



Dimapilis, Ariel

Data Architect, Technical Lead

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: 3
Rating: Meets Expectations (M)
Comment:

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: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 90.00%

Employee Evaluation

Rating: Meets Expectations (M)
Comment: Successfully utilized AI tools to generate comprehensive process for AUC project and the underlying data models, improving clarity, accuracy, and turnaround speed.
KPI:
1. 100% Coverage of Non-Refined AUC Data Models
All physical tables were successfully created and documented using AI-assisted structuring and formatting.
2. 90% Reduction in Documentation Turnaround Time
Documentation time was significantly reduced by utilizing AI to assist in transforming table definitions and generating SQL scripts.
Measures:
Coverage & Quality:
1. Data modeling was completed for 100% of targeted AUC database related by using AI to standardize naming conventions and structure. Peer reviews confirmed that AI-assisted outputs reached ≥90% quality in terms of accuracy, structure, and completeness.
Speed & Efficiency:

1. The average time to produce a data model dropped from several hours to under 15 minutes using AI-assisted formatting and SQL generation.

Action Plan:

- Used AI to create normalized and demoralized model
- Used AI to Define the data type of table attributes source.
- Used AI to generate physical database structure

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: 90.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Key Results:
90% of blockers and issues are resolved within 24 hours, and 100% of critical database (DB, Data model, data) updates are communicated by the end of the day to ensure team efficiency and cross-functional visibility.

KPI:
Timely communication and resolution of blockers and updates — 90% of blockers resolved within 24 hours, and 100% of critical updates shared by end of day.

Measures:
Confirm that critical database updates (Database, Data model, data) are communicated via chat, email, or verbal syncs before the end of day, with validation through team feedback, acknowledgment, or confirmation during catch-up meetings.

Action Plan:

- Proactively update team channels and group chats with issue/solution, ask assistance to (Devops, DBA Axos, Control Access teams, QA, OS and Data Team)
- Create tickets and tag stakeholders for urgent resolution.
- Forward or email all tasks requiring immediate attention from relevant stakeholders to ensure timely visibility, faster resolution, and alignment across teams.

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:

Comment:

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:

Comment:

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:

Comment:

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:

Comment:

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:

Comment:

Section Summary

Employee Evaluation

Calculated Rating: 0

Rating: