Belmonte, Ian

Sr. Data Engineer

Manager: Ariel Dimapilis

Evaluated By:

July 2025 Performance Review

Organization: Axos Business Center Team VII (Ariel Dimapilis)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

Employee Overall Evaluation

Calculated Rating: 4

Rating: Exceeds Expectations (EE)

Comment: Over the review period, I consistently met expectations in key performance areas, including dependability, productivity, and results delivery. I remained committed to quality work, team collaboration, and continuous improvement. While I recognize areas for further growth—such as expanding leadership opportunitie, I've also made meaningful contributions by improving processes, sharing knowledge, and supporting team goals. I look forward to building on this foundation in the next cycle and aiming for even greater impact.

Goals

Achieve Engineering Excellence

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

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

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: **Milestone: Peer Review and Leadership/Stakeholder Review of Data Models.**
Key Result: Reduce defect-related rework by 20% through early validation of data models and transformation logic before development.
KPI (Key Performance Indicator): Decrease the number of detected bugs or rework items directly attributed to data modeling or transformation design flaws.
Measure (Single Statement): Achieve 100% peer-reviewed and Leadership/stakeholder go signal for data models and ETL workflow designs prior to development kickoff, ensuring alignment with business logic and data governance standards.
Action Plan:
  Structured Stakeholder Design Review
- Review sessions with Product Owners, Team and Lead/Manager, and relevant stakeholders.
- Present clear documentation/Power point presentation including:
  - Strategic Plan and target completion
  - Entity-relationship diagrams
  - ETL Process
  - Normalized and denormalized design of Data model.
  - Key data definitions and assumptions

- Capture decisions and go signal using recorded video in the architecture meetings.
- Benefit: Ensures alignment with business needs and avoids late-stage functional gaps.

Formal Peer Review of Data Models & ETL Workflows
- Implement a standardized peer review checklist to validate:
    - Naming conventions
    - Referential integrity
    - Data type consistency
    - Performance and scalability considerations
- Review all SSIS packages, SQL scripts, and Go conversion Program.
- Benefit: Encourages team collaboration and early defect detection.

Milestone : Faster Development for data extraction (Flat File to ALF SQL database)
Key Result: Achieved up to **80% reduction in development time** for staging pipelines by using **AI-generated SQL and C# scripts** to automate staging table creation and data validation logic. This significantly accelerated development in the AUC project and reduced reliance on manual scripting.

KPI (Key Performance Indicators):
100% of required staging tables were successfully generated using AI-assisted development, reducing the creation time from minutes to seconds. All datasets from flat files were fully loaded and validated in the ALF SQL staging environment, achieving 100% data load and validation completion. Additionally, there was an approximate 80% reduction in overall development time, with staging table build time dropping from around one hour to under one minute.

Measures:
Development time was significantly reduced, with staging table creation dropping from approximately one hour to less than one minute. Over 90% of initial data load and validation attempts in the development environment were successful on the first try. AI-generated code suggestions helped proactively identify and resolve logic issues, reducing time spent on manual debugging. As a result, productivity increased, and rework was minimized, enabling a higher number of tables to be created and data to be uploaded more efficiently.

Action Plan:
Sustain AI Tool Adoption - Continue using Microsoft Copilot to assist in writing SQL, C#, and SSIS scripts for building staging pipelines in the AUC project.
Standardize Prompt Engineering - Create and iterate reusable AI prompts for:
- Staging table generation from flat files
- Source-to-target mapping
- Validation rule automation

Milestone: Defect Prevention through Early Validation and Code Consistency
Key Result:
Reduced development-related bugs by over **80%** by leveraging **AI tools such as Microsoft Copilot** to assist in resolving transformation and logic issues during development. This proactive use of AI improved code quality, reduced debugging time, and ensured consistent application of standards across ETL components.

KPI (Key Performance Indicator):
More than 80% of reported logic or mapping issues were resolved during development by using AI-assisted suggestions, resulting in fewer code revisions and faster progression to stable builds.
Measure:
From March to April, most extraction issues were resolved on the first attempt using AI-generated guidance, with minimal need for back-and-forth rework. Developer productivity improved as code fixes and logic corrections were implemented more quickly and consistently through AI recommendations.

Action Plan:
Used AI to Assist in Issue Resolution
Developers described code issues or errors to Copilot and used its suggestions to resolve transformation, logic, and structural problems efficiently during development. **Promoted Consistency Through AI Recommendations**
Applied Copilot-generated best practices in naming conventions, data typing, and SQL logic to reduce human error and enforce consistency across scripts. **Created Prompt Templates for Faster Issue Reporting**
Developed a structured format to describe bugs or coding problems clearly when feeding into Copilot, resulting in more accurate and useful responses. **Defect Logs**
Tracked issues identified during development.

Benefits: Speeds up development, improves code quality and consistency, and boosts team productivity, resulting in faster, more reliable deliveries.

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: Completed   Completion Date: 06/30/2025

Category: Strategic Initiative, Operational Initiative
Organization Alignment:

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: **Milestone: AI-Powered Development, Documentation, and Creation of AUC Data Models**

Key Result: Accelerate the development and documentation of AUC data models using AI tools, resulting in faster AUC Team and stakeholder/Leadership alignment, improved model consistency, and at least a 80% reduction in manual effort.

KPI: Achieve at least 90% documentation of all targeted AUC-related tables using AI tools, ensure full compliance with predefined standards established by the Tech Lead (including table design, naming conventions, and structure), and reduce manual documentation time by at least 80% compared to previous manual efforts.

Measure:
At least 90% of prioritized AUC tables are documented using AI tools such as Copilot. All documentation complies 100% with the predefined standards established by the Tech Lead, including table design, naming conventions, and structure. Additionally, there is at least a 90% reduction in manual documentation time compared to the baseline established from previous manual efforts (e.g., reducing hours of work to minutes).

Action Plan:
- Leverage AI tools (e.g., Copilot, ChatGPT, etc.) to auto-generate data model definitions, creation of table and table documentation
- Align generated models with AUC standards and business logic

- Presented the data model created with Leadership/stakeholders to validate structure, naming, and relationships
- Maintain a central documentation repository for versioning and transparency

Milestone: AI-Powered Product Backlog Creation for AUC Initiatives

Key Result: Successfully used AI tools (e.g., Microsoft Copilot, ChatGPT) to assist in drafting, refining, and generating product backlog items (PBIs) across the development lifecycle. This initiative improved backlog quality, reduced time spent on manual entry, and ensured clearer, more actionable user stories.

KPI: 90% of backlog items AI-assisted: All newly created PBIs for the sprint or project phase were drafted or enhanced using AI support. 90% reduction in backlog writing time: Time spent creating detailed user stories, acceptance criteria, and task breakdowns was reduced through AI assistance.

Measures: Time Comparison (Before vs. After AI Use) - Average time to write a PBI manually versus time using AI tools for generation and refinement (Hours to minutes).

Action Plan: Use AI for Initial Drafting- Leverage tools like ChatGPT or Copilot to generate user stories, descriptions, and initial acceptance criteria based on high-level requirements or business needs.

Milestone: AI-Assisted ETL Pipeline Delivery for AUC Use Cases

Key Result: Accelerate the development and deployment of SSIS-based ETL pipelines for AUC by leveraging AI tools to reduce manual coding in C#, standardize workflows, and significantly improve development efficiency.

KPI: Achieve at least 80% of AUC ETL components including SSIS packages and embedded C# scripts generated or scaffolded with the help of AI tools such as Copilot, GPT resulting in faster development and improved code consistency.

Measures: Development time for staging and extraction logic is reduced by at least 90% compared to manual SSIS/C# efforts in prior projects. 100% of the AUC staging layer is automated using standard templates and reusable AI-generated logic.

Action Plan(C# and SSIS):

Use Copilot to Scaffold SSIS Components and C# Code:Leveraged Copilot to auto-generate repetitive or template-based C# code within SSIS Script Tasks—covering file parsing, type conversion, error handling, and logging routines.

Automate ALF Staging Layer Creation:Built a library of reusable SSIS packages and C# script patterns to support 100% automation of the ALF staging layer. This includes automatic generation of data flow tasks, flat file connections, staging table mappings, and default transformations.

Standardize SSIS Package Architecture:Established naming conventions, variable design, logging structure, and sequence containers based on AUC standards. Used AI to enforce and repeat this structure across all packages.

Measure and Compare Time Savings:Tracked development time per ETL component (file loading, staging, transformation) and compared against historical SSIS development efforts. Quantified improvements in delivery speed and reduction in manual steps.

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

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Milestone: Increase Team Visibility
Key Results:
90% of blockers and issues are resolved within 24 hours, and 100% of critical database (DB, Data model, data) updates are communicated by the end of the day to ensure team efficiency and cross-functional visibility.
KPI:
Timely communication and resolution of blockers and updates — 90% of blockers resolved within 24 hours, and 100% of critical updates shared by end of day.
Measures:
Confirm that critical database updates (Database, Data model, data) are communicated via chat, email, or verbal syncs before the end of day, with validation through team feedback, acknowledgment, or confirmation during catch-up meetings.
Action Plan:
• Proactively update team channels and group chats with issue/solution, ask assistance to (Devops, DBA Axos, Control Access teams, QA, OS and Data Team)
• Create tickets and tag stakeholders for urgent resolution.
• Forward or email all tasks requiring immediate attention from relevant stakeholders to ensure timely visibility, faster resolution, and alignment across teams.

Milestone : Demonstrate Initiative, Represent Team Progress, and Sustain Leadership Engagement.
Key Results: Proactively present updates on AUC project progress to leadership when the Tech Lead or Data Architect is preoccupied/unavailable, ensuring continued visibility, alignment, and accountability.
KPI:
Minimum of 3 leadership updates or presentations delivered on behalf of the team per quarter. 100% of presentations include visual aids (e.g., diagrams, process flow or ERDs) to clearly communicate technical progress.

Measure:
Presentation files and update materials are consistently uploaded to the SharePoint site before or after meetings, serving as documentation of leadership communication and team representation.

Action Plan:

• Coordinate with the Team Lead/Data Architect to stay updated on project status and priorities.
• Prepare a clear diagram of AUC project progress like data model design, ERD or integration process.
• Setup meeting or Schedule dry runs or peer reviews of presentations to ensure clarity and alignment.

• Ensure leadership receives timely and accurate project updates during teammate absences by maintaining a shared knowledge base.

Section Summary

Employee Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

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.

Employee Evaluation

Rating: Meets Expectations (M)

Comment: I consistently fulfill my responsibilities by meeting deadlines, attending meetings regularly, and maintaining accountability in both independent and collaborative tasks. I ensure I stay adaptable to changes and remain focused under pressure. I continue to build trust within the team and take pride in contributing to a supportive work environment.

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: Substantially Exceeds Expectations (SE)

Comment: I actively break down complex problems into manageable components and analyze underlying issues to recommend practical solutions. I often anticipate potential roadblocks and propose preventive actions. My approach combines analytical thinking with team input to achieve efficient and effective resolutions that benefit project outcomes.

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: Exceeds Expectations (EE)

Comment: manage my workload efficiently by setting clear priorities, optimizing time, and taking on additional tasks when needed. I've contributed to process improvements and proactively share knowledge with teammates to enhance team productivity. I consistently seek opportunities to expand my skills and take on challenging tasks that contribute to team success.

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: **Exceeds Expectations (EE)**

Comment: I ensure timely and high-quality delivery of assigned work by setting clear objectives and holding myself accountable for results. I focus on outcomes, take initiative to overcome challenges, and remain committed to achieving goals that align with our team's success metrics.

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

––––– Section Summary –––––

Employee Evaluation

Calculated Rating: **4**
Rating: **Exceeds Expectations (EE)**