

Doon, Jervie Paul

Developer
Manager: Rex Santos
Evaluated By: Rex Santos

July 2025 Performance Review

Organization: Axos Business Center Team XIV (Rex Santos)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3.83
Rating: Meets Expectations (M)
Comment: Big Improvement from the past 2 years of your career in Axos / ABC, we learned from our mistake and no stopping to learn more. Invest in Domain knowledge.

Employee Overall Evaluation

Calculated Rating: 4.08
Rating: Exceeds Expectations (EE)
Comment: I am continuing to improve not only for my personal growth but also do my best to help the team to succeed.
Here's the link of my [OKR Tracker](#).

Acknowledgement

Manager

Entered by: Rex Santos
Date: 08/15/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Jervie Paul Doon
Date: 08/15/2025
Status: Acknowledge Review
Comment: I acknowledge and agree with my manager's evaluation. Will continue to strive to help the team grow and succeed.

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:** Completed **Completion Date:** 06/30/2025
Category: Strategic Initiative
Organization Alignment:

Minimum: 50.00%
Target: 90.00%
Maximum: 100.00%
Actual: 90.00%

Manager Evaluation

Rating: **Meets Expectations (M)**
Comment: Maximising AI Tools provided by the company, like copilot, windsurf to improve our day to day development. Training AI, creating model and agent.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: I am participating in testing AI development tool (Windsurf) by exploring its capabilities and functionalities which help us greatly reduce the development time. Always contribute to internal tech talks especially for discussions with new implementations.

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

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

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%
Target: 90.00%
Maximum: 100.00%
Actual: 90.00%

Manager Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: Lets do more great things moving forward.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: Delivers my tasks early as planned with a zero to minimal chance of having defects. Always follow standard and also mentors my colleagues for the best implementations and logic.

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: Completed Completion Date: 06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 80.00%
Target: 90.00%
Maximum: 100.00%
Actual: 90.00%

Manager Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: You also need to improve your visibility on our stake holders, start having a conversation with Nala for the Project.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: I always remind the team submit weekly timesheets and update their tickets privately in a group. I also discuss privately with them if there are notices in HOKs and other metrics related concerns. Regularly check for new tasks that can be assigned to them. Also, one thing that I suggested was to implement a CHANGELOG in every release and make it mandatory every time they push new changes.

Additional Manager Evaluation

Recruitment & Talent Excellence

Recruitment & Talent Excellence

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

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Minimum: 50.00%
Target: 90.00%
Maximum: 100.00%
Actual: 90.00%

Manager Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: something to improve in Recruitment is to revisit the technical question and also include AI question as well.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: Always participate in hiring process and provide timely, transparent communication and meaningful feedback at every stage.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 3.75
Rating: **Meets Expectations (M)**

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.

Manager Evaluation

Rating: Exceeds Expectations (EE)
Comment: The effort you did for the team in the past 6 months is superb and kudos to you

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: I consistently embodies the Five Pillars of Character—trustworthiness, respect, responsibility, fairness, and caring—in every aspect of work. Demonstrates exceptional reliability by consistently meeting commitments and working independently with minimal supervision. Embraces accountability and adapts seamlessly to change, maintaining high personal standards and unwavering focus even under pressure. Attendance and punctuality are exemplary. Beyond technical competence, I am genuinely emotionally invested in my work, fostering a positive and uplifting environment for me and my colleagues. My presence enhances team morale, and my actions inspire others to uphold the same high standards of character and professionalism.

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: Exceeds Expectations (EE)
Comment: Always ask for help to the team

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: I always break down complex problems into smaller components because it makes it easier to understand and resolve.

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: Exceeds Expectations (EE)
Comment: need to improve domain knowledge specially APW and Clearing.

Employee Evaluation

Rating: Substantially Exceeds Expectations (SE)
Comment: I can say that substantially exceeds on this because not only I am having a fair workload and volunteers for additional work, but I also took initiative to extend my efforts outside of my work schedule to resolve and communicate with other teams to fix issues or support the requests that we have for our

production deployments. I also took initiative on requesting the creation/changing the target urls for the apigee urls when we transferred our applications to EC2 servers.

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

Rating: Exceeds Expectations (EE)
Comment: Kudos for delivering tasks one thing to improve here like i said domain knowledge.

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: I always make sure that I delivered my tasks on time and also take responsibility for my failures.

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

Rating: N/A (Only use for Competency Rating)
Comment: n/a

Employee Evaluation

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

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

Employee Evaluation

Calculated Rating: 4.25
Rating: Exceeds Expectations (EE)