



Kiger, Adam

Lead Software Engineering Supervisor

Manager: Paul Vidulich

Evaluated By: Paul Vidulich

2022 Annual Review

Organization: Paul Vidulich Department

Location: Atlanta, GA - Exchange

01/01/2022 - 12/31/2022

Overall

Manager Overall Evaluation

Rating: Frequently Exceeds Expectations

Comment: Adam goes above and beyond with his quality of work, attention to detail and development skillset to accomplish any project we put in front of him. I look forward to continue to work with Adam as he is a valuable asset to our team.

Acknowledgement

Manager

Entered by: Paul Vidulich **Date:** 02/01/2023

Status: Acknowledge

Comment:

Colleague

Entered by: Adam Kiger **Date:** 02/01/2023

Status: Acknowledge

Comment:

Goals

Assist with new 360/SCS enhancements and projects by creating advanced views and stored procedures for backend development.

- Survey development
- Various SQL scheduled job creations – emailing out result sets
- LTPAddOns
- Oscar AP Posting for both TA and SCS
- Hotel matching against Sertify's provided lists
- Hotel table and dup cleanups
- Various reporting (CAT, SF CT analytics, errors, etc)
- OWASP standards
- Bi-directional SQL migrations
- Setup of staging, pre-prod server
- Create split transaction process for Accounting
- Creation of TALive, TAArchive & TAAudit databases

Relates To: 1.Colleague Experience (Guiding Principle)
2.Customer Experience (Guiding Principle)
3.Profitable Growth (Guiding Principle)
4.Discretionary/Individual Development (Guiding Principle)

Due Date: 12/31/2022 **Status:** Successfully Complete **Completion Date:** 12/01/2022

Category: 2022 Goals

Manager Evaluation

Comment: Adam has successfully created a large number of views, stored procedures, tables. These projects had enabled the development team for successful and timely deployments on various updates company wide creating efficiencies and new enhancements to all employees throughout the company.

Colleague Evaluation

Comment:

Continued work on API development and integrations

- o Created internal process for Postman usage
- o **Hilton/IHG/Choice**
 - Integrated SOAP and REST solutions for quickbook integration into 360
 - In middleware in .NET
 - In middleware directly integrated into SQL Server through CLR
 - Formally certified in all platforms
 - All:
 - Single room reservations
 - Multi-room reservations
 - Cancel reservations
 - Single Property Shopping
 - Reworking of zip code search functionality
 - Production & staging pointer manipulation
 - Auth Token Caching
- o **AMEX**
 - Create, Cancel and image create virtual cards
 - Created webhook listener for transactional collections
 - Batch card creation, cancelations, and transactional collection process
 - Collection of RAW REST data
 - Error handling
 - Subscription status changes
 - Auth Token Caching
- o **VISA**
 - Create, Cancel and image create virtual cards
 - Removal of old DLL process and integrated into SQL Server CLR
 - Certificate maintenance
 - Error Handling
 - Batch Create & Cancelation Card processes
 - Auth Token Caching
- o **Symbility**
 - Annual maintenance
- o **Ring Central**
 - Formally certified in REST platform
 - Pulled down 1st set of call logs in/outbound for initial review
- o **Google**
 - Built in connectors for Google API usage
 - Provided map access
 - Provided distance access
 - Auth Token Caching
- o **TAAPI**

- Created bank routing/account number encryption scheme
- o **Twilio**
Built in connectors for Twilio API usage
Auth Token Caching
- o **ICE portal**
Initial review
- o **Amazon AWS**
Image push
Directory/File management
- o **Sedgwick**
Claim API Integration – initial discovery started

Relates To:

- 1.Colleague Experience (Guiding Principle)
- 2.Customer Experience (Guiding Principle)
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- 4.Discretionary/Individual Development (Guiding Principle)

Due Date: 12/31/2022 **Status:** Successfully Complete **Completion Date:** 12/01/2022

Category: 2022 Goals

Manager Evaluation

Comment: Adam is a key player and lead in API Development initiatives. Adam's in depth understanding and senior engineering skills has enabled him to successfully integrate with MANY API's this year such as: Hilton, Choice and IHG, AMEX, VISA and AWS.

Colleague Evaluation

Comment:

Continued work on Web development projects and enhancements

- Creation of AMS (asset management system) system
- User authentication & creation/management inside TAAPI within api.tacares.io
- REST documentation provided on middle tier within api.tacares.io
- Standard maintenance of graphs in ASR Dashboard
- ClaimTrak user management – roles, hierarchies
- SSO integration for both SF & NW
- OWASP Security enhancements
- Mobile claim form update into responsive format
- New data table (GUI) creation & implementations
- TAGC global components library created and attached to all projects
- Custom ORM implementation with conversion to C# and VB.NET
- Assisted with InsuredTrak security enhancements
- Assisted with GitHub repo migration scripts
- LTP Options
- Azure maintenance
- TA360 Access 64bit support
- Initial shell for TAWeb created – middle tier and GUI creation

Relates To:

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4. Discretionary/Individual Development (Guiding Principle)

Due Date: 12/31/2022 **Status:** Successfully Complete **Completion Date:** 12/01/2022

Category: 2022 Goals

Manager Evaluation

Comment: Adam has been a key lead engineer in planning / setting up multiple web development initiatives in 2022. Adam has led many web development enhancements and updates as well as led and assisted his team throughout multiple areas of development on these platforms.

Colleague Evaluation

Comment:

Guide and foster development team for growth, knowledge, and teamwork to successfully develop and deploy projects effectively and accurately.

- Taking team out to lunch once a month – cost taken on by myself
- Code Refactoring Sessions
- CI/CD project level reviews
- 4D reviews
- Time estimates reviews and implementations
- Providing an open forum for discussions

Relates To:

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Due Date: 12/31/2022 **Status:** Successfully Complete **Completion Date:** 12/01/2022

Category: 2022 Goals

Manager Evaluation

Comment: Adam has created a great environment for his team to learn, develop and collaborate together on a daily basis. Adam created a great process for remote work with open communications throughout the day and constantly guides his team in the right direction when reviewing code or assisting with development planning.

Colleague Evaluation

Comment:

Routinely review and Monitor code updates and changes developed by IT team to ensure quality and effective coding and provide feedback.

- Daily Agile standups
- Weekly code reviews
- Double development practices during high profile project deliverables
- Create QA process for primary platforms & notification engine

- Documentation

Relates To: 1.Colleague Experience (Guiding Principle)
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Due Date: 12/31/2022 **Status:** Successfully Complete **Completion Date:** 12/01/2022

Category: 2022 Goals

Manager Evaluation

Comment: Adam has great controls to review the teams code to make sure they are approaching their tasks from the best angle. The team has an open discussion attitude and feels comfortable asking for assistance when needed, and adam is always available to review and assist whenever needed. In addition to larger deployments - Adam always reviews their code and offers his senior guidance when finding issues.

Colleague Evaluation

Comment:

Work with IT Manager & VP of Applications to coordinate development initiatives.

- Brought Jira onboard
- Brought Github repository onboard
- Provided PM & 4D process details
- Brought in partial Agile & waterfall methodologies
- Provided insights into team progress and structure
- Attend meetings and applicable calls

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Due Date: 12/31/2022 **Status:** Successfully Complete **Completion Date:** 12/01/2022

Category: 2022 Goals

Manager Evaluation

Comment: Adam has always been available to collaborate, discuss, and plan development projects. Adam attends weekly recap meetings, daily standup meetings, and a daily update call with IT Manager to discuss direction of projects, with estimates, insight.

Colleague Evaluation

Comment:

Section Summary

Manager Evaluation

Comment: Adam has many large successful

Colleague Evaluation

Comment:

accomplishments in 2022 and I continue to look forward to working with him in 2023. I believe Adam

Questions

What am I doing well?

Manager Evaluation

Response: Adam always has a can-do development attitude, no task is too large to handle. Adam has the ability to use his senior skills to complete projects in a timely manner with accuracy and attention to detail.

Colleague Evaluation

Response:

- maintaining 1-3% annual error rate/ quality of work
- coaching, training and development through mentorship
- taking direction
- providing world class development skillset
- multi-system integrations

What are my development opportunities?

Manager Evaluation

Response: Attendance

Colleague Evaluation

Response:

- need to be cognoscente of attendance/ being readily available

How have I demonstrated and lived the core values in my day-to-day work?

Manager Evaluation

Response: Adam puts care and value into his day to day work. He also has become a great team lead by having open collaboration and empathy with his team and always is open for growth.

Colleague Evaluation

Response:

- Accountability.- when mistakes happen; quickly acknowledging and providing immediate solutions
- Collaboration.- working with my team daily managing expectations and completing deliverables
- Inclusion.- ensuring each team member feels embraced and receives equal access to opportunities
- Growth.- working within mentorship providing tools and knowledge needed for progress
- Empathy. - providing a safe place for the team to share experiences while offering support both on and off the job site. (ie internal: roadblocks hit in projects, all come forth to assist. external:team member moves; we all offered to assist.)

What are my priorities before my next review?

Manager Evaluation

Colleague Evaluation

- Response:**
- Continue to work on major projects with Manager & VP of applications.
 - Continue to grow with new frameworks and deployments.
 - Continue to foster team growth and development

- Response:**
- continue improvement on attendance
 - Provide managerial staff with proper PM/SDLC structure information
 - Provide more room for team to make mistakes and not always jump in to fix immediately
 - decrease error rate to 1% or below in 2023 on deliverables (would be unheard of as my average is 1.4% error rate annually)
 - Take the initiative to get to know those at Sedgwick and become more integrated in the company (started with email to Sean Safieh)