

LOEWS CORP.

PACE REVIEW

Name: MICHAEL IACONA

Position: Programmer Trainee Level – S

Effective Date: October 31, 1994

Priority One: Education Assignments, Programming Skills

Rating – **EXCELLENT**

Michael's work across multiple assignments has made it possible to recommend him for an early promotion from the training program as through these he has shown himself capable of handling the responsibilities of a junior programmer. He has efficiently handled assignments in both the test and production environment across a wide range of programs working with Cobol and CICS, demonstrating strong technical skills with a thorough understanding of the programming languages. He had no difficulty learning online concepts working with CICS.

Michael learned these new skills quickly, enhancing them over the various assignments. He particularly demonstrated his strengths in logic, structure and coding in his work on various Human Resource and Financial Report reports. His work on modifying SyncSort reports within the Human Resource jobstreams was particularly commended as he successfully delivered this assignment early with minimal direction by the end-user and the MIS analyst. He has shown himself to be conscientious, and capable of handling multiple assignments simultaneously, which will be an asset as he moves into his new responsibilities. Analyst feedback has been consistently excellent.

Michael was given a special assignment, working with the development group responsible for the Investment area. This involved learning the 'Forest & Trees' PC DataBase and Query language, with which he quickly became comfortable. He was responsible for the creation and development of the Ticket Capture System.

Maintain\Improve:

Continue building an understanding of the business requirements of an assignment to further develop your knowledge of the user environment. This will assist in your being able to assume further responsibilities within your new position.

Continue to develop programming skills with minimal dependency on project supervisor or manager. Michael will be assigned production CICS work from the Tax system to solidify his recent training in this language.

Priority Two: Testing, Debugging and JCL Skills

Rating - **EXCELLENT**

Michael is bright and adaptable, taking an obvious pride in his work. He has demonstrated his ability to handle complex applications, is detail oriented, thorough in checking his work and is responsive to feedback from the analysts.

Maintain\Improve: Maintain current level while performing new responsibilities.

Priority Three: Learn Departmental Standards

Rating - **GOOD JOB**

Michael meets all requirements for this function.

Priority Four: JCL, Program and/or System Production Documentation

Rating - **EXCELLENT**

Michael presents his work in a professional manner which greatly assists in its review. This extra effort results in acceptable turnover on first presentation to an analyst. Particularly noteworthy was the presentation of test results on the Lorillard Data Conversions.

Maintain\Improve:

Maintain current level while performing new responsibilities.

Priority Five: Meet Due Dates

Rating **EXCELLENT**

Consistently meets assignment due dates and frequently ahead of schedule.

Maintain\Improve:

Maintain current level while performing new responsibilities.

Priority Six: Departmental Standards

Rating - **GOOD JOB**

Continue application of MIS Standards as they relate to the production and test environments.

OVERALL RATING: EXCELLENT