

# SUNGARD INTERNAL ANNOUNCEMENT

*\*\*A message to all employees\*\**

## Partnering for Success: Goal Setting, Reviewing and Rewarding 2015

Hello everyone,

I am pleased to announce the kick off SunGard's annual performance management process, which is among the most important things we do all year. Not only does it ensure that everyone at SunGard focuses on the right priorities, but also that they recognize their role in SunGard's performance and how we share in the company's successes.

While Performance Management isn't a new concept, we're taking a slightly different approach this year, shifting away from the procedural aspects of the "process", and focusing on the broader message the process helps us achieve.

### Building on Success

This year's Performance Management process is the first to follow the implementation of Career Days, which kicked off in May and provided a solid foundation for this exercise. The Career Days initiative and new [career website](#) focuses exclusively on career development discussions and planning, and gives you the tools and materials to help guide you in defining your career interests. Tying your career aspirations and goals to SunGard's business objectives will help us grow together.



Alignment Data	Missing Patches	Security Settings	Host Details	Software Details
Division Name	Financial Systems			
Group	Asset Finance			
Group Aligned By	Last Logged On User (BigFix)			
LocationName	Bangalore (Infantry Rd)			
LocationAlignedBy	Active Directory (BigFix)			
SupportGroupName	SGT - Systems Support (USG)			
SupportRegionalManager	Gupta, Ajay			
SupportSubRegionalManager	Owner Not Assigned			

### Three Phases of Performance Management

SunGard's Performance Management process is a three-phase approach for employees, their business groups or functions, their teams and SunGard.

1. **Goal Setting** - Setting meaningful goals provides a framework for accountability and helps employees remain engaged in their work. The power of alignment, where everyone is working with a common purpose, is captured in our theme "partnering for success". We'll offer a webinar series for managers and employees to provide information, tools and examples of how you can create high quality, meaningful goals for 2015.
2. **Reviewing** - The review process opens the door for a two-way dialogue between manager and employee, and ensures that we focus on the same priorities. Manager/employee dialogue is important so that all employees have an opportunity to discuss their work situation and their

career development with their manager.

- 3. *Rewarding*** - Sharing our success develops and strengthens the link between pay and performance. If you help SunGard succeed, you succeed.

### **Next Steps**

As in past years, you will use the [Performance Management website](#) to securely and confidentially share information with your manager. It is important to stress again, however, that simply completing these steps isn't the sole objective. We want the process to help drive alignment across the organization for more successful results for both you and SunGard.

Let me close by saying I am confident that our leaders will take an active role in making 2015's Performance Management a priority.

As always, your local HR business partner will be available to answer any questions you may have. Please feel free to also send any comments to [AskRuss@sungard.com](mailto:AskRuss@sungard.com).

Regards,  
Russ

**Russ Fradin**  
President & CEO

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