# Pamintuan, Jayson Reniel

Sr. Software Engineer

Manager: Arjay Gallentes
Evaluated By: Arjay Gallentes

# July 2025 Performance Review

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

## Overall

### Manager Overall Evaluation

**Calculated Rating:** 3

**Rating:** Meets Expectations (M)

**Comment:**

## Priority Development Areas

## Communication Skills

- Action: Participate in team presentations monthly
- Support: Presentation skills resources and practice sessions

### Technical Depth
- Action: Complete OutSystems certification by Q4
- Support: Dedicated learning time and mentorship

### Domain Knowledge
- Action: Shadow senior engineers on domain-specific tasks
- Support: BFS training materials and documentation

Jayson's proactive approach to seeking work, strong collaboration with API and QA teams, and consistent reliability indicate potential for growth. The enthusiasm to contribute beyond assigned tasks, while maintaining quality and meeting deadlines, suggests he will excel as he gains experience.

Areas for development include enhancing communication clarity and building technical depth. With continued mentorship and gradual responsibility increases,

### Employee Overall Evaluation

**Calculated Rating:** 3.31

**Rating:** Meets Expectations (M)

**Comment:** Over the evaluation period, I consistently met expectations by completing assigned tasks within deadlines while maintaining quality and efficiency. I demonstrated the ability to work independently with minimal supervision and remained proactive in seeking additional responsibilities during low workload periods. I also ensured timely resolution of bugs within the defined SLA and took accountability for any errors by addressing them promptly and professionally. Additionally, I maintained punctuality and reliability in reporting to work, contributing to a dependable and productive team environment. I remain committed to continuous improvement and supporting team goals.

## Acknowledgement

### Manager

**Entered by:** Arjay Gallentes

**Status:** Acknowledge Review

**Comment:**

**Date:** 08/14/2025

## Employee

| | | | |
|---|---|---|---|
| **Entered by:** | Jayson Reniel Pamintuan | **Date:** | 08/14/2025 |
| **Status:** | Acknowledge Review | | |
| **Comment:** | | | |

# 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:** | 0.00% |

| Manager Evaluation | Employee Evaluation |
|---|---|
| **Rating:** **Meets Expectations (M)** | **Rating:** **Meets Expectations (M)** |
| **Comment:** Good start in adopting AI tools. Jayson demonstrates appropriate progress for his tenure, effectively using available resources to enhance productivity. The learning curve is on track with expectations. Focus on deepening domain knowledge through structured learning and peer shadowing in upcoming quarters. | **Comment:** Met expectations by delivering quality work on time, collaborating effectively, and improving efficiency with the help of AI. |

**Additional Manager Evaluation**

## Achieve Engineering Excellence

Achieve engineering excellence through faster, high-quality feature delivery, minimizing defects, reducing rework, and strengthening AI/automation-driven development.

Sample Key Results:
• Faster Development: By June 30, reduce lead time for changes by 20%
• Defect Prevention: By June 30, reduce defect-related rework by 20% by improving early defect detection
• Failure Reduction: By June 30, reduce change failure by 10%

| 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: | 0.00% |

| Manager Evaluation | Employee Evaluation |
|---|---|
| **Rating:** Meets Expectations (M) | **Rating:** Meets Expectations (M) |
| **Comment:** Good contribution to engineering standards despite being new to the team. Jayson's focus on reusable components shows understanding of maintainability principles. His collaboration on deployment processes demonstrates commitment to quality. Continue building technical depth through code reviews and pair programming sessions. | **Comment:** Met expectations by contributing to improved code quality and development efficiency through collaboration with co-developers, planning deployment checklists and code standards for the OutSystems POC, and creating reusable components that enhanced maintainability and reduced redundancy. |

Additional Manager Evaluation

## 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

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

Category: Strategic Initiative

Organization Alignment:

| Minimum: | 50.00% |
| Target: | 80.00% |
| Maximum: | 100.00% |
| Actual: | 0.00% |

| Manager Evaluation | Employee Evaluation |
|---|---|
| **Rating:** Meets Expectations (M) | **Rating:** Exceeds Expectations (EE) |
| **Comment:** Strong collaborative instincts demonstrated through cross-team support. This proactive approach to QA support and API coordination is commendable. Maintain this collaborative spirit as you grow into the role. | **Comment:** Exceeded expectations by proactively collaborating with the API team to prevent backend issues and consistently supporting QA with timely, detailed responses—contributing to improved testing accuracy and overall team efficiency. |

Additional Manager Evaluation

Section Summary

## Manager Evaluation

Calculated Rating:     3
Rating:                Meets Expectations (M)

## Employee Evaluation

Calculated Rating:     3.33
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.

### Manager Evaluation

Rating:                Meets Expectations (M)

Comment:               Agree

### Employee Evaluation

Rating:                Meets Expectations (M)

Comment:               Completes assigned tasks within deadlines while working independently with minimal supervision, maintaining both quality and efficiency. Demonstrates strong work ethic by being punctual in reporting for work and consistently meeting expectations.

### Additional Manager Evaluation

## 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.

### Manager Evaluation

Rating:                Meets Expectations (M)

Comment:               To follow

### Employee Evaluation

Rating:                Meets Expectations (M)

Comment:               Effectively approached challenges by breaking down tasks, identifying key issues, and making fact-based decisions. Collaborated with team members to leverage their strengths and ensure efficient, well-informed solutions.

### Additional Manager Evaluation

## 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.

### Manager Evaluation

Rating:                Meets Expectations (M)

Comment:               Agree

### Employee Evaluation

Rating:                Exceeds Expectations (EE)

Comment:               Proactively seeks out tasks during periods of low workload, ensuring continuous productivity. Regularly checks in with team members to identify work items that may require additional support.

### Additional Manager Evaluation

## Results Focus

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

| Manager Evaluation | | Employee Evaluation | |
|---|---|---|---|
| Rating: | Meets Expectations (M) | Rating: | Meets Expectations (M) |
| Comment: | Jayson shows accountability and ownership of work, addressing issues promptly when they arise. As technical proficiency grows, we expect to see increased complexity in deliverables. | Comment: | Consistently completes assigned tasks within the target deadlines. Resolves bugs within the 1–2 day SLA. Takes full responsibility for any errors by promptly coordinating with the concerned person and ensuring timely resolution |

Additional Manager Evaluation

## 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.

| Manager Evaluation | | Employee Evaluation | |
|---|---|---|---|
| Rating: | N/A  (Only use for Competency Rating) | Rating: | N/A  (Only use for Competency Rating) |
| Comment: | N/A | Comment: | N/A |

Additional Manager Evaluation

--- Section Summary ---

## Manager Evaluation

| Calculated Rating: | 3 |
|---|---|
| Rating: | Meets Expectations (M) |

## Employee Evaluation

| Calculated Rating: | 3.25 |
|---|---|
| Rating: | Meets Expectations (M) |