

Overall

Manager Overall Evaluation

Calculated Rating:

Rating:

Comment:

Additional Manager Evaluation

Evaluated By:

Nicholas Duncan

Employee Overall Evaluation

Calculated Rating:

3.62

Rating:

Meets Expectations (M)

Comment:

Achieved to a state of improvising system issues and handled critical case unfinished from other developer's priority task. Followed up with latest tech stack and apply it in current projects.

Goals

FIX Gateway familiarity

Become familiar with FIX Gateway codebase and be fully able to handle any onboarding or support issues

Due Date:

06/30/2025

Status:

Completed

Completion Date:

06/30/2025

Category:

Strategic Initiative

Organization Alignment:

Minimum:

1.00%

Target:

100.00%

Maximum:

50.00%

Actual:

20.00%

Manager Evaluation	Employee Evaluation
Rating:	Rating: Exceeds Expectations (EE)
Comment:	Comment: <ul style="list-style-type: none">Key resource on fix gateway codebase responsible of many of the fix gateway onboard for the businessAll onboarding went smooth without errorAble to handle any prod support issues relate to fix gateway

Additional Manager Evaluation

Evaluated By:

Nicholas Duncan

Migration of RMIS to VIRGIL

Migrate rmis required data to virgil database and update risk reports to use virgil database

Due Date: 06/30/2025 Status: Completed Completion Date: 09/01/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 1.00%
Target: 50.00%
Maximum: 100.00%
Actual: 0.00%

Manager Evaluation

Rating:

Comment:

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: With the departure of Quant subject matter resource (Jeff Yan), I have to devote time in Reserarch the GPU python code that was left in an unfinished state. This effort was required to get our ROM gen and live tailrisk in house. It is much priority of RMIS retirements, and it was rescheduled to the phase 2. RMIS retirement scheduled to happen in next 6 months.

Additional Manager Evaluation

Evaluated By: Nicholas Duncan

Risk PROD support

Fully support any risk production issues

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

Category: Compliance/Risk Mitigation

Organization Alignment:

Minimum: 1.00%
Target: 50.00%
Maximum: 100.00%
Actual: 60.00%

Manager Evaluation

Rating:

Comment:

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Able to fully support any morning support as well as any issues that appears on intraday Other system I may able to fully support including Artemis hub, ticker plant, etc.

Additional Manager Evaluation

Evaluated By: Nicholas Duncan

Section Summary

Manager Evaluation

Calculated Rating: 0
Rating:

Employee Evaluation

Calculated Rating: 3.67
Rating: **Meets Expectations (M)**

Additional Manager Evaluation

Evaluated By: Nicholas Duncan

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:

Comment:

Employee Evaluation

Rating:

Exceeds Expectations (EE)

Comment:

- Enhanced system reliability and minimize downtime
- Gain updates with the latest industry best practices and incorporate them into the development process.

Additional Manager Evaluation

Evaluated By: Nicholas Duncan

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:

Comment:

Employee Evaluation

Rating:

Exceeds Expectations (EE)

Comment:

- Improved problem-solving and analytical skills
- Made decisions based on data gathered.

Additional Manager Evaluation

Evaluated By: Nicholas Duncan

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:

Comment:

Employee Evaluation

Rating:

Meets Expectations (M)

Comment:

- Utilized tools to assist in development
- Prioritized tasks effectively that focus on high-impact features.

Additional Manager Evaluation

Evaluated By: Nicholas Duncan

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:

Comment:

Employee Evaluation

Rating:

Meets Expectations (M)

Comment:

- Focused on delivering high-quality work that meets or exceeds expectations
- Maintained a strong attention to detail to ensure accuracy and completeness.
- Proactively identify and address potential obstacles to stay on track.

Additional Manager Evaluation

Evaluated By: Nicholas Duncan

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:

Comment:

Employee Evaluation

Rating:

N/A (Only use for Competency Rating)

Comment:

NA

Additional Manager Evaluation

Evaluated By: Nicholas Duncan

Section Summary

Manager Evaluation

Calculated Rating: 0

Rating:

Employee Evaluation

Calculated Rating: 3.5

Rating:

Meets Expectations (M)

Additional Manager Evaluation

Evaluated By: Nicholas Duncan