

Appraisal Report
For: David Benitez
Written By: Dana Levy
2013 Performance Review
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2013 Performance Review		
Oaktree Core Competencies		
	Current Performance	
Results-orientation	David Benitez	Exceeds Expectations
	Dana Levy	Fully Meets Expectations
Provides high quality, technically sound solutions with great attention to detail		
Displays energy, focus, and an unwavering resolve to reach intended outcomes and meet business demands		
	Current Performance	
Business/Functional Expertise	David Benitez	Fully Meets Expectations
	Dana Levy	Fully Meets Expectations
Exhibits sound judgment and an ability to analyze problems to provide effective solutions		
Applies the necessary skills, research, and effort needed to perform at a high level and build Oaktree's knowledge advantage		
Creates solutions that reflect an understanding of how one's job impacts business results, such that they add value to the organization		
	Current Performance	
Influence	David Benitez	Fully Meets Expectations
	Dana Levy	Fully Meets Expectations
Understands and leverages Oaktree structure and relationships		
Recognizes opportunities for progress or profitability and garners the necessary resources and support to affect change		
Supports and advocates change; inspires commitment from others		
Communicates clearly and effectively to get results		
	Current Performance	
Collaboration	David Benitez	Exceeds Expectations
	Dana Levy	Exceeds Expectations
Demonstrates a spirit of collegiality and cooperation		
Shares information; willingly assists others and gives credit where due		
Creates and sustains positive working relationships		
	Current Performance	
Forthrightness	David Benitez	Exceeds Expectations
	Dana Levy	Exceeds Expectations
Demonstrates accountability; takes responsibility for own actions, decisions, results and mistakes		
Shares point-of-view authentically and without regard to popularity		
Values and delivers fact-based information; not prone to spin or exaggeration		
	Current Performance	
Development-focus	David Benitez	Fully Meets Expectations
	Dana Levy	Fully Meets Expectations
Seeks out and welcomes feedback related to specific tasks and overall performance, and actively works to continuously improve		
Stays current on functional, organizational and industry practices and trends		
Invests time and effort in the success and professional growth of others, both within and outside of one's department		

Summary**1) In the context of the Oaktree competencies above:**

A) describe the most significant strengths and/or contributions for the review period. Provide examples.

B) identify 2-3 areas of development on which to focus in order to enhance effectiveness or impact at Oaktree.

2) Outline 3-5 specific business objectives for the next review period.**Key Strengths and Accomplishments****Comments**

My contributions for the review period include:

- Preparing monthly reporting packages and quarterly/annual financial reports
- Management fee coordinator for the Principal Group
- Provide back support for APOF, POF4, POF2, POF3, and POF3A

In all the duties mentioned above, I tried to take ownership of the task even if it wasn't the fund that I was directly responsible for (i.e. situations where I played a back-up role). Also, I tried to improve areas/processes when I saw the opportunity (e.g. the organization of the monthly reporting packages).

David Benitez

Overall, I agree with the performance assessment outlined above. David joined Oaktree a year ago and has been a positive addition to the group. He takes ownership of his work and always maintains an optimistic attitude, even when stepping in to assist others. David is an efficient worker and has developed a solid understanding of his Fund and how the accounting processes work at Oaktree. As such, he communicates well and pro actively seeks out help and guidance when needed. He is also responsive to all staff, managers and other groups within the firm and actively follows up on open questions. He has a good relationship with the other staff and approaches others to help out when he is not busy. David is organized and his work is thorough and easy to review. He looks for ways to make our close process more efficient and presents them to me in a clear manner.

Dana Levy

Key Areas of Development and Improvement**Comments**

Areas of development include:

- Becoming more knowledgeable with the transactions/events that occurred within PF5 before I started with Oaktree in order to become a better resource when outside questions arise.
- Continue to expand on my knowledge of the systems we use at Oaktree (e.g. Geneva, TR, Dynamic, etc.) so that I can become a resource to my coworkers.

David Benitez

I agree with the areas of development and improvement noted above. Although David has done a great job learning all the nuances of PF V, I would like him to continue to learn more about the other Funds, structures, investments and why/how things have been done in the past. In addition, I encourage David to continue to work closely with the other groups that support fund accounting, particularly data management, trade support, corporate actions and the bank debt group, in order to resolve issues that may occur. David should also continue to develop his understanding of the underlying investments in the Fund by building relationships with the deal teams and utilizing their resources. Now that David has a solid understanding of PF V, I also encourage him to take on additional projects and work, which he has mentioned below in his objectives for this next year.

Dana Levy

Objectives for Next Review Period**Comments**

My business objectives for the next review period include:

- I believe that helping out with the preparation of the APOF MMR packages and also helping out with other principal group funds will help me become more well-rounded because each fund has their own way of closing the books and preparing reporting packages.
- If the opportunity was available, I would be interested in assisting the audit coordinators so that I could be more familiar with the other funds.
- I want to continue to collaborate with coworkers to help improve on current processes. One specific example includes the management fee calculations/wires process which our group recently inherited. I believe this is a process that still has kinks that can be worked out in order to be more streamlined.

David Benitez

I agree with the objectives outlined above. As Oaktree continues to evolve, we have increased our demands for detailed and more timely reporting. David has done a great job at taking ownership of his Fund and continues to produce quality work. He has also assisted other fund accountants with their close process and investment activity so that as a group we can meet these deadlines. I encourage David to further develop his understating of the other Funds (i.e., structure, waterfall and underlying investments) so that he increases his knowledge of the Funds and our reporting processes. Aligning with what he mentioned above, I would also like to provide David with additional opportunities outside of his Fund, such as assisting with the year end audit. I believe that with David's prior audit experience, and the knowledge he has gained about the Global Principal group, he will be great in this role. I also encourage David to continue to help improve and develop

Dana Levy

current processes as mentioned above.	
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