**2020 YER - Manager Feedback for Dave**

Dave is very funny, collaborative and easily lightens the mood of everyone he interacts with. He is very experienced and highly knowledgeable. He is seen like a father figure by our team members as the team feels comfortable to reach out to him for any advice or help (me being one of the primary benefactors).

Dave quickly established himself as a subject matter expert in the coupon analytics area. The coupon operations team and brand teams value his inputs and ideas. We all relied on him to vet our vendor analysis (coupons, adherence programs etc.) very thoroughly. Dave is also highly detail oriented in all his analyses and an expert in vaccines data and business.

Dave is always willing to jump in at any time to help develop complex analysis like marketing mix analysis. The “teacher” in him always shines through. He patiently and passionately develops lot of young talents including consultants and summer interns. His interest in recruiting and guiding summer interns is highly commendable.

***We are thankful for all his contributions and will all deeply miss him as he retires in 2020. I wish him best of luck and am confident that he will have fun and enjoyable retirement life.***

Below are some of his key projects and accomplishments in 2020 and the stakeholder feedbacks.

**Key Accomplishments:**

1. Decision Support that guided Coupon Designs:
   * Analyzed & Informed Verciguat copay design [Coupons, EV & Denial Conversions] during launch (new initiative).
   * Actively guided the development of Coupon Design tool with Datazymes (R / Rshiny)
   * Other coupon analyses include Prevymis EV State analysis, Gefapixant Benefit study, Guiding IQVIA abandonment & adherence studies for 5 markets + Verciguat.
2. Completed P23Mkt.Mix (HCP & HCC) analysis.
   * This analysis informed several promotion investments worth ~**$30MM**
3. People & COE development
   * Developed Vaccines/Specialty PRCs (Gardasil, Rotateq, P23)
   * Recruited, trained & helped supervise two highly qualified 2020 graduate interns.
   * Helped in the process for recruiting graduate intern for 2021.
   * Primary vaccine related data and analysis expert for multiple teams (particularly PO / MAIO).

**Stakeholder Feedbacks:**

Stakeholders appreciate the key contributions that Dave provides towards the coupon strategy and channel mix analysis; his thorough analysis helped to inform the strategy, as well as explain the rationale to other internal stakeholders. One of the stakeholders identifies following strengths: analytical abilities, attention to detail, and the ability to explain complicated information to others.

Another stakeholder’s quote:

*“I have found him to be knowledgeable, insightful and clear in his delivery of the analytics data, conscientious with his follow ups, and personable and easy to work with.”*

Dave’s stakeholders find him to be very collaborative and quick to break down silos. He is pleasure to pleasure to work with, and they wish him all the best in whatever his retirement brings him!  We will miss him!