



Manuel, Joman

Data Engineer

Manager: Ariel Dimapilis

Evaluated By: Ariel Dimapilis

July 2025 Performance Review

Organization: Axos Business Center Team VII (Ariel Dimapilis)

Location: ABC Manila Office
01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)
Comment: oman has been a reliable and valuable team member alongside Tope and the team in the US. His adaptability and willingness to take on additional responsibilities make him a strong asset. As part of the elite DBT Path Finders group, he plays a key role in exploring innovative and efficient problem-solving approaches. I look forward to seeing even greater contributions from him in the near future.

Employee Overall Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)
Comment:

Acknowledgement

Manager

Entered by: Ariel Dimapilis Date: 08/14/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Joman Manuel Date: 08/14/2025
Status: Acknowledge Review
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: Completed Completion Date: 06/30/2025
Category: Strategic Initiative
Organization Alignment:

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

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Joman consistently met milestone expectations by demonstrating strong attention to detail and a clear commitment to system integrity. His efforts directly contributed to a stable production environment, with no critical defects introduced, underscoring his reliability in delivering high-quality solutions.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: - Utilize AI-powered assistants to streamline the development process especially in identifying bugs and suggesting fixes, allowing for faster turnaround and reduced manual effort during incident resolution.

- Adopt AI-driven code review practices to uphold internal standards and minimize back-and-forth during peer reviews, enabling faster project completion and more consistent code quality across the team.

- Continuously support the development and optimization of data pipelines to ensure timely and accurate delivery of data critical to banking operations.

Additional Manager Evaluation

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: Completed

Completion Date: 06/30/2025

Category: Strategic Initiative

Organization Alignment:

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

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Joman's focused efforts and consistent delivery of measurable outcomes have been instrumental to the team's success. A standout aspect of his performance is his coding expertise—particularly in SQL and

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: - During daily stand-ups, share progress and blockers to help the team stay aligned and resolve issues quickly.

- Support onboarding by guiding new

Python—which, combined with his analytical approach to problem-solving, has greatly supported the Fivetran DBT programming team. His collaborative mindset and technical proficiency have been key in optimizing data workflows and driving progress toward team goals. Joman continues to demonstrate reliability and technical excellence, reinforcing his value as a dependable and skilled team member.

engineers on tools, standards, and workflows, enabling faster integration into the team.

- Lead the development of new data pipelines to support business operations, ensuring timely and high-quality delivery.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)

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.

Manager Evaluation

Rating: Meets Expectations (M)
Comment: Demonstrates strong dependability by consistently taking ownership of responsibilities and delivering high-quality work, even under challenging team conditions.

Employee Evaluation

Rating: Meets Expectations (M)
Comment: I consistently demonstrate professionalism and accountability, adapt well to change, and maintain a positive and respectful attitude.

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

Rating: Meets Expectations (M)
Comment: Applies a structured and analytical approach to problem-solving, effectively identifying root causes and implementing data-driven solutions that enhance team outcomes and system efficiency.

Employee Evaluation

Rating: Meets Expectations (M)
Comment: I approach problem-solving methodically by breaking down complex issues and focusing on key details. I make informed decisions based on data and collaborate effectively with the team to leverage our collective strengths.

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:	Consistently maintains a high level of productivity by effectively managing priorities, meeting deadlines, and delivering outputs that contribute to overall team efficiency and project success.	Comment:	I manage my workload effectively by prioritizing tasks and following structured work processes.
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:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	Demonstrates strong results orientation by staying aligned with team goals, driving tasks to completion, and consistently delivering outcomes that meet or exceed expectations.	Comment:	I consistently deliver quality work on time and take full ownership of my responsibilities. I stay focused on priorities, work efficiently, and hold myself accountable for both successes and areas for improvement.
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:	NA	Comment:	This does not apply to me.
Additional Manager Evaluation			

Section Summary

Manager Evaluation		Employee Evaluation	
Calculated Rating:	3	Calculated Rating:	3
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)