

## APPRAISAL DETAILS

|                    |                          |                    |                |                            |                                    |
|--------------------|--------------------------|--------------------|----------------|----------------------------|------------------------------------|
| <b>Emp#:</b>       | 2260                     | <b>Name:</b>       | Ravikant Netam | <b>Date Of Joining:</b>    | 08/11/2008                         |
| <b>Appraiser:</b>  | Kedar Ghanshyam Parundek | <b>Group Head:</b> | Pratik N Patel | <b>Appraiser's Manager</b> | Akhlaque Ahmed Nisar<br>Ahmed Khan |
| <b>Designation</b> | Manager - Technology     | <b>Department</b>  | BI/DW/ETL      | <b>Appraisal Period</b>    | 04/01/2020 To: 03/31/2021          |

| Sr No. | Highlights of the appraisal period  |
|--------|---|
| 1      | <p>Maintained a good relationship with client in terms of delivery, communication and adding up new resources in the team Synechron.</p> <p>Delivered all assigned task on scheduled time and helped client on understanding the new technologies and how to take advantage and apply to current work.</p> <p>Developed a comprehensive technical document required for ongoing implementation.</p> <p>Translated the requirements of the clients into highly technical specifications</p> <p>Facilitated training and discussion on newly implemented Tableau reports.</p> <p>Handled the job of monitoring and supervising the work of proper implementation of new systems</p> <p>Worked closely with all level of stack holders and communicated well in terms of requirement gathering and providing solution in the on going implantation and assured for best result.</p> <p>Coordination on designing and deploying reports for all environments.</p> |
| 2      | <p>Working on Analytics reporting using Qlikview / SSRS reporting tool.</p> <p>Interacting with internal client, business user on the reporting requirements.</p> <p>Collaborate with team members and stakeholders on needs</p> <p>Provide support of automation queue of reoccurring and ad hoc reports</p> <p>Troubleshoot report issues, discrepancies, optimization and other risks and concerns</p> <p>Manage requirement and assigning it to dev team.</p> <p>Handle all types of enhancements and queries raised from business and other teams.</p> <p>Learnt more towards new domain and functionalities, Process etc</p>  |

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### Core Skills

| Sr. No. | Core Skills                        | Justify your rating  | Appraiser Justification               | Self                 | Appraiser            |
|---------|------------------------------------|--|---------------------------------------|----------------------|----------------------|
| 1       | Skill & Domain Knowledge           | Quickly learned and applied my skills to match with domain requirement for best result and achieve the timeline and assure meet the target | Need to more focus on doman knowledge | Meets expectations   | Meets expectations   |
| 2       | Project Implementation & Execution |  |                                       | Meets expectations   | Meets expectations   |
| 3       | Accountability and Ownership       | Taken a proactive step with accountability and ownership of the assigned task with 100% best result.                                       |                                       | Exceeds expectations | Exceeds expectations |

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|   |                         |   |  |                    |                    |
|---|-------------------------|---|--|--------------------|--------------------|
| 4 | Communication Skills    | Always keep communication on top for clear understanding and delivery of task.  |  | Meets expectations | Meets expectations |
| 5 | Innovation              | Helped and came with new ideas and solutions to enhance the ongoing report implementation by applying my BI skills and domain knowledge |  | Meets expectations | Meets expectations |
| 6 | Delivery and Operations | worked independently on all the task assigned by client and delivered on scheduled timeline with accuracy and provided solution         |  | Meets expectations | Meets expectations |

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|   |   |   |  |                    |                    |
|---|---|---|--|--------------------|--------------------|
| 7 | People Management and Leadership Skills |   |  | Meets expectations | Meets expectations |
| 8 | Attrition and utilization percentage    |   |  | Meets expectations | Meets expectations |
| 9 | Client Management                       | Worked closely with all level of stack holders and communicated well in terms of requirement gathering and providing solution in the on going implantation and assured for best result. |  | Meets expectations | Meets expectations |

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### Core Values

| Sr. No. | Core Values           | Justification  | Appraiser Justification | Self                 | Appraiser         |
|---------|-----------------------|--|-------------------------|----------------------|-------------------|
| 1       | Customer Satisfaction | Quickly learned and applied my skills to match with domain requirement for best result and achieve the timeline and assure meet the target |                         | Meets expectations   | Meets expectation |
| 2       | Excellence            | Followed the best practice and expertise on the given area for the best results  |                         | Exceeds expectations | Exceeds expectat  |
| 3       | Execution             |  |                         | Meets expectations   | Meets expectation |

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|   |  |   |  |                      |                   |
|---|--|---|--|----------------------|-------------------|
| 4 | Integrity  |   |  | Meets expectations   | Meets expectation |
| 5 | Agility  | Worked on different applications and technologies as per the assignment given to me where I learnt and excel. |  | Exceeds expectations | Exceeds expectat  |
| 6 | Organizational Initiative [Contribution to new initiatives which are not directly related to job such as CSR, Go Green Initiative, Improvement to Business Process and such other contributions] |   |  | Meets expectations   | Meets expectation |

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### Appraisee Comments

|                         |  |
|-------------------------|--|
| <b>Comments</b>         |  |
| <b>Training</b>         | Agile SCRUM, Capital Markets, Data Modelling, PMP  |
| <b>Development Plan</b> | Enhance Financial domain knowledge i.e. Capital Market, Investment Banking etc.and learn more about latest technologies. |

### KRAs for the Next Year

| Sr.No | Description   | Priority |
|-------|---|----------|
| 1     | Enhance Skills / Knowledge<br>1) Complete Qlikview Certification<br>2) Acquire Knowledge about QlikSense: Conduct knowledge sharing session for same with the team once a month while acquiring the new skill.<br>3) SQL<br>4) Knowledge on multiple BI tools | Medium   |
| 2     | Improve Business Knowledge<br>Focus on how a particular calculation/expression relates business point of view apart from its technical implementation.<br>Create document or Update calculation repository with same.   | Medium   |
| 3     | Strengthen Stakeholder Relationships  | High     |
| 4     | Improve Business Knowledge<br>Focus on how a particular calculation/expression relates business point of view apart from its technical implementation.<br>Create document or Update calculation repository with same.   | Medium   |
| 5     | Strengthen Stakeholder Relationships  | High     |
| 6     | Strengthen Stakeholder Relationships  | High     |