2019	09/05/2019	 Aruna Katugampola	<p>Hi Aruna</p> <p>I'm looking to get some feedback for my Q4 check-in by Friday, 10th May. Could you either respond below or send an email to Robert Dunn if you wish for it to be confidential.</p> <ul style="list-style-type: none"><li>• What are my strengths / What do I do well?</li><li>• What are my areas for improvement / What could I do better?</li><li>• What company values do I best represent and why?</li></ul> <p>Request you to please take some time out for this as it is extremely valuable and important for my development.</p> <p>Thanks &amp; Regards,</p> <p>Sahana</p>	<p><b>What are my strengths / What do I do well?</b></p> <p>Sahana's is very good at analysing and articulating. She interacts well with various technical and non-technical people in the business. Her technical thoroughness helps leading a capable development team. During the Singapore MyInfo project, her team was responsible of integrating with a government gateway in cloud. She came up with the idea to place it in cloud and helped me in designing the solution.</p> <p>During the design of corporate application form in cloud, she had many discussions with me on finding out the right solution. She pays attention to details on such technical discussions.</p> <p><b>What are my areas for improvement / What could I do better?</b></p> <p>Shana can improve on AWS technologies as this is an emerging technical skill and Account Opening tech has lot of potential to go on to cloud. This will be helpful to both her and IG. Serverless concepts and cloud database strategies would be a good place to</p>		No




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				<p>start. Both these concepts are either not available or different to on-premise. Best would be to attend AWS Summits and sessions when those are available.</p> <p>I would also recommend learning cloud native solutions as the operations team is preparing the platform for Kubernetes.</p> <p>It is a good skill to balance the team performance with technical excellence when working with a technical team. Modern processes and practices on agile development trends and lean principles will shape her career.</p> <p><b>What company values do I best represent and why?</b></p> <p><i>Champion the client</i></p> <p>Shana always think long term and educate teams on log term benefits. However, when it come to implement and deliver, she is capable pf prioritising the work based on what matters most.</p> <p><i>Lead the Way</i></p> <p>She is good at thinking through a solution and ask questions, find reasons. During design discussions on Corporate Form in cloud, she asked relevant questioned which resulted in a single database for application.</p> <p><i>Love what we do</i></p> <p>She is willing to learn from others. During architecture steering group discussions on Client Agreements, she praised the solution based on customer value it provides. A good team player and good team leader.</p>		
Feedback Given: on Sahana Pranesh from Ajit Kumar on 30/11/2018	30/11/2018		Hi,	I have observed that when Sahana moved from AAS taem & took leadership of AO team & now the way she is leading the AO team, it has been impressive. She always sets an example by doing the things by herself to encourage the team members. She is 'leading		No



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		Ajit Kumar	<p>As part of the combined Q1 &amp; Q2 performance check-in, I am gathering feedback on myself. As someone who has worked closely with me over the past 6 months, I would like to get your feedback on my performance. If you have feedback to share, please could you share it by EOD Friday 23rd November. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values?</p> <p>Has she been effective in his role?</p> <p>What has she done particularly well?</p> <p>What areas of performance could she improve upon?</p> <p>Thanks,</p> <p>Sahana</p>	<p>the way'.</p> <p>Sahana always ensures active participation with stakeholders and also ensure requirements are refined and ready for implementation.</p> <p>Sahana is very helpful. She has very professional attitude towards solving problems. Knowing that she is really busy she is also doing her best to help Data &amp; Config team.</p>		
Feedback Given: on Sahana Pranesh from Khushboo Srivastava on 20/11/2018	20/11/2018	 Khushboo Srivastava	<p>QuestionHi,</p> <p>As part of the combined Q1 &amp; Q2 performance check-in, I am gathering feedback on myself. As someone who has worked closely with me over the past 6 months, I would like to get your feedback on my performance. If you have feedback to share, please could you share it by EOD Friday 23rd November. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values?</p> <p>Has she been effective in his role?</p> <p>What has she done particularly well?</p> <p>What areas of performance could she improve upon?</p> <p>Thanks,</p> <p>Sahana</p>	<p><b>How has Sahana performed against the IG values?</b></p> <ul style="list-style-type: none"><li>Sahana exhibits the "IG policy Lead the way" massively.</li><li>She generally pre-investigates all the work that is to be handed over to the team.</li><li>She takes time to provide technical support whenever asked for.</li><li>She knows what shes talking about and is almost always on top of things.</li></ul> <p><b>Has she been effective in his role?</b></p> <ul style="list-style-type: none"><li>Sahana has always tried to provide us with whatever we asked for our growth, learning.</li></ul>		No






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				<ul style="list-style-type: none"><li>At times she has taken support or mundane story just to let us focus on what we like to do.</li></ul> <b>What has she done particularly well?</b> <ul style="list-style-type: none"><li>Sahana has constantly taken feedback, and unlike most of us made it a point to work/ improvise on it.</li></ul>		
Feedback Given: on Sahana Pranesh from Vimal Shukla on 10/05/2018	10/05/2018	 Vimal Shukla	<p>Hi,</p> <p>As part of the Q4 performance check-in, I am gathering feedback on Sahana. As someone who has worked closely with Sahana over the past 6 months, I would like to get your feedback on his performance. If you have feedback to share, please could you share it by EOD Friday 11th May.</p> <p>How has Sahana performed against the IG values? Has he/she been effective in his role? What has he/she done particularly well? What areas of performance could he/she improve upon?</p> <p>Thanks, Sahana</p>	<p>Please find the below feed back for Sahana.</p> <b>How has Sahana performed against the IG values?</b> <p>Sahana has performed accordingly to all the IG values. I am working with her nearly for 2 years now and I have seen she gives her 100% to to ensure all the IG values ( Lead the way, Champion the Client, Love what we do) are met. She takes the responsibility for delivery and proactively gets involved in all the phase from beginning till closure of project.</p> <b>Has he/she been effective in his role?</b> <p>Worked with Sahana in her both roles as an individual contributor and Team Lead.</p> <p>As an individual contributor she always ensured that deliverable are delivered on time and followed up to ensure delivery went smooth. She has got excellent development skills and she was excellent team player.</p> <p>As a Team Leader I have seen a lot matured and responsible Sahana in past few months. Skill like leading from front have become more visible in her TL role.</p> <b>What has he/she done particularly well?</b>		No




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				<p>Taking the responsibility and ensuring the delivery timelines are met.</p> <p>Helping the team members as and when required.</p> <p>Gaining good command on all the new apps in very short span of time</p> <p>Passion to learn and deliver has not changed that adds more value in her new role.</p> <p><b>What areas of performance could he/she improve upon?</b></p> <p>Delegation is very important and she should start working on 'this.</p> <p>As teams are getting aligned with area specific deliverable would like to work with her to get automation strategy defined for team.</p>		





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Anytime Feedback Given: on Sahana Pranesh from Anand Alse on 01/05/2018	02/05/2018	 Anand Alse		<p>* Sahana has been excellent since she took up the team lead role of Account Opening.</p> <p>* I should appreciate the fact that she was able to take control of things really quick.</p> <p>* She has been fantastic in the delivery of igus rollout.</p> <p>* She has been very keen on improving things and started new initiatives as part of igus which helps the decommissioning of prospects which indeed is the main goal of Account Opening for this year.</p> <p>* I like the way she drove the support stand ups even though when she was pretty new to the team.</p> <p>* She is very proactive in prioritizing the support issues and incidents and encourages us too to address them and provides all the help required.</p>	General	No
Feedback Given: on Sahana Pranesh from Swati Bhovi on 30/04/2018	30/04/2018	 Swati Bhovi	<p>Hi,</p> <p>As part of the Q4 performance check-in, I am gathering feedback on Sahana. As someone who has worked closely with Sahana over the past 6 months, I would like to get your feedback on his performance. If you have feedback to share, please could you share it by EOD Monday 30th April. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values? Has he/she been effective in his role? What has he/she done particularly well? What areas of performance could he/she improve upon?</p> <p>Thanks, Sahana</p>	<p>Since Sahana has taken over as Tech team lead of AO she has displayed high-level of IG standards towards everything she had been part of so far.</p> <p>Sahana is very approachable and has always been very helpful whenever i had any doubts or needed any help regarding the project. Also has helped me learn a lot of things be it anything technical or anything related to the project.</p> <p>She has been very effective in her role as Team lead as we are now back on track having all the sprint meeting which has been really helpful. She has been really good driving force for the project we have worked on . She has always showed focus and interest towards delivering value at the high quality that IG demands. Overall it has been a pleasure working with Sahana so far and I hope it carries on this way. I look forward to keep working with Sahana in the future.</p>		No
Feedback Given: on Sahana Pranesh from Shashi Bhandary on 24/04/2018	24/04/2018	 Shashi Bhandary	<p>Hi,</p> <p>As part of the Q4 performance check-in, I am gathering feedback on Sahana. As someone who has worked closely with Sahana over the past 6 months, I would like to get your feedback on his performance. If you have feedback to share, please could you share it by EOD Monday 30th April. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values? Has he/she been effective in his role? What has he/she done particularly well? What areas of performance could he/she improve upon?</p>	<p>Sahana seems to be managing her role of a team lead quite well. I can see her being assertive on priorities and expectations from the team. Her tech skills have would have definitely helped the team with investigating many prod issues. She is proactive and always owns up any task she takes up till its completion.</p> <p>I think she can look at delegating tasks to the team which currently she looks into and also train them of areas which currently she investigates. This would free her time which she could you for future planning</p>		No








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			Thanks, Sahana			
Feedback Given: on Sahana Pranesh from Meghana Yoganarasimha on 30/11/2017	30/11/2017	 Meghana Yoganarasimha	<p>Hi,</p> <p>As part of the combined Q1 &amp; Q2 performance check-in, I am gathering feedback on Sahana. As someone who has worked closely with Sahana over the past 6 months, I would like to get your feedback on his performance. If you have feedback to share, please could you share it by EOD Thursday 30th November. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values?</p> <p>Has he/she been effective in his role?</p> <p>What has he/she done particularly well?</p> <p>What areas of performance could he/she improve upon?</p> <p>Thanks,</p> <p>Sahana</p>	<p>Strengths:</p> <ul style="list-style-type: none"><li>• I really feel lucky to have Sahana as my team lead as she being more supportive to all of us.</li><li>• She effectively delegates the work to individuals in her team with trust which makes us more encouraging in work.</li><li>• She instills sense of value in the team.</li></ul> <p>Improvements:</p> <ul style="list-style-type: none"><li>• She being new to our Domain, I feel she can know more about our applications.</li><li>• She being technically sounded, can try to guide more with our findings on the same to make sure we are upto the pace.</li><li>• She can try to lift the pressure when individuals in her team are swamped with working on multiple things.</li></ul>		No



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Feedback Given: on Sahana Pranesh from Enrique Recarte Llorens on 29/11/2017	29/11/2017	 Enrique Recarte Llorens	<p>Hi,</p> <p>As part of the combined Q1 &amp; Q2 performance check-in, I am gathering feedback on Sahana. As someone who has worked closely with Sahana over the past 6 months, I would like to get your feedback on his performance. If you have feedback to share, please could you share it by EOD Thursday 30th November. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values?</p> <p>Has he/she been effective in his role?</p> <p>What has he/she done particularly well?</p> <p>What areas of performance could he/she improve upon?</p> <p>Thanks,</p> <p>Sahana</p>	<p>Sahana is a great addition to the Account Opening team. She has a very good balance between doing things well and making sure they get done in time. She participates a lot in meetings always providing insightful comments.</p> <p>She will probably need to familiarise herself with some of the Account Opening areas, which she is definitely capable of doing easily.</p>		No
Feedback Given: on Sahana Pranesh from Robert Craske on 27/11/2017	28/11/2017	 Robert Craske	<p>Hi,</p> <p>As part of the combined Q1 &amp; Q2 performance check-in, I am gathering feedback on Sahana. As someone who has worked closely with Sahana over the past 6 months, I would like to get your feedback on his performance. If you have feedback to share, please could you share it by EOD Thursday 30th November. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values?</p> <p>Has he/she been effective in his role?</p> <p>What has he/she done particularly well?</p> <p>What areas of performance could he/she improve upon?</p>	<p>Sahana has really impressed in her role as team lead. She has lead by example and shown real drive to get Retail to Professional delivered on time. I was particularly impressed at how she chased up infrastructure items and got it delivered as well as her dedication to take on some of the most critical work items and work long hours to get them completed.</p> <p>Sahana can improve by concentrating on growing the team, hiring new staff and really putting her own stamp on things. She can also help to improve standards and practices.</p>		No





	Date	From	Question	Feedback	Badge	Private: Shared with Feedback Recipient
			Thanks,  Sahana			
Feedback Given: on Sahana Pranesh from Ajit Kumar on 03/05/2017	03/05/2017	 Ajit Kumar	Hi,  Please can you share your feedback on the below points.  1. How helpful have I been to you while working as a team?  2. What do think are my strengths?  3. What do you think I can do better?   Thanks & Regards,  Sahana	Hi Sahana,  Sorry that I am bit late as you know I am lazy in stuff like this :)  Let me tell you that you are doing good job & I can see you improving with time.  Honestly speaking that I don't have any particular thing to tell you. But I think you should share your knowledge more often in our knowledge sharing session :)  Wish you that keep up doing good job!		No
Feedback Given: on	17/04/2017		Hi,	Strengths :		No

	Date	From	Question	Feedback	Badge	Private: Shared with Feedback Recipient
Sahana Pranesh from Vishwanath Sukumar on 17/04/2017		<div></div> <div>Vishwanath Sukumar</div>	<p>Please can you share your feedback on the below points.</p> <p>1. How helpful have I been to you while working as a team?</p> <p>2. What do think are my strengths?</p> <p>3. What do you think I can do better?</p> <p>Thanks &amp; Regards,</p> <p>Sahana</p>	<p>Excellent communication skills and technically very good. Always has a solution to the problem if asked for help. Will look into the problem promptly with dedication if asked for help and suggests a solution for it.</p> <p>Good person to reach out for if we have to decide between the solutions. Will help us technically evaluate the best solution to the problem, if we have multiple ways of going about it.</p> <p>Good knowledge on the domain and end to end flows of the AAS owned application in IG.</p> <p>Will explain clearly and concisely the story and the requirements during the pre-planning and technical planning sessions.</p> <p>Good leadership qualities.</p> <p>Good listener.</p> <p>This to improve :</p> <p>Its is good to be open to doing things in a new ways sometimes.. rather than saying that we will follow the similar thing that is already done is a different application. We might carry forward the same mistakes that we would have done earlier with that approach.</p>		
Feedback Given: on Sahana Pranesh from Manoj Bhat on 30/11/2016	30/11/2016	<div></div> <div>Manoj Bhat</div>	<p>Hi,</p> <p>Please can you provide your feedback on working with me.</p> <p>Suggestions for areas of improvement are much appreciated.</p>	<p>Hey Sahana,</p> <p>First of all thanks for the good feedback you have provided me. Expected more fire, as I have been sitting right next to you from day 2 in IG, and rarely do such people have good things to say about me :) On a much serious note - Its been a nice experience working</p>		Yes





	Date	From	Question	Feedback	Badge	Private: Shared with Feedback Recipient
			Thanks,  Sahana	<p>here at IG. And one of the important things, that I have to thank you is for the all the help in the initial days, which is extremely important for new joiners.</p> <p>One thing which is your strength is the focus you have in the work you do. I do envy this, as I am pretty weak in this aspect and get distracted easily.</p> <p>Also, the knowledge you have gained with respect to the domain and the different business flows is very good and makes sure that you are never out of place in any discussions!</p> <p>Apart from that, with all the good work you have done here at IG and with you being extremely approachable, makes it very easy to work with you. This is not just me, but I doubt if anyone else thinks otherwise.</p> <p>Regarding areas of improvement, I really don't have anything major. Couple of things, I would however suggest is avoid working too late in the nights(Unless of course you like it). Only reason I am making this point is from my past experiences, that you might be taken for granted.</p> <p>One other thing, which has benefited me always and I would suggest to you to take a look at is, "What have I done better/different with this code commit?" Mind you, this doesn't mean your coding is not great, but something which has helped me over the time.</p> <p>Thanks for all the help once again.</p> <p>Thanks,</p> <p>Manoj</p>		




	Date	From	Question	Feedback	Badge	Private: Shared with Feedback Recipient
Feedback Given: on Sahana Pranesh from Ellen Newbury on 16/03/2016	16/03/2016	<div> Ellen Newbury</div>	<p>Please provide your valuable feedback on your experiences of working with me in the BCF project.</p> <p>Thanks,  Sahana</p>	<p>Hi Sahana, I have really enjoyed working with you on the BCF projects - particularly your help with building the DVS screens for the Dynamic KYC project. Your input in both the technical aspects as well as the user experience is invaluable, your input and enthusiasm has really helped me with my role as well. I also am specifically thinking about the work you did for the Paycasso integration and the Paycasso ruleset improvement. Considering that the changes and improvements to our rulesets was incredibly last minute, you understood the requirement straight away and worked really hard to push out the changes with minimal impact to the work already scheduled. You also really helped me to understand the Paycasso workflow, which benefited me when I was analyzing the client journeys.</p> <p>Overall I have loved working with you, I know I can always approach you with questions or changes, and if I have a request I can trust that you will do as much as you can to make sure that the request is taken care of.</p>		No
Feedback Given: on Sahana Pranesh from Moin Ebrahim on 15/03/2016	15/03/2016	<div> Moin Ebrahim</div>	<p>Please provide your valuable feedback on your experiences of working with me in the BCF project.</p> <p>Thanks,  Sahana</p>	<ul style="list-style-type: none"><li>• Its been a nice and great working with you and I personally learnt a lot through our technical discussions</li><li>• I was amazed by the technical and problem solving abilities when we were doing Trial trading and Document Upload service.</li><li>• You amazed me with your splunk skills in bringing up the business critical dash boards and now it is been a standard that all apps are need to be in build measure learn through Splunk</li><li>• You are having a very good positive attitude towards learning/criticism and that was for the key for your growth</li></ul> <p>As you are becoming Senior Member in your team, I would like you to step up a bit as a mentor/leader and do more practice on Domain Driven Design and hexagonal architecture</p>		No

Feedback Requested

Feedback Requested

	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>Hi,</p> <p>Please could you share some feedback on my performance in relation to:</p> <ul style="list-style-type: none"><li>• What do I do well?</li><li>• What could I do better?</li><li>• What company values do I best represent and why?</li></ul> <p>Regards,</p> <p>Sahana</p>		Completed	04/12/2020		<div>Manikanta Lagisetty</div> <div></div>	<p>Hi Sahana,</p> <p>1) A Good Mentor, you are a great inspiration for me on the way we need to think in 360 degree perspective to design the application, to foresee the things in domain flow.</p> <p>2) Always a reachable person with lot of domain and technical expertise</p> <p>3) A person with a great listening and understanding skills.. for ex.. whenever I approach about a problem, you always sense from root cause like from where I am dragging the info and gives me perfect solution on how to look the things.</p> <p>4) Its a great learning and happy to work with you!!</p> <p>5) It was going undirectional a bit before , but once you have started involving in Corporate Onboarding , it helped us in good direction to make it successful.</p> <p>Keep inspiring us!! All the best Sahana!!</p>	No
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<ul style="list-style-type: none"><li>• What are my strengths / What do I do well?</li><li>• What are my areas for improvement / What could I do better?</li><li>• What company values do I best represent and why?</li></ul>		Completed	30/10/2019		<div>Karan Nagarajagowda</div> <div></div>	<p>Sahana has been the face of Account Opening team for me and My team - From the time , App support team started the Knowledge Transfer session from Sahana , she has helped our team to shape and understand AO better - The greatest strength she poses is her command over the applications in Account Opening . She poses a great teaching skills and she is one of the reason App support team has been able to pick the support quickly .She also made sure that transition from dev team to Support team went smooth - She manages the team well and has raised high respect from her sub-ordinates .</p> <p><b>I personally admire your professionalism and commitment to the work .</b></p> <p>I don't see any areas of improvement but probably you can assign the tasks to the team rather than doing on your own - This would also help the members in your team to push themselves harder . With your expertise on code and functional knowledge , probably identify a right member in your team and help them build their technical and functional expertise of yours -</p>	No





	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
							<p>If you more vocal to the team and assign the tasks to them and give the responsibility to the team .</p> <p>You represent "Champion the Client" and "Love what we do" .- Account Opening is a direct impact to Client and it represents the face of IG to Clients - You prioritize the issues and make sure they are addressed on time and when the client issues are resolved on time - you are creating a brand image of IG to Client .</p> <p>You have commitment towards the work and share the knowledge to the peers well which reflects that you co-ordiante and work with different team as one team .</p> <p>Thanks,</p> <p>Karan</p>	
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>Hi,</p> <p>I'm looking to get some feedback for my Q1 &amp; Q2 check-in by Friday, 25th October, 2019. Could you please take some time to answer a few questions below?</p> <ul style="list-style-type: none"><li>What are my strengths / What do I do well?</li><li>What are my areas for improvement / What could I do better?</li><li>What company values do I best represent and why?</li></ul> <p>I appreciate you only have a week to do this but it is extremely valuable and important for my development.</p> <p>Regards,</p>		Completed	18/10/2019		<div><div>Aruna Katugampola</div><div></div></div>	<p><b>What are my strengths / What do I do well?</b></p> <p>Sahana's key strength is analytical skill. She can dive into any application, study the code and explain in high-level what it is doing. During the design of Application Message, she helped me in understanding which assessments in Product Application History are calling other systems and what arguments are passed. She has good understanding of this application and this is very valuable to the entire team. She also has the capability model data. This was highlighted during the data modelling exercise of Corporate Onboarding application and Application message object.</p> <p><b>What are my areas for improvement / What could I do better?</b></p> <p>She is participating in Kuberentes in Action book club. This is going to help her and company in the long run. I would advice doing Certified Kuberenetes Application Developer certificate in future. I would recommend focusing on AWS certification in future. Also its important for her to learn more about agile practices and lean principles.</p>	No





	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
	Sahana						<p><b>What company values do I best represent and why?</b></p> <p><u>Champion the client</u></p> <p>During the definition of Application message object, she agreed that we should build the onboarding flow in AWS so that we can deploy to multiple regions. This will improve the onboarding experience for client.</p> <p><u>Lead the Way</u></p> <p>She started a Tech improvement discussion in Bangalore with senior developers. During these discussions we try to define best practices and guidelines for message driven architectures.</p> <p><u>Love what we do</u></p> <p>She is highly motivated about above initiatives.</p>	
						Ramesh Devarinti	Sahana is for sure a great asset to not only for AO team but for entire on-boarding	No




	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
							<p>area.</p> <p>She has in depth technical and functional knowledge of most of the applications in client on boarding.</p> <p>Her technical expertise has helped me have a smooth experience while on-boarding this team.</p> <p>She contributes a lot in technical meetings and very efficient in judging on a situation.</p> <p>She is always approachable and provides helpful hand whenever when needed for which i far believe not many people have this trait.</p> <p>She took stand whenever needed for the team with her expertise.</p> <p>The way she took the IAF and complex corporate application design to conclusion is much appreciable and have given proper knowledge transfer to the team which helped the team to start working on these on time.</p> <p>She is respectful of others,honest and greatly respected.</p> <p>Sahana: You are such a wonderful colleague and friend who deserves an absolutely wonderful baby break.</p> <p>The office is certainly going to miss you. May your maternity leave be packed with all the peace, glory, and happiness.</p>	
						<p>Sikta Mishra</p> 	<p><b>Sahana's Strength</b></p> <p>1. She has excellent understanding of the Client Onboarding domain and is always eager to help &amp; take additional responsibilities.</p> <p>2. She is very sincere &amp; dedicated towards improving the team's expertise &amp; capabilities.</p> <p>3. She has very deep insights &amp; an inclination towards the architectural design improvement in Client Onboarding area.</p> <p>4. Excellent team player &amp; has a good command over technical requirements.</p> <p>5. She always leads the technical solution discussion &amp; is very precise &amp; accurate in providing a suitable tech solution to the numerous business problems.</p>	No



	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
							<p>6. She has brilliant understanding of the big picture &amp; brings with her a very good understanding of inter-department/inter-team workflow/dependencies which always helps us in understanding &amp; solving inter-team dependencies.</p> <p>7. Dauntless &amp; outspoken. She doesn't hesitate to call a spade a spade.</p> <p>8. A laudable quality in Sahana is - she always tries to be fair &amp; just with everyone around.</p> <p>9. Last but not the least - She is extremely empathetic with the team &amp; stands tall as a pillar of Strength under all circumstances ! A greatly appreciable quality.</p> <p><b>Improvement</b></p> <p>She has implemented &amp; worked on the previous suggestions over the last couple of months &amp; I dont see any area of improvement for her now.</p> <p><b>Company Value</b></p> <p>Sahana represents multiple values - Love what we do - Her passion for work in difficult times speaks for itself &amp; Lead the way - she always leads the tech solution of business problems in AO area &amp; guides the tech team in implementing them.</p>	

	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>Hi Rob</p> <p>I'm looking to get some feedback for my Q4 check-in. Please can you provide your feedback on What are my strengths / What do I do well? What are my areas for improvement / What could I do better? What company values do I best represent and why?</p> <p>Request you to please take some time out for this as it is extremely valuable and important for my development.</p> <p>Thanks &amp; Regards, Sahana</p>		Completed	03/06/2019		<p>Robert Craske</p> 	<p>I really admire how much she cares for her team's careers as she's moved into a new role and the effort she has spent on making sure she completes her responsibilities to them properly.</p> <p>She is taking on great new challenges, it is good to see her being given more time to take on the Corporate flow and from what the other team leads have already seen it looks to be in great shape. She communicates very clearly and thoroughly with people from the business and is using their info to create a very well modelled domain.</p> <p>Another area where she has been outstanding is working toward the demise of Prospects. She's shown great diplomacy and tenacity in hunting down usages of legacy end-points, such as Social Media Gateway from the disparate mobile dev teams and getting replacement services in to use instead. This has been difficult; monitoring logs and long email chains to find out what is in use, but she has shown patience and persistence to get the job done.</p> <p>I feel Sahana has great credibility with the business, the way she conducts herself in meetings is always top notch and she seems to overcome a lot of the confusion that can easily arise when people are dialling in remotely. Her questions and responses being to the point and relevant.</p>	No
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>Hi Pamela</p> <p>I'm looking to get some feedback for my Q4 check-in. Please can you provide your feedback on</p> <ul style="list-style-type: none"><li>What are my strengths / What do I do well?</li><li>What are my areas for improvement / What could I do better?</li><li>What company values do I best represent and why?</li></ul> <p>Request you to please take some time out for this as it is extremely valuable and important for my development.</p> <p>Thanks &amp; Regards,</p>		Completed	27/05/2019		<p>Pamela Tan</p> 	<p>Sahana has been a pleasure to work with, especially on the MyInfo project for Singapore. She is always approachable, and willing to help out in situations which she can and contributes during discussions and meetings which shows her proactive nature/</p>	No


	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
	Sahana							
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<div>Hi Aruna</div> <div>I'm looking to get some feedback for my Q4 check-in by Friday, 10th May. Could you either respond below or send an email to Robert Dunn if you wish for it to be confidential.</div> <div><ul style="list-style-type: none"><li>What are my strengths / What do I do well?</li><li>What are my areas for improvement / What could I do better?</li><li>What company values do I best represent and why?</li></ul></div> <div>Request you to please take some time out for this as it is extremely valuable and important for my development.</div> <div>Thanks &amp; Regards,</div> <div>Sahana</div>		Completed	03/05/2019		<div>Aruna Katugampola</div> <div></div>	<div><b>What are my strengths / What do I do well?</b></div> <div>Sahana's is very good at analysing and articulating. She interacts well with various technical and non-technical people in the business. Her technical thoroughness helps leading a capable development team. During the Singapore MyInfo project, her team was responsible of integrating with a government gateway in cloud. She came up with the idea to place it in cloud and helped me in designing the solution.</div> <div>During the design of corporate application form in cloud, she had many discussions with me on finding out the right solution. She pays attention to details on such technical discussions.</div> <div><b>What are my areas for improvement / What could I do better?</b></div> <div>Shana can improve on AWS technologies as this is an emerging technical skill and Account Opening tech has lot of potential to go on to cloud. This will be helpful to both her and IG. Serverless concepts and cloud database strategies would be a good place to start. Both these concepts are either not available or different to on-premise. Best</div>	No





	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
							<p>would be to attend AWS Summits and sessions when those are available.</p> <p>I would also recommend learning cloud native solutions as the operations team is preparing the platform for Kubernetes.</p> <p>It is a good skill to balance the team performance with technical excellence when working with a technical team. Modern processes and practices on agile development trends and lean principles will shape her career.</p> <p><b>What company values do I best represent and why?</b></p> <p><i>Champion the client</i></p> <p>Shana always think long term and educate teams on log term benefits. However, when it come to implement and deliver, she is capable pf prioritising the work based on what matters most.</p> <p><i>Lead the Way</i></p> <p>She is good at thinking through a solution and ask questions, find reasons. During design discussions on Corporate Form in cloud, she asked relevant questioned which resulted in a single database for application.</p> <p><i>Love what we do</i></p> <p>She is willing to learn from others. During architecture steering group discussions on Client Agreements, she praised the solution based on customer value it provides. A good team player and good team leader.</p>	
Feedback Request: Sahana Pranesh requested by	Hi Subramanian		Completed	03/05/2019		<u>Subramanian Sundaram</u>	Sahana has been the go to person for any issue in Account opening. She disburses her acquired knowledge of the application with relative ease and has a solution for	No





	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
Sahana Pranesh	<p>I'm looking to get some feedback for my Q4 check-in by Friday, 10th May. Could you either respond below or send an email to Robert Dunn if you wish for it to be confidential.</p> <ul style="list-style-type: none"><li>What are my strengths / What do I do well?</li><li>What are my areas for improvement / What could I do better?</li><li>What company values do I best represent and why?</li></ul> <p>Request you to please take some time out for this as it is extremely valuable and important for my development.</p> <p>Thanks &amp; Regards,</p> <p>Sahana</p>						<p>most of the problems thrown at her. She exhibits the virtue of patience while listening to team members on any issues big and small. She is very approachable and makes an effort to be available to everyone at all times. The team shares an excellent camaraderie with her and she is able to solve or give direction to the problems being discussed. Her agile ceremonies are well conducted and makes sure action items from retrospectives are followed up to completion.</p> <p>Due to the recent changes in the team dynamics her role may not be well defined at the moment though the team does go to her as a pillar of support. Would be good to have her involved in the AO team operations going forward too.</p> <p>Happy and enriched to have worked with her till now, though the period was very short and eager to pick her brains and keep learning in the future too.</p>	
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>QuestionHi,</p> <p>As part of the combined Q1 &amp; Q2 performance check-in, I am gathering feedback on myself. As someone who has worked closely with me over the past 6 months, I would like to get your feedback on my performance. If you have feedback to share, please could you share it by EOD Friday 23rd November. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values? Has she been effective in his role? What has she done particularly well? What areas of performance could she improve upon?</p> <p>Thanks, Sahana</p>		Completed	20/11/2018		<div>Khushboo Srivastava</div> <div></div>	<p><b>How has Sahana performed against the IG values?</b></p> <ul style="list-style-type: none"><li>Sahana exhibits the "IG policy Lead the way" massively.</li><li>She generally pre-investigates all the work that is to be handed over to the team.</li><li>She takes time to provide technical support whenever asked for.</li><li>She knows what shes talking about and is almost always on top of things.</li></ul> <p><b>Has she been effective in his role?</b></p> <ul style="list-style-type: none"><li>Sahana has always tried to provide us with whatever we asked for our</li></ul>	No





	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
							<p>growth, learning.</p> <ul style="list-style-type: none"><li>At times she has taken support or mundane story just to let us focus on what we like to do.</li></ul> <p><b>What has she done particularly well?</b></p> <ul style="list-style-type: none"><li>Sahana has constantly taken feedback, and unlike most of us made it a point to work/ improvise on it.</li></ul>	
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>Hi,</p> <p>As part of the combined Q1 &amp; Q2 performance check-in, I am gathering feedback on myself. As someone who has worked closely with me over the past 6 months, I would like to get your feedback on my performance. If you have feedback to share, please could you share it by EOD Friday 23rd November. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values?</p> <p>Has she been effective in his role?</p> <p>What has she done particularly well?</p> <p>What areas of performance could she improve upon?</p> <p>Thanks,</p> <p>Sahana</p>		Completed	05/11/2018		<p>Ajit Kumar</p> 	<p>I have observed that when Sahana moved from AAS taem &amp; took leadership of AO team &amp; now the way she is leading the AO team, it has been impressive. She always sets an example by doing the things by herself to encourage the team members. She is 'leading the way'.</p> <p>Sahana always ensures active participation with stakeholders and also ensure requirements are refined and ready for implementation.</p> <p>Sahana is very helpful. She has very professional attitude towards solving problems. Knowing that she is really busy she is also doing her best to help Data &amp; Config team.</p>	No
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>Hi,</p> <p>As part of the Q4 performance check-in, I am gathering feedback on Sahana. As someone who has worked closely with Sahana over the past 6 months, I would like to get your feedback on his performance. If you have feedback to share, please could you share it by EOD Friday 11th May.</p>		Completed	09/05/2018		<p>Vimal Shukla</p> 	<p>Please find the below feed back for Sahana.</p> <p><b>How has Sahana performed against the IG values?</b></p>	No




	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
	<p>How has Sahana performed against the IG values? Has he/she been effective in his role? What has he/she done particularly well? What areas of performance could he/she improve upon?</p> <p>Thanks, Sahana</p>						<p>Sahana has performed accordingly to all the IG values. I am working with her nearly for 2 years now and I have seen she gives her 100% to to ensure all the IG values ( Lead the way, Champion the Client, Love what we do) are met. She takes the responsibility for delivery and proactively gets involved in all the phase from beginning till closure of project.</p> <p><b>Has he/she been effective in his role?</b></p> <p>Worked with Sahana in her both roles as an individual contributor and Team Lead.</p> <p>As an individual contributor she always ensured that deliverable are delivered on time and followed up to ensure delivery went smooth. She has got excellent development skills and she was excellent team player.</p> <p>As a Team Leader I have seen a lot matured and responsible Sahana in past few months. Skill like leading from front have become more visible in her TL role.</p> <p><b>What has he/she done particularly well?</b></p> <p>Taking the responsibility and ensuring the delivery timelines are met.</p> <p>Helping the team members as and when required.</p> <p>Gaining good command on all the new apps in very short span of time</p> <p>Passion to learn and deliver has not changed that adds more value in her new role.</p>	








	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
							<p><b>What areas of performance could he/she improve upon?</b></p> <p>Delegation is very important and she should start working on 'this.</p> <p>As teams are getting aligned with area specific deliverable would like to work with her to get automation strategy defined for team.</p>	
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>Hi,</p> <p>As part of the Q4 performance check-in, I am gathering feedback on Sahana. As someone who has worked closely with Sahana over the past 6 months, I would like to get your feedback on his performance. If you have feedback to share, please could you share it by EOD Monday 30th April. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values? Has he/she been effective in his role? What has he/she done particularly well? What areas of performance could he/she improve upon?</p> <p>Thanks, Sahana</p>		Completed	23/04/2018		<p>Shashi Bhandary</p> 	<p>Sahana seems to be managing her role of a team lead quite well. I can see her being assertive on priorities and expectations from the team. Her tech skills have would have definitely helped the team with investigating many prod issues. She is proactive and always owns up any task she takes up till its completion.</p> <p>I think she can look at delegating tasks to the team which currently she looks into and also train them of areas which currently she investigates. This would free her time which she could you for future planning</p>	No
						<p>Swati Bhovi</p> 	<p>Since Sahana has taken over as Tech team lead of AO she has displayed high-level of IG standards towards everything she had been part of so far.</p> <p>Sahana is very approachable and has always been very helpful whenever i had any doubts or needed any help regarding the project. Also has helped me learn a lot of things be it anything technical or anything related to the project.</p> <p>She has been very effective in her role as Team lead as we are now back on track having all the sprint meeting which has been really helpful.</p>	No



	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
							<p>She has been really good driving force for the project we have worked on . She has always showed focus and interest towards delivering value at the high quality that IG demands.</p> <p>Overall it has been a pleasure working with Sahana so far and I hope it carries on this way. I look forward to keep working with Sahana in the future.</p>	
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>Hi,</p> <p>As part of the combined Q1 &amp; Q2 performance check-in, I am gathering feedback on Sahana. As someone who has worked closely with Sahana over the past 6 months, I would like to get your feedback on his performance. If you have feedback to share, please could you share it by EOD Thursday 30th November. There are questions below that hopefully provide a useful structure.</p> <p>How has Sahana performed against the IG values?</p> <p>Has he/she been effective in his role?</p> <p>What has he/she done particularly well?</p> <p>What areas of performance could he/she improve upon?</p> <p>Thanks,</p> <p>Sahana</p>		Completed	23/11/2017		<div>Enrique Recarte Llorens</div> <div></div>	<p>Sahana is a great addition to the Account Opening team. She has a very good balance between doing things well and making sure they get done in time. She participates a lot in meetings always providing insightful comments.</p> <p>She will probably need to familiarise herself with some of the Account Opening areas, which she is definitely capable of doing easily.</p>	No





	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
						<div>Meghana Yoganarasimha</div> <div></div>	<div>Strengths:</div> <ul style="list-style-type: none"><li>• I really feel lucky to have Sahana as my team lead as she being more supportive to all of us.</li><li>• She effectively delegates the work to individuals in her team with trust which makes us more encouraging in work.</li><li>• She instills sense of value in the team.</li></ul> <div>Improvements:</div> <ul style="list-style-type: none"><li>• She being new to our Domain, I feel she can know more about our applications.</li><li>• She being technically sounded, can try to guide more with our findings on the same to make sure we are upto the pace.</li><li>• She can try to lift the pressure when individuals in her team are swamped with working on multiple things.</li></ul>	No
						<div>Robert Craske</div> <div></div>	<p>Sahana has really impressed in her role as team lead. She has lead by example and shown real drive to get Retail to Professional delivered on time. I was particularly impressed at how she chased up infrastructure items and got it delivered as well as her dedication to take on some of the most critical work items and work long hours to get them completed.</p> <p>Sahana can improve by concentrating on growing the team, hiring new staff and really putting her own stamp on things. She can also help to improve standards and practices.</p>	No
Feedback Request: Sahana Pranesh requested by	Hi,		Completed	22/02/2017		Ajit Kumar	Hi Sahana,	No

	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
Sahana Pranesh	<p>Please can you share your feedback on the below points.</p> <p>1. How helpful have I been to you while working as a team?</p> <p>2. What do think are my strengths?</p> <p>3. What do you think I can do better?</p> <p>Thanks &amp; Regards,</p> <p>Sahana</p>						<p>Sorry that I am bit late as you know I am lazy in stuff like this :)</p> <p>Let me tell you that you are doing good job &amp; I can see you improving with time.</p> <p>Honestly speaking that I don't have any particular thing to tell you. But I think you should share your knowledge more often in our knowledge sharing session :)</p> <p>Wish you that keep up doing good job!</p>	
						Manoj Bhat 	Declined	No
						Vishwanath Sukumar 	<p>Strengths :</p> <p>Excellent communication skills and technically very good. Always has a solution to the problem if asked for help. Will look into the problem promptly with dedication if asked for help and suggests a solution for it.</p> <p>Good person to reach out for if we have to decide between the solutions. Will help us technically evaluate the best solution to the problem, if we have multiple ways of going about it.</p> <p>Good knowledge on the domain and end to end flows of the AAS owned application in IG.</p>	No







	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
							<p>Will explain clearly and concisely the story and the requirements during the pre-planning and technical planning sessions.</p> <p>Good leadership qualities.</p> <p>Good listener.</p> <p>This to improve :</p> <p>Its is good to be open to doing things in a new ways sometimes.. rather than saying that we will follow the similar thing that is already done is a different application. We might carry forward the same mistakes that we would have done earlier with that approach.</p>	
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>Hi Sophie,</p> <p>Please could you provide your feedback on your experiences while working with me.</p> <p>Thanks &amp; Regards,</p> <p>Sahana</p>		Completed	30/11/2016		<p>Sophie Johnston</p> 	<p>Declined All - Missed this - now out of date.</p>	No
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	<p>Hi,</p> <p>Please can you provide your feedback on working with me.</p> <p>Suggestions for areas of improvement are much appreciated.</p>		Completed	30/11/2016		<p>Manoj Bhat</p> 	<p>Hey Sahana,</p> <p>First of all thanks for the good feedback you have provided me. Expected more fire, as I have been sitting right next to you from day 2 in IG, and rarely do such people have good things to say about me :) On a much serious note - Its been a nice experience working here at IG. And one of the important things, that I have to thank you is for the all the help in the initial days, which is extremely important for new joiners.</p>	Yes



	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
	Thanks,  Sahana						<p>One thing which is your strength is the focus you have in the work you do. I do envy this, as I am pretty weak in this aspect and get distracted easily.</p> <p>Also, the knowledge you have gained with respect to the domain and the different business flows is very good and makes sure that you are never out of place in any discussions!</p> <p>Apart from that, with all the good work you have done here at IG and with you being extremely approachable, makes it very easy to work with you. This is not just me, but I doubt if anyone else thinks otherwise.</p> <p>Regarding areas of improvement, I really don't have anything major. Couple of things, I would however suggest is avoid working too late in the nights(Unless of course you like it). Only reason I am making this point is from my past experiences, that you might be taken for granted.</p> <p>One other thing, which has benefited me always and I would suggest to you to take a look at is, "What have I done better/different with this code commit?" Mind you, this doesn't mean your coding is not great, but something which has helped me over the time.</p> <p>Thanks for all the help once again.</p> <p>Thanks,</p> <p>Manoj</p>	



	Question	Type	Status	Request Date				
						From	Feedback	Private: Shared with Feedback Recipient
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	Please provide your valuable feedback on your experiences of working with me in the BCF project.  Thanks,  Sahana		Completed	15/03/2016		Ellen Newbury 	Hi Sahana, I have really enjoyed working with you on the BCF projects - particularly your help with building the DVS screens for the Dynamic KYC project. Your input in both the technical aspects as well as the user experience is invaluable, your input and enthusiasm has really helped me with my role as well. I also am specifically thinking about the work you did for the Paycasso integration and the Paycasso ruleset improvement. Considering that the changes and improvements to our rulesets was incredibly last minute, you understood the requirement straight away and worked really hard to push out the changes with minimal impact to the work already scheduled. You also really helped me to understand the Paycasso workflow, which benefited me when I was analyzing the client journeys.  Overall I have loved working with you, I know I can always approach you with questions or changes, and if I have a request I can trust that you will do as much as you can to make sure that the request is taken care of.	No
Feedback Request: Sahana Pranesh requested by Sahana Pranesh	Please provide your valuable feedback on your experiences of working with me in the BCF project.  Thanks,  Sahana		Completed	15/03/2016		Moin Ebrahim 	<ul style="list-style-type: none"><li>• Its been a nice and great working with you and I personally learnt a lot through our technical discussions</li><li>• I was amazed by the technical and problem solving abilities when we were doing Trial trading and Document Upload service.</li><li>• You amazed me with your splunk skills in bringing up the business critical dash boards and now it is been a standard that all apps are need to be in build measure learn through Splunk</li><li>• You are having a very good positive attitude towards learning/criticism and that was for the key for your growth</li></ul> As you are becoming Senior Member in your team, I would like you to step up a bit as a mentor/leader and do more practice on Domain Driven Design and hexagonal architecture	No

Professional Profile



## Job History

### Job History

Senior Developer  
IG  
October 2015 - September 2017 | 1 year 11 months

Developer  
IG  
August 2014 - September 2015 | 1 year 1 month

Software Engineer  
Misys  
September 2013 - August 2014 | 11 months

Associate software engineer  
Misys  
July 2011 - August 2013 | 2 years 1 month

## Job Details

## Job Details

Employee ID	15846
Supervisory Organization	IG Group (June Felix) >> Client Onboarding (Durga Kar)
Position	P_19794 Technical Specialist
Business Title	Technical Specialist
Job Profile	Application Development-IT Technical Specialist-Grade 3
Employee Type	Permanent
Time Type	Full time
FTE	100.00%
Location	Bangalore - India
Hire Date	18/08/2014
Original Hire Date	18/08/2014
Continuous Service Date	18/08/2014
Years of Service	7.5
Time in Position	2.72 year(s)
Time in Job Profile	2.72 year(s)

## Contact Information - Public

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+91 9620034943 (Mobile)

**Email** Sahana.Pranesh@ig.com



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Varthur Hobli, Intermediate Ring Road, Domlur  
Bangalore- 560 071  
India

Feedback

Feedback

Comment

Hema Jayaram  
Good synchronizing with the team and need to match the work with reality to be more synchronous.



Comment

Manikanta Lagisetty  
Hi,  
Please could you share some feedback on my performance in relation to:  
What do I do well?  
What could I do better?  
What company values do I best represent and why?

Regards,  
Sahana

Hi Sahana,

- 1) A Good Mentor, you are a great inspiration for me on the way we need to think in 360 degree perspective to design the application, to foresee the things in domain flow.
- 2) Always a reachable person with lot of domain and technical expertise
- 3) A person with a great listening and understanding skills.. for ex.. whenever I approach about a problem, you always sense from root cause like from where I am dragging the info and gives me perfect solution on how to look the things.
- 4) Its a great learning and happy to work with you!!
- 5) It was going undirectional a bit before , but once you have started involving in Corporate Onboarding , it helped us in good direction to make it successful.



Keep inspiring us!! All the best Sahana!!



Comment

Ramakrishna Harivaram  
Sahana has great focus and dedication towards work and "loves what she do". She has strong technical skills and always eager to learn/work on new things. She has been very patient during the KT sessions in answering all my questions. The wiki documentation helped me to understand the AO application easily. She helps the team in all aspects of the work., starting from design to prod issues which is the best example of "Lead the way". I am impressed with her caring for the AO area and making sure that it continues without any issues in her long leave. :) She goes to the details of any task and understands it completely to make sure she does the right things. (an observation from the technical assessment for maturity model).

Skills

Skills

- Ant
- Core Java
- Corporate Social Responsibility
- Database Design
- Databases
- DB2 9.1
- Eclipse
- Hibernate
- J2EE Application Development
- Java
- Java Enterprise Edition
- JBoss Application Server
- JDBC



- JMS
- JUnit
- Non-profit Volunteer
- Object Oriented Design
- OOP
- Requirements Analysis
- Scrum
- SDLC
- Spring
- Spring Framework
- SQL
- Swing
- Sybase Adaptive Server
- Testing
- Tomcat
- Tortoise SVN
- Unit Testing
- Web Services
- web service testing

Upload My Experience

Upload My Experience

View Upcoming Absences

Upcoming Absences



No upcoming absences in the next 30 days.