

Overall

Manager Overall Evaluation

Calculated Rating: 3.53

Rating: Meets Expectations (M)

Comment: **Key Strengths:**

- Exceptional technical problem-solving and innovation capabilities
- Strong proactive approach to identifying and resolving technical challenges
- Excellent peer collaboration and knowledge sharing
- Consistent delivery of high-quality technical solutions
- Strong financial management and cost optimization skills

Development Areas:

- Enhanced communication and visibility of technical contributions
- Increased strategic thinking and business acumen
- Leadership development for future advancement opportunities

Von is an outstanding technical contributor with strong potential for advancement. His exceptional peer recognition and technical capabilities warrant immediate attention to development opportunities and recognition of his contributions to team success.

Employee Overall Evaluation

Calculated Rating: 3.53

Rating: Meets Expectations (M)

Comment: This is all I can do for now but my next target will include studying and using AI and incorporate it into my work.

Acknowledgement

Manager

Entered by: Arjay Gallentes **Date:** 08/15/2025

Status: Acknowledge Review

Comment:

Employee

Entered by: Von Andrew Yao **Date:** 08/15/2025

Status: Acknowledge Review

Comment:

Goals

Execute on Zenith Legacy roadmap

Execute on Zenith Legacy roadmap

Due Date: 12/31/2025 Status: Completed Completion Date: 06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 1.00%
Target: 100.00%
Maximum: 100.00%
Actual: 75.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Successfully executed the planned Zenith roadmap items, demonstrating strong technical execution and problem-solving capabilities. Proactively resolved complex technical challenges including Angular version upgrades and package compatibility issues.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: in progress

Additional Manager Evaluation

Execute on Zenith Product Roadmap

Execute on Zenith Product Roadmap

Due Date: 12/31/2025 Status: Completed Completion Date: 06/30/2024

Category: Operational Initiative

Organization Alignment:

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

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Showing excellent technical proficiency and ability to deliver complex features. Demonstrated strong understanding of Zenith platform architecture and business requirements.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Zenith roadmap executed as planned.

Additional Manager Evaluation

Financial Management

Manage cost centers, manage/control/limit commercial IT spend, collaborate with Commercial Finance Strategic goals

Due Date: 12/31/2025 Status: In Progress Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 1.00%

Target: 100.00%
Maximum: 100.00%
Actual: 75.00%

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Successfully managed cost centers and controlled IT spend, coming in significantly under budget with no unplanned expenses. Demonstrated strong financial acumen and resource optimization skills.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: We are way lower than the budget and we don't have any unplanned expenses.

Additional Manager Evaluation

Improve Banking Services Availability and Reliability

Improve Banking Services Availability and Reliability

Due Date: 12/31/2025 Status: Completed Completion Date: 06/30/2025

Category: Operational Initiative

Organization Alignment:

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

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Achieving availability improvement milestones, with zero production bugs and no high-severity production issues. Maintained excellent system stability and reliability standards.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: We don't have production bugs and no high production issues.

Additional Manager Evaluation

Modernization of Zenith Platform (SI 3334)

Modernization of Zenith Platform (SI 3334)

Due Date: 12/30/2025 Status: Completed Completion Date: 05/17/2024

Category: Strategic Initiative

Organization Alignment:

Minimum: 1.00%
Target: 100.00%
Maximum: 100.00%
Actual: 75.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: demonstrating strong technical leadership and innovation capabilities. Proactively identified and resolved technical debt and performance bottlenecks.

Comment: still in progress

Additional Manager Evaluation

Operational Initiatives & Continuous improvement

Operational Initiatives & Continuous improvement

Due Date: 12/30/2025

Status: In Progress

Completion Date:

Category: Operational Initiative

Organization Alignment:

Minimum: 1.00%

Target: 100.00%

Maximum: 100.00%

Actual: 50.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Achieved continuous improvement objectives, showing strong initiative in process optimization and technical innovation. Demonstrated excellent problem-solving and analytical skills.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: In progress

Additional Manager Evaluation

Process Improvement and Risk Mitigation

Process Improvement and Risk Mitigation

Due Date: 12/31/2025

Status: In Progress

Completion Date:

Category: Operational Initiative

Organization Alignment:

Minimum: 1.00%

Target: 100.00%

Maximum: 100.00%

Actual: 1.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Demonstrating strong risk awareness and mitigation capabilities. Maintained excellent compliance and audit standards.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Meet some of the milestones

Additional Manager Evaluation

Productivity

Keeping team members effective

Due Date: 12/31/2025 Status: In Progress Completion Date:

Category: Operational Initiative

Organization Alignment:

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

Manager Evaluation		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Exceeds Expectations (EE)
Comment:	Exceeded productivity milestones by effectively managing workload and supporting team members. Demonstrated excellent time management and task prioritization skills.	Comment:	Exceeds some of the milestones

Additional Manager Evaluation

Safe and Soundness (Compliance/Audit)

Ensure no major compliance, OCC, international audit findings or significant losses, and resolve any findings per deadline defined in Archer

Due Date: 12/31/2025 Status: In Progress Completion Date:

Category: Compliance/Risk Mitigation

Organization Alignment:

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

Manager Evaluation		Employee Evaluation	
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	Successfully met compliance milestones and maintained excellent audit standards. Demonstrated strong understanding of regulatory requirements and risk management principles.	Comment:	meet some of the milestones

Additional Manager Evaluation

Section Summary

Manager Evaluation		Employee Evaluation	
Calculated Rating:	3.44	Calculated Rating:	3.44
Rating:	Meets Expectations (M)	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.

Manager Evaluation		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Exceeds Expectations (EE)
Comment:	Agree	Comment:	Always been my commitment.
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		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Exceeds Expectations (EE)
Comment:	Agree	Comment:	Every decisions I made was made on facts and numbers to be more accurate.
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		Employee Evaluation	
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	Agree	Comment:	We always share information in the team.
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		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Exceeds Expectations (EE)
Comment:	Agree	Comment:	Always trying to finish my PBI before the deadline.
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		Employee Evaluation	
Rating:	N/A (Only use for Competency Rating)	Rating:	N/A (Only use for Competency Rating)
Comment:	N/A	Comment:	N/A
Additional Manager Evaluation			

Calculated Rating: 3.75
Rating: Meets Expectations (M)

Calculated Rating: 3.75
Rating: Meets Expectations (M)