

For Capital Group

HANDOUT FOR TALENT REVIEW MEETING

Talent Review Meeting-Corporate Finance

10/02/2009

Participants: Stephanie Gilbert; Noriko Kimura; Michael Littlefield

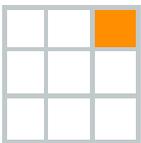
Contents

Top Talents-Finance

Top Talents-Finance

- Jane Barkely
- David Bond
- Joanne Conroy
- Joe Fineman
- Rama Gosine
- Lesley Hayes
- Heather Jennings
- Bill Lupfer
- Erwin Magbanua
- John Makinster
- Corissa Pich

Talent Profile: Jane Barkely



Jane Barkely

High Potentials (Nominated)

Mobility: No
Retention risk: Low
Change need: Average
Impact of loss: Low
Career Goal: Management Career - 1, Executive Management - 1

Organizational Assignment

Manager: Noriko Kimura
Position: Assistant Finance Manager
Level of Position: N/A
Location: N/A
Organizational Unit: Corporate Finance
Job: Corporate Finance
Functional Area: Finance
Job Family: Financial Managers

Successor For...

Successor For ...: N/A

Performance

01/01/2008 - 12/31/2008 Exceeds Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

No Data Available

Internal Work Experience

01/15/2008 - 06/30/2009 FI-LO (Business Analyst)

Potential

01/01/2009 - 12/31/2009 High

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

Due Date - 02/27/2010 Loan Applications

Talent Profile: Jane Barkely

List of Competencies

Finance Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Competent
Revenue Analysis	Competent
Risk management and contingency planning	Competent

Talent Profile: Jane Barkely

Management Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Competent
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Not developed
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Competent

Talent Profile: Jane Barkely

People Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Competent
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Not developed
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Jane Barkely

Personal Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Competent
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Not developed
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	
Readily Adapt	

Talent Profile: Jane Barkely

Results Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Competent
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Not developed
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	
Readily Adapt	

Talent Profile: Jane Barkely

Talent Profile: Jane Barkely

Talent Profile: Jane Barkely

Thought Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Competent
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Not developed
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	
Readily Adapt	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Talent Profile: Jane Barkely

Internal Work Experience

Internal Assignment

Start	End	Job	Hierarchy Level	Organizational Unit	Personnel Subarea

Projects

Start	End	Project Name	Project Role	Span of Control	Contact Person	City
Jan 1, 1900	Jun 30, 2009	FI-LO	Business Analyst	0		Pennsylvania / Philadelphia

External Work Experience

Start	End	Employer	Job Title	Hierarchy Level	Span of Control	Functional Area	City
May 1, 1999	Dec 31, 2007	TopManu Inc	Sr. Accountant	Senior Level (More Than 5 Years Work Experience)	0	Controlling/Accounting/Finances	Virginia / Fairfax

Education

Start	End	Degree	Educational Institute	Education Type	Broad Field of Education	Subject1	Subject2	Subject3
Sep 1, 1995	May 30, 1998	MBA	MBA	University	Business	Accounting		

Talent Profile: Jane Barkely

Accomplishments

Start	End	Type	Title
Jun 1, 2008	Jun 30, 2008	Project Leadership	Excellence

Career Goal

Career Type

Preferred Jobs

F&A Comptoller

Career Type

Management Career Senior

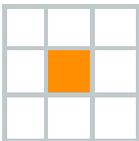
Preferred Jobs

Career Type

Executive Management Senior

Preferred Jobs

Talent Profile: David Bond



David Bond

N/A

Mobility: No
Retention risk: Low
Change need: Average
Impact of loss: Average
Career Goal: Functional Career

Organizational Assignment

Manager: Noriko Kimura
Position: Manager Financial Reporting
Level of Position: N/A
Location: N/A
Organizational Unit: Corporate Finance
Job: Corporate Finance
Functional Area: Finance
Job Family: Financial Managers

Successor For...

Successor For ...: N/A

Performance

01/01/2008 - 12/31/2008 Meets Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

No Data Available

Internal Work Experience

No Data Available

Potential

01/01/2009 - 12/31/2009 Average

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

No Data Available

Talent Profile: David Bond

List of Competencies

Finance Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong

Talent Profile: David Bond

Management Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Underdeveloped
Developing Others	Underdeveloped
Attention to detail	Very Strong
Assertiveness	Underdeveloped
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Underdeveloped
Quality orientation	Very Strong

Talent Profile: David Bond

People Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Underdeveloped
Developing Others	Underdeveloped
Attention to detail	Very Strong
Assertiveness	Underdeveloped
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Underdeveloped
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: David Bond

Personal Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Underdeveloped
Developing Others	Underdeveloped
Attention to detail	Very Strong
Assertiveness	Underdeveloped
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Underdeveloped
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: David Bond

Results Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Underdeveloped
Developing Others	Underdeveloped
Attention to detail	Very Strong
Assertiveness	Underdeveloped
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Underdeveloped
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: David Bond

Talent Profile: David Bond

Talent Profile: David Bond

Thought Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Underdeveloped
Developing Others	Underdeveloped
Attention to detail	Very Strong
Assertiveness	Underdeveloped
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Underdeveloped
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Talent Profile: David Bond

Internal Work Experience

Internal Assignment

Start	End	Job	Hierarchy Level	Organizational Unit	Personnel Subarea

Projects

Start	End	Project Name	Project Role	Span of Control	Contact Person	City

External Work Experience

Start	End	Employer	Job Title	Hierarchy Level	Span of Control	Functional Area	City
Feb 15, 2000	Dec 31, 2007	MutualGroup	Sr. Accountant	Senior Level (More Than 5 Years Work Experience)	0	Controlling/ Accounting/Finances	Oklahoma / Tulsa

Education

Start	End	Degree	Educational Institute	Education Type	Broad Field of Education	Subject1	Subject2	Subject3
Sep 1, 1994	May 30, 1997	Business Administration	U of OK, Tulsa	University	Business	Master of Arts		

Talent Profile: David Bond

Accomplishments

Start	End	Type	Title

Career Goal

Career Type

Preferred Jobs

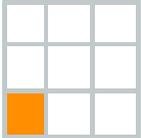
IT Management Manager of Information Technology

Career Type

Functional Career

Preferred Jobs

Talent Profile: Joanne Conroy



Joanne Conroy

N/A

Mobility: Yes
Retention risk: N/A
Change need: N/A
Impact of loss: N/A
Career Goal: Accounting

Organizational Assignment

Manager: Noriko Kimura
Position: Credit Manager
Level of Position: N/A
Location: N/A
Organizational Unit: Corporate Finance
Job: Corporate Finance
Functional Area: Finance
Job Family: Financial Managers

Successor For...

Successor For ...: N/A

Performance

01/01/2008 - 12/31/2008 Does Not Meet Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

Preferred Locations All

Internal Work Experience

No Data Available

Potential

01/01/2009 - 12/31/2009 Low

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

Due Date - 02/27/2010 Accounting

Talent Profile: Joanne Conroy

List of Competencies

Finance Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong

Talent Profile: Joanne Conroy

Management Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Underdeveloped
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Underdeveloped
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Competent

Talent Profile: Joanne Conroy

People Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Underdeveloped
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Underdeveloped
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Joanne Conroy

Personal Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Underdeveloped
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Underdeveloped
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Joanne Conroy

Results Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Underdeveloped
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Underdeveloped
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Joanne Conroy

Talent Profile: Joanne Conroy

Talent Profile: Joanne Conroy

Thought Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Underdeveloped
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Underdeveloped
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Talent Profile: Joanne Conroy

Internal Work Experience

Internal Assignment

Start	End	Job	Hierarchy Level	Organizational Unit	Personnel Subarea

Projects

Start	End	Project Name	Project Role	Span of Control	Contact Person	City

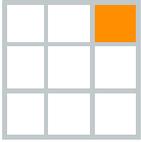
External Work Experience

Start	End	Employer	Job Title	Hierarchy Level	Span of Control	Functional Area	City
Jan 20, 1975	Dec 31, 2007	JSK Call Center	Credit Manager	Senior Level (More Than 5 Years Work Experience)	15	Controlling/Accounting/Finances	

Education

Start	End	Degree	Educational Institute	Education Type	Broad Field of Education	Subject1	Subject2	Subject3
Sep 1, 1970	May 30, 1972		High School	High School				

Talent Profile: Joe Fineman



Joe Fineman

High Potentials (Nominated),
Leadership (Nominated)

Mobility: Yes
Retention risk: Average
Change need: N/A
Impact of loss: Low
Career Goal: Management Career - 1

Organizational Assignment

Manager: Noriko Kimura
Position: Assistant Finance Manager
Level of Position: N/A
Location: N/A
Organizational Unit: Corporate Finance
Job: Corporate Finance
Functional Area: Finance
Job Family: Financial Managers

Successor For...

Successor For ...: Comptroller - Long-Term

Performance

01/01/2009 - 12/31/2009 Exceeds Expectations
01/01/2008 - 12/31/2008 Exceeds Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

Preferred Locations United States
Disliked Locations All

Internal Work Experience

03/15/2008 - Today SAP FI/CO (Business Analyst)

Potential

01/01/2009 - 12/31/2009 High

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

No Data Available

Talent Profile: Joe Fineman

List of Competencies

Finance Competencies

Accounting Standards	Outstanding
Credit and Risk Management	Outstanding
Financial Acumen	Outstanding
Knowledge in international reporting	Outstanding
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Competent

Talent Profile: Joe Fineman

Management Competencies

Accounting Standards	Outstanding
Credit and Risk Management	Outstanding
Financial Acumen	Outstanding
Knowledge in international reporting	Outstanding
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Business Acumen	Very Strong
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Competent
Assertiveness	Underdeveloped
Presentation Skills	Competent
Manage Performance	Very Strong
Work/think with interdisciplinary focus	Very Strong
Negotiation skills	Competent
Quality orientation	Competent

Talent Profile: Joe Fineman

People Leadership

Accounting Standards	Outstanding
Credit and Risk Management	Outstanding
Financial Acumen	Outstanding
Knowledge in international reporting	Outstanding
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Business Acumen	Very Strong
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Competent
Assertiveness	Underdeveloped
Presentation Skills	Competent
Manage Performance	Very Strong
Work/think with interdisciplinary focus	Very Strong
Negotiation skills	Competent
Quality orientation	Competent
Relate Well to Others	
Select and Develop	

Talent Profile: Joe Fineman

Personal Leadership

Accounting Standards	Outstanding
Credit and Risk Management	Outstanding
Financial Acumen	Outstanding
Knowledge in international reporting	Outstanding
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Business Acumen	Very Strong
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Competent
Assertiveness	Underdeveloped
Presentation Skills	Competent
Manage Performance	Very Strong
Work/think with interdisciplinary focus	Very Strong
Negotiation skills	Competent
Quality orientation	Competent
Relate Well to Others	
Select and Develop	

Talent Profile: Joe Fineman

Results Leadership

Accounting Standards	Outstanding
Credit and Risk Management	Outstanding
Financial Acumen	Outstanding
Knowledge in international reporting	Outstanding
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
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Ability to manage an organization	Not developed
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Presentation Skills	Competent
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Work/think with interdisciplinary focus	Very Strong
Negotiation skills	Competent
Quality orientation	Competent
Relate Well to Others	
Select and Develop	

Talent Profile: Joe Fineman

Talent Profile: Joe Fineman

Talent Profile: Joe Fineman

Thought Leadership

Accounting Standards	Outstanding
Credit and Risk Management	Outstanding
Financial Acumen	Outstanding
Knowledge in international reporting	Outstanding
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Business Acumen	Very Strong
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Competent
Assertiveness	Underdeveloped
Presentation Skills	Competent
Manage Performance	Very Strong
Work/think with interdisciplinary focus	Very Strong
Negotiation skills	Competent
Quality orientation	Competent
Relate Well to Others	
Select and Develop	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Talent Profile: Joe Fineman

Internal Work Experience

Internal Assignment

Start	End	Job	Hierarchy Level	Organizational Unit	Personnel Subarea

Projects

Start	End	Project Name	Project Role	Span of Control	Contact Person	City
Jan 1, 1900		SAP FI/CO	Business Analyst	0		Pennsylvania / Philadelphia

External Work Experience

Start	End	Employer	Job Title	Hierarchy Level	Span of Control	Functional Area	City
Feb 1, 2000	Dec 31, 2007	Accell Finance	Sr. Accountant	Senior Level (More Than 5 Years Work Experience)	0	Controlling/ Accounting/Finances	New Jersey / Newark

Education

Start	End	Degree	Educational Institute	Education Type	Broad Field of Education	Subject1	Subject2	Subject3
Sep 1, 1996	Jun 30, 1998	Accounting	B.A	University	Arts	Accounting		

Talent Profile: Rama Gosine



Rama Gosine

N/A

Mobility: No
Retention risk: Low
Change need: Low
Impact of loss: Low
Career Goal: Accounting

Organizational Assignment

Manager: Noriko Kimura
Position: Accountant
Level of Position: N/A
Location: N/A
Organizational Unit: Corporate Finance
Job: Accounting
Functional Area: Finance
Job Family: F&A

Successor For...

Successor For ...: N/A

Performance

01/01/2008 - 12/31/2008 Exceeds Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

No Data Available

Internal Work Experience

No Data Available

Potential

01/01/2009 - 12/31/2009 Low

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

Due Date - 02/27/2010 Accounting

Talent Profile: Rama Gosine

List of Competencies

Finance Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Competent

Talent Profile: Rama Gosine

Management Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Not developed
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Very Strong

Talent Profile: Rama Gosine

People Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
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Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Rama Gosine

Personal Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
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Encourage Commitment	
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Relate Well to Others	

Talent Profile: Rama Gosine

Results Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Competent
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Select and Develop	
Relate Well to Others	

Talent Profile: Rama Gosine

Talent Profile: Rama Gosine

Talent Profile: Rama Gosine

Thought Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Competent
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Not developed
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Talent Profile: Rama Gosine

Internal Work Experience

Internal Assignment

Start	End	Job	Hierarchy Level	Organizational Unit	Personnel Subarea

Projects

Start	End	Project Name	Project Role	Span of Control	Contact Person	City

External Work Experience

Start	End	Employer	Job Title	Hierarchy Level	Span of Control	Functional Area	City

Education

Start	End	Degree	Educational Institute	Education Type	Broad Field of Education	Subject1	Subject2	Subject3
Sep 1, 2004	Jun 30, 2006		High School					
Sep 1, 2007	Jun 30, 2010		Community College	Other Colleges	Business	Accounting		

Talent Profile: Rama Gosine

Accomplishments

Start	End	Type	Title

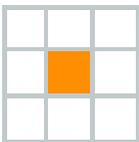
Career Goal

Career Type

Accounting

Preferred Jobs

Talent Profile: Lesley Hayes



Lesley Hayes

N/A

Mobility: Yes
Retention risk: N/A
Change need: N/A
Impact of loss: N/A
Career Goal: Management Career - 1

Organizational Assignment

Manager: Noriko Kimura
Position: Director Collections
Level of Position: N/A
Location: N/A
Organizational Unit: Corporate Finance
Job: Corporate Finance
Functional Area: Finance
Job Family: Financial Managers

Successor For...

Successor For ...: N/A

Performance

01/01/2008 - 12/31/2008 Meets Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

Preferred Locations All

Internal Work Experience

No Data Available

Potential

01/01/2009 - 12/31/2009 Average

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

No Data Available

Talent Profile: Lesley Hayes

List of Competencies

Finance Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong

Talent Profile: Lesley Hayes

Management Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Outstanding
Analytical Thinking	Competent
Conceptual skills for the definition and	Very Strong
Developing Others	Very Strong
Attention to detail	Very Strong
Assertiveness	Very Strong
Presentation Skills	Very Strong
Manage Performance	Very Strong
Negotiation skills	Very Strong
Quality orientation	Very Strong

Talent Profile: Lesley Hayes

People Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Outstanding
Analytical Thinking	Competent
Conceptual skills for the definition and	Very Strong
Developing Others	Very Strong
Attention to detail	Very Strong
Assertiveness	Very Strong
Presentation Skills	Very Strong
Manage Performance	Very Strong
Negotiation skills	Very Strong
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Lesley Hayes

Personal Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Outstanding
Analytical Thinking	Competent
Conceptual skills for the definition and	Very Strong
Developing Others	Very Strong
Attention to detail	Very Strong
Assertiveness	Very Strong
Presentation Skills	Very Strong
Manage Performance	Very Strong
Negotiation skills	Very Strong
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Lesley Hayes

Results Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Outstanding
Analytical Thinking	Competent
Conceptual skills for the definition and	Very Strong
Developing Others	Very Strong
Attention to detail	Very Strong
Assertiveness	Very Strong
Presentation Skills	Very Strong
Manage Performance	Very Strong
Negotiation skills	Very Strong
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Lesley Hayes

Talent Profile: Lesley Hayes

Talent Profile: Lesley Hayes

Thought Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Outstanding
Analytical Thinking	Competent
Conceptual skills for the definition and	Very Strong
Developing Others	Very Strong
Attention to detail	Very Strong
Assertiveness	Very Strong
Presentation Skills	Very Strong
Manage Performance	Very Strong
Negotiation skills	Very Strong
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Talent Profile: Lesley Hayes

Internal Work Experience

Internal Assignment

Start	End	Job	Hierarchy Level	Organizational Unit	Personnel Subarea

Projects

Start	End	Project Name	Project Role	Span of Control	Contact Person	City

External Work Experience

Start	End	Employer	Job Title	Hierarchy Level	Span of Control	Functional Area	City
Oct 1, 2000	Dec 31, 2007	HiLand Financials Svcs	Assoc. Director -- Collections	Management/Project Lead	18		

Education

Start	End	Degree	Educational Institute	Education Type	Broad Field of Education	Subject1	Subject2	Subject3
Sep 1, 1986	May 30, 1990		U Of SFO					

Talent Profile: Lesley Hayes

Accomplishments

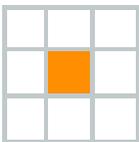
Start	End	Type	Title

Career Goal

Career Type
Management Career Senior

Preferred Jobs

Talent Profile: Heather Jennings



Heather Jennings

Top Talent (Nominated)

Mobility: Yes
Retention risk: Average
Change need: Low
Impact of loss: Average
Career Goal: Management Career - 1

Organizational Assignment

Manager: Noriko Kimura
Position: Manager Financial Reporting
Level of Position: N/A
Location: N/A
Organizational Unit: Corporate Finance
Job: Corporate Finance
Functional Area: Finance
Job Family: Financial Managers

Successor For...

Successor For ...: N/A

Performance

01/01/2008 - 12/31/2008 Meets Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

No Data Available

Internal Work Experience

No Data Available

Potential

01/01/2009 - 12/31/2009 Average

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

No Data Available

Talent Profile: Heather Jennings

List of Competencies

Finance Competencies

Accounting Standards	Very Strong
Budgeting	Very Strong
Credit and Risk Management	Very Strong
Financial Acumen	Very Strong
Knowledge in international reporting	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Competent

Talent Profile: Heather Jennings

Management Competencies

Accounting Standards	Very Strong
Budgeting	Very Strong
Credit and Risk Management	Very Strong
Financial Acumen	Very Strong
Knowledge in international reporting	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Very Strong
Ability to lead an organization	Not developed
Conceptual skills for the definition and	Competent
Developing Others	Competent
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Very Strong

Talent Profile: Heather Jennings

People Leadership

Accounting Standards	Very Strong
Budgeting	Very Strong
Credit and Risk Management	Very Strong
Financial Acumen	Very Strong
Knowledge in international reporting	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Very Strong
Ability to lead an organization	Not developed
Conceptual skills for the definition and	Competent
Developing Others	Competent
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Very Strong
Solicit Support	

Talent Profile: Heather Jennings

Personal Leadership

Accounting Standards	Very Strong
Budgeting	Very Strong
Credit and Risk Management	Very Strong
Financial Acumen	Very Strong
Knowledge in international reporting	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Very Strong
Ability to lead an organization	Not developed
Conceptual skills for the definition and	Competent
Developing Others	Competent
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Very Strong
Solicit Support	

Talent Profile: Heather Jennings

Results Leadership

Accounting Standards	Very Strong
Budgeting	Very Strong
Credit and Risk Management	Very Strong
Financial Acumen	Very Strong
Knowledge in international reporting	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Very Strong
Ability to lead an organization	Not developed
Conceptual skills for the definition and	Competent
Developing Others	Competent
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Very Strong
Solicit Support	

Talent Profile: Heather Jennings

Talent Profile: Heather Jennings

Talent Profile: Heather Jennings

Thought Leadership

Accounting Standards	Very Strong
Budgeting	Very Strong
Credit and Risk Management	Very Strong
Financial Acumen	Very Strong
Knowledge in international reporting	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Competent
Ability to manage an organization	Not developed
Analytical Thinking	Very Strong
Ability to lead an organization	Not developed
Conceptual skills for the definition and	Competent
Developing Others	Competent
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Very Strong
Manage Performance	Competent
Negotiation skills	Competent
Quality orientation	Very Strong
Solicit Support	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Talent Profile: Heather Jennings

Internal Work Experience

Internal Assignment

Start	End	Job	Hierarchy Level	Organizational Unit	Personnel Subarea

Projects

Start	End	Project Name	Project Role	Span of Control	Contact Person	City

External Work Experience

Start	End	Employer	Job Title	Hierarchy Level	Span of Control	Functional Area	City
Mar 1, 1992	Dec 31, 2007	FinSvcs	Sr.Accountant	Senior Level (More Than 5 Years Work Experience)	0	Controlling/Accounting/Finances	Pennsylvania / Pittsburgh

Education

Start	End	Degree	Educational Institute	Education Type	Broad Field of Education	Subject1	Subject2	Subject3
Sep 1, 1986	May 30, 1989	MA	U of SD	University	Arts	Accounting		

Talent Profile: Heather Jennings

Accomplishments

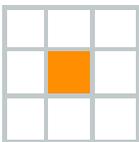
Start	End	Type	Title
Sep 1, 2008	Sep 1, 2008	Project Leadership	Beyond the call of duty

Career Goal

Career Type
Management Career Senior

Preferred Jobs

Talent Profile: Bill Lupfer



Bill Lupfer

N/A

Mobility: Yes
Retention risk: N/A
Change need: N/A
Impact of loss: N/A
Career Goal: Accounting

Organizational Assignment

Manager: Noriko Kimura
Position: Credit Manager
Level of Position: N/A
Location: N/A
Organizational Unit: Corporate Finance
Job: Corporate Finance
Functional Area: Finance
Job Family: Financial Managers

Successor For...

Successor For ...: N/A

Performance

01/01/2009 - 12/31/2009 Meets Expectations
01/01/2008 - 12/31/2008 Meets Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

Preferred Locations All
Disliked Locations Poland

Internal Work Experience

No Data Available

Potential

01/01/2009 - 12/31/2009 Average

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

Due Date - 02/27/2012 Management Certificate

Talent Profile: Bill Lupfer

List of Competencies

Finance Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Very Strong

Talent Profile: Bill Lupfer

Management Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Very Strong
Ability to manage an organization	Underdeveloped
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Underdeveloped
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Underdeveloped
Quality orientation	Competent

Talent Profile: Bill Lupfer

People Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Very Strong
Ability to manage an organization	Underdeveloped
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Underdeveloped
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Underdeveloped
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Bill Lupfer

Personal Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Very Strong
Ability to manage an organization	Underdeveloped
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Underdeveloped
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Underdeveloped
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Bill Lupfer

Results Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Very Strong
Ability to manage an organization	Underdeveloped
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Underdeveloped
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Underdeveloped
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: Bill Lupfer

Talent Profile: Bill Lupfer

Talent Profile: Bill Lupfer

Thought Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Very Strong
Ability to manage an organization	Underdeveloped
Analytical Thinking	Competent
Conceptual skills for the definition and	Competent
Developing Others	Underdeveloped
Attention to detail	Competent
Assertiveness	Competent
Presentation Skills	Competent
Manage Performance	Competent
Negotiation skills	Underdeveloped
Quality orientation	Competent
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Talent Profile: Bill Lupfer

Internal Work Experience

Internal Assignment

Start	End	Job	Hierarchy Level	Organizational Unit	Personnel Subarea

Projects

Start	End	Project Name	Project Role	Span of Control	Contact Person	City

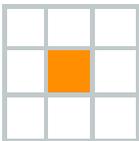
External Work Experience

Start	End	Employer	Job Title	Hierarchy Level	Span of Control	Functional Area	City
Apr 25, 1989	Dec 31, 2007	S-Telecom	Sr. Collections Manager	Management/Project Lead	10	Controlling/Accounting/Finances	Kansas

Education

Start	End	Degree	Educational Institute	Education Type	Broad Field of Education	Subject1	Subject2	Subject3
Sep 1, 1980	May 30, 1983	B.A	U of KS	University	Other	Pshychology		

Talent Profile: Erwin Magbanua



Erwin Magbanua

Top Talent (Nominated)

Mobility: N/A
Retention risk: Low
Change need: Low
Impact of loss: Low
Career Goal: N/A

Organizational Assignment

Manager: Stephanie Gilbert
Position: Investment Manager
Level of Position: N/A
Location: N/A
Organizational Unit: Treasury
Job: Treasury Analyst
Functional Area: Finance
Job Family: F&A

Successor For...

Successor For ...: N/A

Performance

01/01/2008 - 12/31/2008 Meets Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

No Data Available

Internal Work Experience

No Data Available

Potential

01/01/2009 - 12/31/2009 Average

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

No Data Available

Talent Profile: Erwin Magbanua

List of Competencies

People Leadership

Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Personal Leadership

Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	
Readily Adapt	
Demonstrate Credibility	

Talent Profile: Erwin Magbanua

Results Leadership

Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	
Readily Adapt	
Demonstrate Credibility	
Seek Customer Satisfaction	
Establish Plans	
Execute Efficiently	
Show Initiative	

Talent Profile: Erwin Magbanua

Thought Leadership

Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	
Readily Adapt	
Demonstrate Credibility	
Seek Customer Satisfaction	
Establish Plans	
Execute Efficiently	
Show Initiative	
Analyze Issues and Solve Problems	
Understand Strategies	
Identify Improvements	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Internal Work Experience

Internal Assignment

Start End Job Hierarchy Level Organizational Unit Personnel Subarea

Talent Profile: Erwin Magbanua

Accomplishments

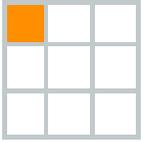
Start	End	Type	Title

Career Goal

Career Type

Preferred Jobs

Talent Profile: John Makinster



John Makinster

Leadership (Nominated)

Mobility: No
Retention risk: Average
Change need: Low
Impact of loss: Average
Career Goal: Management Career - 1

Organizational Assignment

Manager: Noriko Kimura
Position: Director Collections
Level of Position: N/A
Location: N/A
Organizational Unit: Corporate Finance
Job: Corporate Finance
Functional Area: Finance
Job Family: Financial Managers

Successor For...

Successor For ...: N/A

Performance

01/01/2008 - 12/31/2008 Does Not Meet Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

No Data Available

Internal Work Experience

No Data Available

Potential

01/01/2009 - 12/31/2009 High

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

Due Date - 09/30/2010 Variable Mortgage

Talent Profile: John Makinster

List of Competencies

Finance Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong

Talent Profile: John Makinster

Management Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Very Strong
Analytical Thinking	Very Strong
Conceptual skills for the definition and	Very Strong
Developing Others	Very Strong
Attention to detail	Very Strong
Assertiveness	Very Strong
Presentation Skills	Very Strong
Manage Performance	Very Strong
Negotiation skills	Very Strong
Quality orientation	Very Strong

Talent Profile: John Makinster

People Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Very Strong
Analytical Thinking	Very Strong
Conceptual skills for the definition and	Very Strong
Developing Others	Very Strong
Attention to detail	Very Strong
Assertiveness	Very Strong
Presentation Skills	Very Strong
Manage Performance	Very Strong
Negotiation skills	Very Strong
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: John Makinster

Personal Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Very Strong
Analytical Thinking	Very Strong
Conceptual skills for the definition and	Very Strong
Developing Others	Very Strong
Attention to detail	Very Strong
Assertiveness	Very Strong
Presentation Skills	Very Strong
Manage Performance	Very Strong
Negotiation skills	Very Strong
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: John Makinster

Results Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Very Strong
Analytical Thinking	Very Strong
Conceptual skills for the definition and	Very Strong
Developing Others	Very Strong
Attention to detail	Very Strong
Assertiveness	Very Strong
Presentation Skills	Very Strong
Manage Performance	Very Strong
Negotiation skills	Very Strong
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Talent Profile: John Makinster

Talent Profile: John Makinster

Talent Profile: John Makinster

Thought Leadership

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Knowledge in U.S. GAAP and IFRS	Very Strong
Revenue Analysis	Very Strong
Risk management and contingency planning	Very Strong
Ability to manage an organization	Very Strong
Analytical Thinking	Very Strong
Conceptual skills for the definition and	Very Strong
Developing Others	Very Strong
Attention to detail	Very Strong
Assertiveness	Very Strong
Presentation Skills	Very Strong
Manage Performance	Very Strong
Negotiation skills	Very Strong
Quality orientation	Very Strong
Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Talent Profile: John Makinster

Internal Work Experience

Internal Assignment

Start	End	Job	Hierarchy Level	Organizational Unit	Personnel Subarea

Projects

Start	End	Project Name	Project Role	Span of Control	Contact Person	City

External Work Experience

Start	End	Employer	Job Title	Hierarchy Level	Span of Control	Functional Area	City
Aug 18, 1995	Dec 31, 2007	TruLand Financials Svcs	Assoc Director / Dir (In-Charge)	Management/Project Lead	10	Controlling/Accounting/Finances	

Education

Start	End	Degree	Educational Institute	Education Type	Broad Field of Education	Subject1	Subject2	Subject3
Sep 1, 2000	Sep 30, 2009	MBA	U Of NY	University	Business	Accounting		

Talent Profile: John Makinster

Accomplishments

Start	End	Type	Title

Career Goal

Career Type

Preferred Jobs

- F&A Comptroller
- Financial Executives Global Treasurer
- Financial Managers Management Career Corporate Finance Senior

Preferred Jobs

Talent Profile: Corissa Pich



Corissa Pich

Top Talent (Nominated)

Mobility: N/A
Retention risk: Low
Change need: Average
Impact of loss: Average
Career Goal: N/A

Organizational Assignment

Manager: Stephanie Gilbert
Position: Cash Manager
Level of Position: N/A
Location: N/A
Organizational Unit: Treasury
Job: Treasury Analyst
Functional Area: Finance
Job Family: F&A

Successor For...

Successor For ...: N/A

Performance

01/01/2008 - 12/31/2008 Exceeds Expectations

Core Competencies

Identify Improvements
Understand Strategies
Analyze Issues and Solve Problems

Mobility

No Data Available

Internal Work Experience

No Data Available

Potential

01/01/2009 - 12/31/2009 High

Derailers

Appears Cold, Aloof, or Arrogant
Dishonest
Failure to Delegate/Over-Managing

Languages

No Data Available

Future Development

Due Date - 12/31/2009 Studium Universität BWL

Talent Profile: Corissa Pich

List of Competencies

Finance Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Financial Acumen	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Very Strong

Management Competencies

Accounting Standards	Very Strong
Credit and Risk Management	Very Strong
Financial Acumen	Very Strong
Revenue Analysis	Competent
Risk management and contingency planning	Very Strong
Quality orientation	Competent

Talent Profile: Corissa Pich

People Leadership

Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	

Personal Leadership

Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	
Demonstrate Credibility	
Readily Adapt	

Talent Profile: Corissa Pich

Results Leadership

Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	
Demonstrate Credibility	
Readily Adapt	
Seek Customer Satisfaction	
Establish Plans	
Execute Efficiently	
Show Initiative	

Talent Profile: Corissa Pich

Thought Leadership

Communicate Effectively	
Solicit Support	
Encourage Commitment	
Select and Develop	
Relate Well to Others	
Demonstrate Credibility	
Readily Adapt	
Seek Customer Satisfaction	
Establish Plans	
Execute Efficiently	
Show Initiative	
Analyze Issues and Solve Problems	
Understand Strategies	
Identify Improvements	

Potential

Adaptability	
Change Agility	
Innovative Thinking	
Potential	

Development Plan

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Internal Work Experience

Internal Assignment

Start End Job Hierarchy Level Organizational Unit Personnel Subarea

Talent Profile: Corissa Pich

Accomplishments

Start	End	Type	Title

Career Goal

Career Type

Preferred Jobs