



Fernandez, Nymar

Software Engineer

Manager: Arjay Gallentes

Evaluated By: Nymar Fernandez

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: I believe I meet the requirements based on the milestones that I have achieved.

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: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 85.00%

Employee Evaluation

Rating: Meets Expectations (M)
Comment: AI helps me a lot to speed up my development tasks especially using copilot.

Achieve Engineering Excellence

- 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: 50.00%

Target: 80.00%
Maximum: 100.00%
Actual: 85.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I believe to speed up development is to analyze components and make it reusable as possible.

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: 85.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: To share knowledge is so important because it would help others as well in their career.

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.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Throughout the project, I demonstrated trustworthiness by being transparent with stakeholders, respect by actively listening to team concerns, and caring by recognizing individual efforts and celebrating small wins.

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 created reusable components, one of which is the reusable dropdown that streamlined the development process.

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 make sure that I manage my time effectively. Additionally, when I am done with my task, I ask the other developers who needs help in their task because I am free already.

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: Carefully followed business requirements and acceptance criteria before or on development target dates.

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: **3**

Rating: **Meets Expectations (M)**