2019 Year-End Review

Rudra M. Sanagavarapu, Engr, Software

Effective date 12/23/2019

Review Summary

Contributors

- Rudra M. Sanagavarapu, Employee
- Ramana Penukonda, Dept Head

Instructions

The Year-End Review is the next phase in our continuous performance management cycle. This rating scale represents the work you have done related to your 2019 Goal Plan as well as your overall performance based on Cotiviti's core competencies.

Ratings

	Section Weight	Employee Rating	Manager Rating
Goals	50%	—	—
Competencies	50%	—	—
Overall Rating		Not Available	Successful Performance

Final Score

Score: Successful Performance

Signatures and Final Comments

If an employee disagrees with any of the information contained in this document, he or she

can submit a written statement explaining his or her position, which will be maintained as part of his or her employee personnel file.

Rudra M. Sanagavarapu, Employee   Add Final Comments
Signed: 03/17/2020

Ramana Penukonda, Dept Head   No comments are available.
Signed: 03/23/2020

Goals

Section Weight **50%**

Instructions

Use rating scale to assess your performance pertaining to each individual goal in your 2019 Goal Plan. Adding comments demonstrating your successes and contributions using specific examples as well as noting steps to improve your performance in each area for your manager to view is strongly recommended.

Section Ratings

Employee	Manager Rating
—	—

Rating Scale

Title	Description
Unsatisfactory Performance	Performance misses expectations in most objectives or behaviors. Requires excessive supervision. Skill or behavior deficiencies negatively affect results. Needs written performance improvement plan requiring sustained improvement to maintain position.
Inconsistent Performance	Performance misses expectations in most objectives or behaviors. Requires excessive supervision. Skill or behavior deficiencies negatively affect results. Needs written performance improvement plan requiring sustained improvement to maintain position.
Successful Performance	Competent performer. Valued team player. Meets objectives and expectations of role. Has abilities and motivation to effectively carry out role. Independent, handles multiple tasks, shares knowledge, works effectively with others.
Highly Successful Performance	Meets and occasionally exceeds objectives. Contributes measurable results with positive behaviors; aligns with values, competencies, and organizational disciplines. Skill sets are of value to the org. Effectively plans, strategizes and anticipates.
Exceptional	Meets and occasionally exceeds objectives. Contributes

Title	Description
Performance	measurable results with positive behaviors; aligns with values, competencies, and organizational disciplines. Skill sets are of value to the org. Effectively plans, strategizes and anticipates.

Goal Ratings Goal Comments

1. **Career development ,Training & SAFe Implementation**   Goal Weight   **20%**
   0 % complete
   a) All new hires should be completing the SAFe certifications b) Any of the individual area of interest (career development) which will be useful to business and for individual growth c) Regular feedback/cadence with onshore, offshore leaders/partners d) Live Our Values and Encourage the same Culture within the Teams. e) Angular and/or DB, Automation trainings

Rudra M. Sanagavarapu , Employee **Successful Performance**	Completed SAFe certification on September 13th 2019. Learned struts basic flow to understand flow of CAT application which also helps me for carrier growth. Learned Angular 7 and DB scripts to understand stored procedures in CAT applications.
Ramana Penukonda , Dept Head **Successful Performance**	Rudra has successfully completed SAFe 4.x training with in the month of the internal 3 day training session conducted by RTE. Rudra already carry good experience on front-end development using Angular6. He has been picking up on CAT applications by learning components from the team members. Rudra to continue to get more CCV domain as part of his learning going forward.

2. **Deliver Quality Products as per the roadmap**   Goal Weight   **40%**
   0 % complete
   a) CCV-CAT Business initiative for 2019-20 i. Readmission ii. Prepay iii. Yield Management iv. Pending HiTRUST/JBOSS upgrade work v. ……………………………… vi. …………………………… b) Coordinate with team to get better at features/stories estimation to accurate possible (based on functional, technical complexity) c) Enforce Code reviews, Unit testing, Code coverage, Static/Dynamic code scanning with no pending/new issue(s) d) QA & Automation – Steer the Community of Practice for Automation, Ease of data setup for testing. e) Getting our-self ready to get complete CI/CD mode of delivery i. Reliable Software releases through build, test and deployment automation

Rudra M. Sanagavarapu , Employee **Successful Performance**	Readmission I have contributed CAT Manager work flow for readmission claim from address verification to assign to auditors and in cat auditor showing

reference claims, alignments of UI and reference claims tab functionalities.
Hitrust Worked along with team to overcome cryptography issue.
In PI20 I have contributed story points for few user stories as per my knowledge.

Ramana Penukonda , Dept Head
Successful Performance

Rudra is relatively new to CCV domain and CAT set of applications. As part of the job, Rudra has gained good understanding of CCV CAT applications like CAT Manager, CAT Auditor and started working on development stories as part of PI 18 (ASTEP), PI19, PI 20. (part of PI 20 - Spint1, Sprint2).
Rudra is good team player, does good pair testing in making sure there are no issues from his deliverable. There is no rework came from his tasks. However, Rudra should not be happy with his current learning, should aim for delivery more value/volume of work by taking more initiation. (Such as a being able to take more stories and own it end to end delivery).

3. **Productivity**   Goal Weight   **20%**
0 % complete
a) Development Projects: Capacity Vs Volume, Value and Quality work delivered i. Increased Rate of Velocity – Increased story point delivered for each sprint, release (PI). ii. Explore and Implement opportunities for improving the delivery with less manual intervention (more unit testing, automation) iii. Being able to cross functional (Dev, Testing, Automation..etc)

Rudra M. Sanagavarapu , Employee
Successful Performance

Performs unit testing before giving stories to QA.
working as a cross functional (Development and unit testing) along with learning DataBase to understand CAT work flow.

Ramana Penukonda , Dept Head
Successful Performance

This is on one area for sure where Rudra has potential and should focus on improving the productivity by taking more volume of work onto his plate for contributing more deliverable from his front. Its been 7 to 8 months in the system Rudra should aim to work on any module (as full stack developer) and be able to add value to the delivery by delivering more story points be more energetic in accepting more work from the team and tech leads.
Volume of work has to increased which can be made possible, if Rudra jumps across the

boundaries (with-in team by learning more CAT applications, it design, architecture) and gaining domain knowledge.

Rurda is very good at front end, along with this if he improves more of business/services side layer, it will improve overall productivity.

As said above, Rudra should not be happy with his current learning, deliverable, should aim for delivery more value/volume of work by taking more initiation. (Such as a being able to take more stories and own it end to end delivery).

Going forward help team in have good unit testing and code coverage.

4. **Talent Effectiveness, Team building**   Goal Weight   **20%**
   0 % complete
   a) Responsible for effective Talent Hiring (Right Talent), b) Retention and Engagement of employees c) Cross functional d) Ensure working with on/offshore partners to effectively deliver the products.

   Rudra M. Sanagavarapu , Employee   Cross Functional - working on struts, UI, Testing and DB Scripts.
   Successful Performance   maintaining office timings to work with on/offshore team respectively.

   Ramana Penukonda , Dept Head   Rudra gels with team very well and gains respect for his work. He is one of spoke
   Successful Performance   person for having internal team building activities, working along with SM, TPO, Developer within and outside of the team. He has participated few Cotiviti's social service events and enhanced the his socialization skills.
   Going forward if there are any organization level hiring, he should aim to get help in identifying junior software engineers who will be right talents to be hired.

Competencies

Section Weight   **50%**

Instructions

Use rating scale to measure your overall performance throughout 2019 in terms of Cotiviti's core competencies. Adding comments demonstrating your successes and contributions using specific examples as well as noting steps to improve your performance in each area for your manager to view is strongly recommended.

Section Ratings

Employee	Manager Rating
—	—

Rating Scale

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Unsatisfactory Performance	Performance misses expectations in most objectives or behaviors. Requires excessive supervision. Skill or behavior deficiencies negatively affect results. Needs written performance improvement plan requiring sustained improvement to maintain position.
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Competency Ratings Competency Comments

1. **Apply Reason**
   Solve problems, identify trends and relationships between data and information through complex challenges.

Type	Company
Rudra M. Sanagavarapu , Employee	CAT Manager is RCP application, to do any

Successful Performance	enhancement on top of cat manager it is some what critical I tried my level best to resolve issues in application.
Ramana Penukonda , Dept Head **Successful Performance**	Rudra adopt to change with no resistance Inspite he has been new to the system/team, he was eager to make his present felt. As part of this he has contributed one of the technical depth feature ('ASTEP Simulator') and demoed the same as part of System demo. He understood the bigger scope of the ASTEP simulator and enhanced the application for multiple claims and for many other enhanced applications scope. Rudra has more scope in enhancing his domain knowledge , understand the data model, and build or come up with right implementation with less supervision going forward.

2. **Champion Change**
   Actively engage and support change and innovation by communicating the future-state, support a new approach and collaborate with others to make the change successful.

Type	Company
Rudra M. Sanagavarapu , Employee **Successful Performance**	Participating and collaborating in team interaction to make the changes done on time.
Ramana Penukonda , Dept Head **Successful Performance**	Its been more than 6 months Rudra is been in the system. It is time where Rudra should go beyond the comfort zone and need to identify learning and growth opportunities (both softskill, domain, technical skills) which would make him as valued, predictable engineer going forward instead waiting for opportunities to come on his way. Should look for eliminate waste and should be able to set the example as good programmer and quick learner. Rudra should start implementing best practiced such, proper code reviews, proper unit testing, integration testing and collaborate with all stake holders (Peers, TPO's, QA, DB, SM, Product, Business) in making sure as an individual and as a team

we deliver beyond the sprint/PI committed business goals.

[Adjusts behavior——Quickly modifies daily behavior and tries new approaches to deal behavior and tries new approaches to deal effectively with changes; does not persist with effectively with changes; does not persist with ineffective methods; leverages available ineffective methods; leverages available resources to ease transition. resources to ease transition.]

3. **Drive Results**
   Set high standards of performance for yourself and others; take responsibility and practice a sense of urgency to successfully complete assignments or tasks; set your own standard of excellence rather than having a standard imposed.

Type	Company
Rudra M. Sanagavarapu , Employee **Successful Performance**	Taken complete responsibility to deliver AStepSimulator on time with error free.
Ramana Penukonda , Dept Head **Successful Performance**	Rudra, beyond his comfort zone, need to set high standards for excellence in establishing criteria and/or work procedures to achieve a high level of quality, productivity. Need to pernitrate more deeper into the system both technically and functionally (instead being at surface level) to improve his confidence and throughput. Rudra shouldn't be happy nor to limit himself with whatever little he has achieved as newcomer. He has good support from all senior Technical Architects, Tech-leads in exploring, leaning new ways of delivering the quality software, aiming/helping team to reach to CI/CD, test automation, end to end delivery with ease. Should aim for taking more responsibility —— Accepts responsibility for outcomes (positive or negative) learn from mistakes and refocuses efforts as appropriate. As part Cotiviti's (Operational Rigor) it is vital for measuring, baseline the metrics and improve (productivity, innovation) on same

sprint by sprint and PI after PI (which includes story points delivered per each resource, unit test coverage, code quality, enhancing the technical/functional knowledge).

Should aim for 12 to 15 points per sprint end to end delivery (till its acceptance).

4. **Innovate**
Create novel solutions with measurable value for existing and potential customers (internal or external); experiment with new methods and seize opportunities that result in unique and different solutions.

Type	Company
Rudra M. Sanagavarapu , Employee **Successful Performance**	Showing reference claims in CATAuditor is a blocker for certain time for me. I came up with another approach to achieve that on time.
Ramana Penukonda , Dept Head **Successful Performance**	Yet to see more from Rudra on this. Need to be more proactive instead reactive. Challenges current thinking: Explores alternative ways to view and solve problems achieve results; leverages innovation tools, creative processes, and diverse cross-- functional experts to generate ideas; combines ideas in unique ways; makes times to incubate ideas; thoughtfully evaluates alternatives, and selects the best ideas for experimentation

5. **Lead Teams**
Use appropriate methods and a flexible interpersonal style to build, motivate, and guide your team cohesively to complete goals. (For People Managers Only. All others select Not Applicable)

Type	Company
Rudra M. Sanagavarapu , Employee *N/A*	No comments are available.
Ramana Penukonda , Dept Head	Though this section is marked as not

N/A

applicable, need to aim to work with team and help the team to accomplish teams goals as well (apart from individual goal) to make successful team at all levels

6. **Live Our Values**
   Consistently demonstrate commitment to our values; be open, collaborative, customer-driven, and accountable.

Type	Company
Rudra M. Sanagavarapu , Employee **Successful Performance**	In HiTrust CryptoGraphic issue resolved with error free.
Ramana Penukonda , Dept Head **Successful Performance**	Rudar during PI 18 system demo took over the session and demoed the ASTEP simulator to wider audiences. In spite he was new at that time, his courage to show case the good work to external world was highly appreciated. He takes accountability of his work. He is honest and listen for improvements and feedback. As he is getting become senior member in team, he needs to take more such challenges and take more ownership, drive the same with complete accountability (end to end) and with enhanced predictability. He has extended the mush useful ASTEP with additional functionality during PI 19 IP sprint. He should approach Tech Architect, Leads and TPO's for more work/opportunities instead waiting for them to come on his way. Participated in some of the Cotiviti's NGO program's and internal other team building activities (assisting SM & TPO's).

Overall Comments

Instructions

This comment is for any other feedback you wish to provide. It may be further clarification on goals and competencies or it may be something unrelated that you just want to make sure is included. This comment will be viewable as part of the approved review.

Comments

Rudra M Sanagavarapu , Employee

As a Java developer I see couple of observations in CAT system.
1) Coding standards.
2) Indentation
3) Tightly coupling with another services. etc

I will try to work on any of these items going further to make CAT more developer friendly.

Ramana Penukonda , Dept Head

Rudra has gel with team very well and he is always approachable. He should continue to carry the positive attitude and improve his capability as all-rounder and improve his presence/visibility in the team for good. Gaining over CCV CAT domain end to end and being able to gain expertise on CAT applications would be key success factor for Rurda in coming reviews.

Upgrading with valuable technical & domain/functional skills, with improved verbal, written communication, trouble shooting, challenging himself with improved estimations, consistently delivering on all his self, team (set)goals, sharing knowledge and proactively seeking additional responsibility with less or zero supervision will be measured as key performance enhancement for in upcoming review period.

At times it's been noticed that Rudra tend to wait for his supervisor to provide the direction, instead if he follow up and get the quick direction (from Technical Architect, Tech Leads, TPO, DM) would be win-win for team by eliminating waiting time.

As part of next review period, need to improve

the metrics which sprint by sprint which are, (improving from 80 to 90, 95% of load tolerance).

Need to improve average of 12 to 15 points per sprint (end to end).
With incrementally targeting Unit Test coverage (which is zero as of now) and show the improvement in Unit Testing, Integration testing, reducing manual effort of testing and delivering more than committed objective.
Being able to able to work on multiple priorities instead one issue or task at a time.
Need to active participant during refinement, grooming session and being able to breakdown stories into multiple manageable tasks (WBS) and providing accurate estimations
Being able to participate in analysis new initiatives/epics along with taking up key role in identifying and accomplishing the technical debts, gaining end to end functional knowledge
Coming up with more Innovative ideas which will improve overall teams capabilities.
Learning and gaining latest development stack which includes – Angular, SpringBoot, Hibernate.
Improved trouble shooting skills, being able to do root cause analysis and start helping other newcomers and doing pair programming and being do peer testing, continue working towards SAFe and
making sure at individual and team level there are no spill overs and delivering more than what committed (at every sprint and PI level) carrying the SAFe, Agile mindset would be key success factor for Rudra.

Rudra has expressed his willingness to be able to work on latest technology stack, which could be possibility based on how quick our vendor deliver the project on new technology stack. Once Technology Refresh (TR) is delivered by vendor, it is for our team along with Rudra to take from there and start enhancing the application features along with its support.

Developmental Comments

Instructions

Enter comments outlining development plans, action steps to accomplish them, and desired outcomes.

Comments

Rudra M. Sanagavarapu, Employee

I have given my best on the technologies that I am familiar with and did AStepSimulator for DEV environment.

Getting hands on experience on CAT System (Struts, jsp and RCP) to accomplish my goals. Working on a different skill set like DB and testing to get T shaped skills as I am Angular and Spring Boot developer need to expand my skills to achieve my goals.

Ramana Penukonda, Dept Head

Need to improve average of 12 to 15   points per sprint.
Being able to work on multiple priorities instead one issue or task at a time.
Need to active participant during refinement, grooming session and being able to breakdown stories into multiple manageable tasks (WBS) and providing accurate estimations.
Being able to participate in analysis new initiatives/epics along with taking up key role in identifying and accomplishing the technical debts, with improved Unit Testing, gaining end to end functional knowledge
Coming up with more Innovative ideas which will improve overall teams capabilities.
Learning and gaining latest development stack which includes – Angular, SpringBoot, Hibernate, Cloud Technologies and any relevant certifications.
Improved trouble shooting skills, being able to do root cause analysis and start helping other newcomers and doing pair programming and being do pair testing, continue working towards SAFe and
making sure at individual and team level there are no spill overs and delivering more than what committed (at every sprint and PI level) carrying the SAFe, Agile mindset would be key
susses factor for Rudra.

Choosing some of the following PDS sessions
and implementing the same across the year :
Make Change Work for You
Developing Emotional Intelligence
Communicate with Impact
Think Critically
Delivering Effective Feedback
Communicate with Impact
Delivering Effective Feedback
Think Critically
Developing Emotional Intelligence
Make Change Work for You