



Bayot, Jude Marco

Sr. Software Engineer

Manager: Arjay Gallentes

Evaluated By:

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:** 4.65

**Rating:** Exceeds Expectations (EE)

**Comment:** Since joining the team in February, I have consistently demonstrated initiative, adaptability, and a strong commitment to delivering high-quality work. I quickly adapted to a new technical environment, transitioning from a Java-focused role to contributing effectively on the backend using BASIC. I introduced impactful solutions such as AI-integrated workflows with Windsurf and VSCode, developed automation tools to support team metrics and reporting, and enhanced onboarding materials to support future hires.

I also actively contributed to cross-functional collaboration, supported the AUC team with automation, and participated in the hiring process by helping design Java assessments and conducting interviews. I continuously seek opportunities to learn and grow, as shown by my engagement with Workday and Udemy training resources.

These efforts reflect my dedication to team success, continuous improvement, and exceeding expectations in every aspect of my role.

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.

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

**Category:** Strategic Initiative, Operational Initiative, Customer Experience

**Organization Alignment:**

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

Employee Evaluation

**Rating:** Substantially Exceeds Expectations (SE)

**Comment:** AI Windsurf/VSCode:  
I proactively integrated AI-driven workflows into our development environment, significantly enhancing productivity and automation. Specifically, I implemented Windsurf integration with Azure DevOps, enabling real-time analysis and streamlined deployment pipelines. Additionally, I took the initiative to integrate VSCode with AccuTerm, replacing traditional WED tools. This transition not only modernized our development setup but also leveraged AI/Copilot capabilities within VSCode to analyze and assist with BASIC programs, improving code quality and developer efficiency.

#### AUC Collab:

I actively collaborated with the AUC team to address their operational challenges. When they needed 900 screenshots of report pages from AccuTerm, I automated the process by combining AccuTerm's macro capabilities with PowerShell scripting. This significantly reduced manual effort and improved turnaround time, demonstrating my ability to deliver scalable, high-impact solutions with minimal supervision.

## 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:** In Progress

**Completion Date:**

**Category:** Operational Initiative, Compliance/Risk Mitigation, Cost Reduction/Mitigation

**Organization Alignment:**

**Minimum:** 0.00%

**Target:** 100.00%

**Maximum:** 100.00%

**Actual:** 100.00%

#### Employee Evaluation

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**Rating:** **Substantially Exceeds Expectations (SE)**

**Comment:** Training:

I consistently demonstrate initiative and a commitment to continuous improvement. I proactively utilize training resources available in Workday and Udemy during downtime or when I complete tasks ahead of schedule. This dedication to self-development was recognized with an award for being one of the top employees actively engaging with these learning platforms.

Metric Automation:

I developed an automated tool that connects with the Azure DevOps API to extract the history of work items. This tool enables the team to efficiently monitor progress and generate reports, significantly improving visibility and tracking of work items. These efforts reflect my ability to go beyond core responsibilities and deliver impactful solutions independently.

## Recruitment & Talent Excellence

Enhance hiring quality and team capability by streamlining recruitment processes, promoting internal talent development, and aligning hiring strategies with project needs.

**Due Date:** 06/30/2025

**Status:** In Progress

**Completion Date:**

**Category:** Strategic Initiative, Operational Initiative

**Organization Alignment:**

**Minimum:** 0.00%

**Target:** 100.00%

**Maximum:** 100.00%

**Actual:** 100.00%

#### Employee Evaluation

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

**Comment:** Since joining the team in February, I have proactively contributed to improving our onboarding process. While going through my own onboarding, I identified gaps and took the initiative to enhance the onboarding documents, ensuring that future new hires have a smoother and more comprehensive experience. I was also assigned to support the hiring process for Java developers. I collaborated with my lead to create a technical examination tailored for Java applicants and helped develop a study guide for candidates who passed the initial interview. Additionally, I participated in interviewing applicants, contributing to the evaluation and selection of qualified candidates. These efforts reflect my initiative, attention to detail, and willingness to go beyond my core responsibilities to support both team growth and operational excellence.

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#### Section Summary

### Employee Evaluation

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**Calculated Rating:** 4.67  
**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.

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#### Employee Evaluation

**Rating:** Substantially Exceeds Expectations (SE)

**Comment:** I demonstrated strong adaptability and dependability when I was initially hired as a Java Developer but was reassigned to the backend team working with BASIC due to shifting team needs. I embraced the change without hesitation, quickly learning the required technologies and contributing effectively. This transition highlights my flexibility and commitment to team success. In my new role, I took the initiative to integrate AI-powered tools into our workflow, including connecting Windsurf with Azure DevOps and integrating VSCode with AccuTerm. These enhancements modernized our development environment and improved productivity. I consistently meet deadlines, work independently, and maintain a high standard of quality, all while supporting a positive and collaborative team 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.

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#### Employee Evaluation

**Rating:** Substantially Exceeds Expectations (SE)

**Comment:** I consistently apply analytical thinking and practical problem-solving skills to complex challenges. For example, when the AUC team needed 900 report screenshots from AccuTerm, I broke down the task and automated it using AccuTerm macros and PowerShell, significantly improving efficiency. I also developed a tool that connects with the Azure DevOps API to extract and report on work item history, helping the team monitor progress more effectively. Additionally, I integrated AI tools like Windsurf and VSCode with AccuTerm to modernize our development workflow. These solutions demonstrate my ability to identify critical details, simplify complex issues, and leverage both technology and team strengths to deliver impactful results.

#### 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

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Rating: **Substantially Exceeds Expectations (SE)**

Comment: I effectively manage my workload and consistently seek opportunities to contribute beyond my core responsibilities. I prioritize tasks efficiently and often complete assignments ahead of schedule, allowing me to take on additional work such as enhancing onboarding documents and supporting the hiring process. I also developed automated tools—such as the Azure DevOps metrics extractor and the AccuTerm screenshot automation—that streamlined team workflows and saved significant time. In addition, I actively pursue learning opportunities through Workday and Udemy, which has expanded my technical skill set and enabled me to share new knowledge and tools with the team. These efforts reflect my commitment to continuous improvement, time management, and team productivity.

### Results Focus

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

#### Employee Evaluation

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Rating: **Substantially Exceeds Expectations (SE)**

Comment: I consistently deliver high-quality work on time and take full ownership of my responsibilities. Whether it's developing automation tools like the Azure DevOps metrics extractor or integrating AI-powered solutions such as Windsurf and VSCode with AccuTerm, I ensure that my efforts are purposeful, efficient, and aligned with team goals. I also take accountability for my work, continuously seeking feedback and opportunities to improve. My ability to adapt quickly—such as transitioning from a Java role to a BASIC-focused backend role—demonstrates my commitment to delivering results regardless of the challenge.

### 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

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Rating: **Meets Expectations (M)**

Comment: Although I joined the team in February and have not yet held a formal leadership role, I have demonstrated leadership potential through initiative, collaboration, and knowledge sharing. I actively supported the AUC team by automating a complex task, collaborated with my lead to develop Java examination materials, and contributed to the interview process. I also enhanced onboarding documents to support future new hires, showing foresight and a commitment to team success. These actions reflect my ability to contribute to team goals, support others, and take initiative—key traits of an emerging leader.

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#### Section Summary

### Employee Evaluation

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Calculated Rating: **4.6**

Rating: **Exceeds Expectations (EE)**