# Wooden, Delson Markis

IT DevOps Engineer
Manager: Arjay Gallentes
Evaluated By: Delson Markis Wooden

# July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

## Overall

### Employee Overall Evaluation

**Calculated Rating:** 3

**Rating:** Meets Expectations (M)

**Comment:** Over the review period, I've delivered reliable infrastructure and automation work while collaborating effectively with my team. I've contributed to key initiatives like EKS cluster maintenance, Clearing API containerization, Azure Pipeline optimizations, and ECK tuning. I stay accountable, support team goals, and continuously look for ways to improve our DevOps practices.

## Goals

### Accelerating Banking & Financial Services Mastery & AI Innovation

Position ABC Tech as center of excellence in Banking and Financial Services (BFS), and AI-powered innovation, enabling faster development, cost efficiency, and greater ownership of Axos strategic projects and initiatives.

Sample Key Results:
• By June 30, improve the application of BFS expertise in feature development—reflected by increasing the team-wide first-pass acceptance rate of features (measured by QA pass rate, code review, and stakeholder approval) by at least 30% from the established baseline.

**Due Date:** 06/30/2025      **Status:** In Progress      **Completion Date:**

**Category:** Strategic Initiative

**Organization Alignment:**

**Minimum:** 20.00%
**Target:** 30.00%
**Maximum:** 100.00%
**Actual:** 50.00%

#### Employee Evaluation

**Rating:** **Meets Expectations (M)**

**Comment:** Started Proof-of-concept on Preview/ephemeral environments on Kubernetes deployments using ArgoCD features for pull requests. This will be added on the pre-merge pipeline process of their application deployment process.

### Build On-Prem Kubernetes

Migrate AWS EKS applications to OnPrem Kubernetes environment.

**Due Date:** 06/30/2025      **Status:** Completed      **Completion Date:** 06/30/2025

**Category:** Operational Initiative

**Organization Alignment:**

| | |
|---|---|
| Minimum: | 0.00% |
| Target: | 0.00% |
| Maximum: | 100.00% |
| Actual: | 0.00% |

### Employee Evaluation

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|---|---|
| Rating: | **Meets Expectations (M)** |
| Comment: | Actively participated in testing out the built Rancher on-prem clusters by deploying demo deployments and applications. |

## Compliance

Audit/Regulatory exams.

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|---|---|---|---|---|---|
| Due Date: | 06/30/2025 | Status: | Completed | Completion Date: | 06/30/2025 |

| | |
|---|---|
| Category: | Operational Initiative |
| Organization Alignment: | |
| Minimum: | 0.00% |
| Target: | 0.00% |
| Maximum: | 100.00% |
| Actual: | 0.00% |

### Employee Evaluation

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|---|---|
| Rating: | **Meets Expectations (M)** |
| Comment: | No material findings during internal or external audits. |

## Empowered & Accountable Teams

Build a culture of engagement, accountability, and collaboration, where every team member actively contributes to the success of ABC Strategy.

Sample Key Results:
- By June 30, ensure that at least 50% of team members drives or take ownership of a specific task or deliverable in an ABC Strategic Initiative

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|---|---|---|---|---|---|
| Due Date: | 06/30/2025 | Status: | Completed | Completion Date: | 06/23/2025 |

| | |
|---|---|
| Category: | Strategic Initiative |
| Organization Alignment: | |
| Minimum: | 50.00% |
| Target: | 80.00% |
| Maximum: | 100.00% |
| Actual: | 100.00% |

### Employee Evaluation

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|---|---|
| Rating: | **Meets Expectations (M)** |
| Comment: | APW and CAPI developers involved in the kubernetes deployments are knowledgeable on using ArgoCD to manage their applications. Some of APW dev team members are also knowledgeable on managing their |

deployment pipelines, Opentelemetry, and Elasticsearch.

## Environment stability & reliability

Achieve significant progress (reduction) of security vulnerabilities and Introduce and implement IT Governance and Service delivery to run the Bank's daily operations and Teams Planner for project initiatives timely delivery.

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|---|---|---|---|---|---|
| Due Date: | 06/30/2025 | Status: | Completed | Completion Date: | 06/30/2025 |

Category: Operational Initiative

Organization Alignment:

| | |
|---|---|
| Minimum: | 0.00% |
| Target: | 0.00% |
| Maximum: | 100.00% |
| Actual: | 0.00% |

### Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Utilized ServiceNow for tracking tasks.

## Systems Availability

Maintain high availability of systems controlled.

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|---|---|---|---|---|---|
| Due Date: | 06/30/2025 | Status: | Completed | Completion Date: | 06/30/2025 |

Category: Operational Initiative

Organization Alignment:

| | |
|---|---|
| Minimum: | 0.00% |
| Target: | 0.00% |
| Maximum: | 100.00% |
| Actual: | 0.00% |

### Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Maintained kubernetes clusters by implementing weekly cluster update and node patches for security compliance.

--- Section Summary ---

## Employee Evaluation

Calculated Rating: 3
Rating: **Meets Expectations (M)**

# Competencies

## Dependability

Consistently demonstrates the Five Pillars of Character: trustworthiness, respect, responsibility, fairness, and caring. Meets commitments, works independently, accepts accountability, handles change, sets personal standards, stays focused under pressure, and meets attendance/punctuality requirements. Genuinely emotionally invested in work and creates an uplifting environment for self and others.

Rating:                    **Meets Expectations (M)**

Comment:    I consistently meet deadlines for infrastructure and deployment tasks. I work independently on EKS and
             Terraform while staying aligned with team goals. I support teammates during on-call rotations and
             contribute to a positive, reliable team environment. I have successfully implemented EC2-environment of
             APW under a week as per their request to immediately stood up the EC2 (VM) environment to give way to
             their production date target while their kubernetes environments are under-repair. I have committed to
             support the Clearing API project to containerize and deploy their API applications to Kubernetes to prepare
             themselves in migrating to Kubernetes

## Problem Solving/ Analysis

Makes decisions based on facts. Breaks down problems into smaller components, understands underlying issues, can
simplify and process complex issues, and understands the difference between critical details and unimportant facts. Utilizes
and builds upon the strengths of team members to optimize problem solving.

Employee Evaluation

Rating:                    **Meets Expectations (M)**

Comment:    I break down complex issues in CI/CD pipelines and Kubernetes clusters, often collaborating with
             developers and other teams to identify root causes. I value team input and use shared knowledge to
             implement practical, fact-based solutions. One of the APIs of ALF needed to be deployed to Kubernetes but
             it is unable to run despite having no errors on the set-up. It turned out that the developer has hard-coded
             the application serve to localhost, resulting to inaccessibility even if running it is fine. I was able to
             containerize the Java applications of Clearing API project when it wasn't able to run in Kubernetes despite
             successfully running in Docker and local machine. I identified it was simply due to outdated base-image that
             was initially used by the developers on their Dockerfiles, by upgrading it to a more secure and maintained
             base-image it is now able to run properly in Kubernetes. That accelerated the containerization effort since
             the issue stalled the developers into debugging it for days.

## Productivity

Manages a fair workload, volunteers for additional work, prioritizes tasks, develops clear and comprehensive work
procedures, manages time well, and promotes the sharing of knowledge. Seeks new experiences that expand knowledge in
one or more areas of work.

Employee Evaluation

Rating:                    **Meets Expectations (M)**

Comment:    I regularly share scripts, templates, and documentation with the team to streamline workflows and reduce
             duplicated effort. I created reusable pipeline templates and reduced setup time for new services and
             improved team efficiency.

## Results Focus

Delivers comprehensive work on-time, intelligently, and efficiently directs efforts. Takes responsibility for own actions and
individual success or failure.

Employee Evaluation

Rating:                    **Meets Expectations (M)**

Comment:    I deliver infrastructure changes and automation tasks on time and with attention to quality. I take ownership
             of my tasks and ensure that deliverables like EKS cluster and node updates, pipeline changes are tested
             and deployed on schedule to ensure our deliverables align with project timelines and team standards. I can
             say I spearheaded the containerization effort of Clearing API project to prepare their project in migrating
             from EC2-deployments to Kubernetes deployments.

## Team Leadership

Knowledge of leadership practices and processes; ability to use strategies and skills to enlist others in setting, embracing and achieving objectives while having a long-term perspective of the future state of things and how to get there.

## Employee Evaluation

Rating:              N/A  (Only use for Competency Rating)

Comment:      N/A

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### Section Summary

## Employee Evaluation

Calculated Rating:      3
Rating:                 Meets Expectations (M)