Continue to develop closed-end fund accounting to be able to handle new funds, accounts and products while not negatively impacting the timeliness and accuracy of our current reporting. Areas of focus include:

1. Continue to utilize Viteos / CES staff augmentation to limit new staff hires in la, which allows for scale and speed to market for new funds/accounts
2. Standardize a process for older legacy funds in order to increase our efficiency and ability to leverage CES more effectively
3. Leverage current technology and consultants to make our reporting more efficient, and continue to identify ways to automate manual tasks and reduce risk and increase efficiency
4. Complete implementation of GWI partnership accounting system for remaining funds (i.e., DISB) in Q1 2017

**Assessment:**

* I have had the opportunity to work with both Viteos and Computech on all of my funds, and integrating them as part of our team has been challenging and rewarding. The shadow outsourcing of our accounting has allowed us to close the books more efficiently, and also provides our staff with the opportunity to learn management skills, and become more analytical. As a collective team, we have taken the time to train them and continue to work with them to increase scale and efficiency. This has also been a challenging year (particularly for the SSG accounting strategy, as we have had some turnover of our staff, and all around the same time. Therefore, this has forced our group of managers to take a step back and determine how to best utilize the Viteos / Computech teams. Therefore, I stepped up to the plate and have taken the all-hands approach to reallocating the work and meeting deliverables, without compromising the quality of our work. I have worked directly with the third party teams to further train them and develop their knowledge of the funds and Oaktree in general. I have also trained them to be more resourceful and further assist in the process by reaching out to external parties when needed. I will continue to develop and train the third party staff and also work with the other managers to re-align our team’s expectations and overall goals. Together with my team, we also on-boarded Viteos to do the shadow accounting for DISB. We will continue to work with them in 2018 to further develop their knowledge of the fund and train them in ways to better increase efficiencies.
* Similar to my assessment above, I have been working with Computech in order to leverage their work more efficiently and effectively. Therefore I’ve stepped in this year to further train them and provide them with additional tasks that otherwise would be done directly by our accountants. As mentioned, we also lost a few staff and have had the challenge of getting them up to speed to involve them further with more complex areas of the fund. Although these funds are in the liquidation phase there is a lot of investment activity (i.e., realizations) and capital movement (i.e., distributions). Due to our efforts as a team and their willingness to learn, they will be fully up to speed in q1, 2018.
* I consistently look for ways to automate many of our manual processes. In 2016, the DISB team worked with our technology consultant to automate this performance model. This model is complicated, as we track all performance on a deal-by-deal basis. In 2017, we worked with Disney, CS, Marketing and Legal to update the model and therefore, has to re-work the macro. This updated model has enhance the efficiency of our weekly reporting and has allowed the staff to be more analytical in his review. I will continue to make lists and communicate other processes we can improve that will not only benefit my teams but the accounting group as a whole.
* Together with my team, we successfully implemented GWI into our reporting for DISB. Since this fund utilizes a deal-by-deal waterfall and has other nuances unique to the fund, the structure is outside of the standard closed-end account, and required technical skills and business expertise.
* This will set a standard for other accounts in the future that could have a similar structure.

Continue focusing on staff development and positive interactions within the ssg accounting team and throughout the organization. Areas of focus to include:

1) Continue focusing on proactive continuous communication with the strategy md as well as other ssg team members, particularly to manage any potential disconnect with working remotely in the NY office

2) Meet with reports on a consistent basis (at least monthly) to ensure all team members’ expectations and goals are aligned

3) Meet with reports to establish individual and team performance goals and measure progress on a regular basis

4) Conduct thoughtful and timely performance reviews for all reports (mid-year informal and an annual formal review)

5) Collaborate with other managers on the team (particularly in the la office) by continuing to develop positive relationships, and step in to back-up other managers, when needed.

6) Continue to share knowledge / experiences with the other managers and staff, which can benefit the group (i.e., fund liquidation checklist, on-boarding complex funds, building performance models, etc.)

Assessment:

* David and I have set up monthly 1:1 status meetings, as a way to manage and address any potential disconnect with working remotely in the NY office. I have also adjusted my schedule to be available to the team at night so that all deliverable are met and questions from the staff / other managers can be addressed real time. I have also made the effort to come out to la 1-2 times a year in order to meet with the team member and my manager.
* We have had some turnover in our department so some of the staff I worked with are no longer here. However, I was meeting with them regularly (via phone) to discuss goals and expectations. In addition, I have recently taken on 2 new direct reports for CE MCR. Since I am remote, I informally meet with the staff once a week to go over any concerns, open items, discuss goals, expectations etc. In addition, the CE MCR team keeps a real time tracker in order to address all outstanding requests and any issues that come up. This allows the team to manager internal and external deadlines efficiently and effectively.
* All written performance goals and reviews were done on time. In addition, mid-year informal reviews were completed, and another formal review will be done in January.
* Since becoming a part of the ssg team, I have made efforts to collaborate with other managers on the team. This includes but is not limited to mentoring the same staff, providing guidance on complex technical issues, and helping to re-assess our team’s needs and demands (i.e., staff allocation). I have also shared my previous knowledge from working on other strategies / funds and have developed deeper working relationships with both my peers and staff. I have instilled a trust with the team (both managers and staff) that I will continue to work on in 2018. I have proactively taken these strides to become more integrated with them team (considering I am remote) by stepping in to help out when needed, backing up other managers, and participating in team discussions. I have also been a key player in providing verbal and written feedback for some of our staff who's performance was not up to our standards, by providing an independent view and communicating expectations.
* I continue to share knowledge and / experiences that will benefit the group. For example, I developed a process and checklist that we used in order to liquidate EPOF I. This checklist is being used by other managers/staff for funds that are liquidating in 2017. In addition, I shared my knowledge of complex structures (i.e., OCMHII) in order to help another manager implement GWI for a new fund (emofgla2).

Continue to have open discussions with my manager regarding promotion and career path, by focusing on the changing needs of the team and broader group.

* review flexible work arrangement with my manager on a quarterly basis and determine whether it is meeting my needs and the reasonable needs of the department

Assessment:

In addition to our team meetings (both at the group level and manager level), my manager and I have set-up monthly 1:1 meetings. I find these meetings helpful, as they constantly keep the lines of communication open, and also allows us to discuss the changing needs of our team, and the overall accounting group. I am truly thankful to David for supporting my flexible arrangement, as it has been successful so far and has not hindered my ability to contribute to the team. Over the past year, I was also approached by another manager to take on the closed end MCR team and have now fully stepped-in to the role. This has helped to further my own career objectives, as well as benefited the accounting group. I look forward to continue working with the CS and Marketing teams over this next year, and find ways to further develop our relationships with these other groups.

Continue producing timely and accurate financial statements, portfolio reports, monthly and quarterly packages, and client deliverables

1. Monitor and prioritize the staff’s internal and external deadlines
2. Continue to align deal team expectations with current output from closed-end fund accounting, by consulting with the deal team (at least quarterly) to better prioritize deliverables, and to ensure the highest return on time
   * include other team members in these discussions, particularly the md responsible for the strategy
3. Continue to assess reports we can eliminate in order to provide more scalability amongst the staff

Assessment:

-All financial statements and portfolio reports have been delivered on time for the funds / strategies that I lead. Internal and external stakeholders are happy with our timing and execution. For example, since CIC is one of our SI clients, we continually work with CS Asia on aligning both internal and external expectations. This is not always seamless due to the time difference and quick turnaround time needed. Therefore, we proactively communicate with CS regarding all capital calls, timing for deliverables, and any changes to our reporting. We also work closely with them on ad-hoc requests and frequently provide accounting guidance and support, when needed. Both our accounting team and CE MCR teams have done a great job managing the client's expectations, and will continue to put additional processes in place to make the execution more efficient.

-Since I primarily work with staff in la, and Viteos/Computech, I am constantly monitoring integral and external deadlines. I ensure that the staff are on track to meet all deadlines and always keep the lines of communication open to discuss set-backs. This is particularly important when working with the third parties, as they are handling multiple funds and strategies, and do not always need our internal deadlines. Therefore, I reach out each month / quarter end to re-align everyone's expectations. In addition, for the CE MCR work, it is critical to monitor external deadlines, as we are reporting to multiple clients on inquires that range across all of our strategies. Therefore, we keep a group tracker of all requests, and the team and I have weekly check-in to discuss any outstanding items, any requests that require additional time, and any requests that we believe should be pushed back to the CS and the client. If any issues or set-backs are determined, I then promptly communicate to the CS or marketing rep working with the client. This has proved to be effective and efficient, as it aligns all parties’ expectations and maintains our reputation as a group.

-As a group we continually monitor the deal teams need and expectations, and try to align them with our output. This includes updating the flash or cash sheet for certain metric points, and adjusting some of our reports so that the data is useful and beneficial to the team. For any of the discussions that took place this year I have ensured to include other team members, particularly the md responsible for the strategy. I have used this as a time to get feedback from the md and the staff so that we can communicate a consistent message to our internal stakeholders. This is an ongoing process and something I will continue focusing on in 2018 in order to provide the highest return on time.

Become more of an expert on our accounting systems (i.e., GWI)

1. Continue to utilize the learning tools / online training resources
2. Share new knowledge with staff and other managers to help benefit the group going forward
3. Set-up OCMHII Class C, and integrate with the current structure for class a and b combined, in order to make reporting more efficient

Assessment:

Over this past year I utilized the online tools in order to further expand my knowledge of GWI. I also continued to focus on the implementation of gwi (i.e., DISB), and utilized experts such as ben to gain a global understanding of the system's functionality. In addition, I was able to share my gwi knowledge of complex structures (i.e., OCMHII), which is outside the normal scope of fund structures. As such, I worked with another manager to help them gain a better understanding of how to set up their own fund (emofgla2). Since they wanted to use a similar set-up I was able to walk the manager through any nuances and roadblocks that might occur. This was helpful so that their team was more aware of all the positive and negatives with the set-up prior to diving in. Lastly, along with my HII team, we are working with ben to brainstorm the most efficient way to set-up additional classes in gwi for the fund. Since any new classes will not share the waterfall with the previous classes, this will be a challenge and one that could also set the precedent for other funds in the future. Once executed, I plan to share that knowledge with other accountant and managers, which will help in the execution of new funds going forward.

AUM automation project - identify opportunities to step-up more on the AUM automation project as we continue to expand the scope to include the process for populating client data into salesforce.

Assessment:

Due to the fact that I took over closed-end MCR, I did not have the capacity to continue contributing to the AUM automation project. Therefore, this goal became N/A.

This past year is best characterized by my continued role on the ssg accounting tea, and taking on my new role with ce mcr, all which continuing to work on a flexible schedule. Therefore, my strenght / accomplishments are best broken down into 6 distinctions 1) ssg accounting 2)multi-strtegy accounts, 3) closed-end mcr, 4)staff mentoring and development and 5) support / backup. Although my role and schedule transitioned a bit throughout the year, i still demonstrated my ability to deliver results, exercise sound judgement in seeking solutions to problems or issues, and effectively managed my relationships both internall and externally.

Key accomplishments include but are not limited to the following:

1. SSG accounting
2. Multi-strategy accounts (OCMHII and DISB)
3. Closed-end MCR
4. Staff mentoring and development
5. Support / Back-up