Chingtoco, Paul Eugene

Sr. Developer
Manager: Arjay Gallentes
Evaluated By: Arjay Gallentes

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3.38

Rating: Meets Expectations (M)

Comment:

Peer Feedback:

- **Technical Excellence & Problem-Solving**: "He always tries to optimize the code for better performance and sets that as a standard for us to follow"
- **Git Expertise & Technical Support**: "Whenever there's a complicated GIT problem, Eugene always has solution to it"
- **Mentoring & Knowledge Sharing**: "He is always open to teach and very approachable"
- **Proactive Listening & Analysis**: "His greatest strength is proactive listening and asking every little detail as much as possible to provide accurate suggestion/solution"

Paul delivered solid, dependable performance with standout contributions in preventative quality and architecture modernization. Focused development on pattern codification, risk signaling, and cross-squad enablement will amplify impact without altering current delivery reliability. Consistent, quality delivery with strong problem-solving. Increasing proactive communication and reusable documentation will compound team effect. Recommendation: maintain current scope with targeted leadership moments (micro-demos, design nudges) to build influence.

Employee Overall Evaluation

Calculated Rating: 3.46

Rating: Meets Expectations (M)

Comment:

Acknowledgement

Manager

Entered by:	Arjay Gallentes	**Date:**	08/18/2025
Status:	Acknowledge Review		
Comment:			

Employee

Entered by:	Paul Eugene Chingtoco	**Date:**	08/18/2025
Status:	Acknowledge Review		
Comment:			

Goals

Development of key Axos engineering deliverables and technical support to Ascendion

Development of key Axos engineering deliverables and technical support to Ascendion

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

Category: Strategic Initiative

Organization Alignment:

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

Manager Evaluation		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Exceeds Expectations (EE)
Comment:	Agreed	Comment:	Introduced improvements on current implementations for the project.

Additional Manager Evaluation

Ensure development teams are productive according to agreed enterprise criteria

Ensure development teams are productive according to agreed enterprise criteria

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

Category: Operational Initiative

Organization Alignment:

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

Manager Evaluation		Employee Evaluation	
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	Agreed	Comment:	Met ActivTrak metrics and timely logged worked hours.

Additional Manager Evaluation

Execute on key operational initiatives including Continuous Improvement

Execute on key operational initiatives including Continuous Improvement

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

Category: Operational Initiative

Organization Alignment:

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

No material findings or past due remediation plans / findings

No material findings or past due remediation plans / findings

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

Category: Compliance/Risk Mitigation

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 0.00%

Actual: 0.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Agreed

Additional Manager Evaluation

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Compliant with software installation audit.

No material operational risk events (value and / or volume)

No material operational risk events (value and / or volume)

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

Category: Compliance/Risk Mitigation

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 0.00%

Actual: 0.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Agreed

Additional Manager Evaluation

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: No CISO findings.

Quality of development and testing are below agreed quarterly thresholds

Quality of development and testing are below agreed quarterly thresholds

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

Category: Operational Initiative

Organization Alignment:

Minimum: 0.00%

Target:	0.00%
Maximum:	0.00%
Actual:	0.00%

Manager Evaluation		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Exceeds Expectations (EE)
Comment:	Agreed	Comment:	Minimal bugs which were immediately resolved.

Additional Manager Evaluation

Section Summary

Manager Evaluation		Employee Evaluation	
Calculated Rating:	3.33	Calculated Rating:	3.33
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:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	Agreed	Comment:	Missed a standup meeting due to unavoidable circumstance.

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:	Decomposes complexity; designs maintainable structures; pragmatic solutions	Comment:	Applied improvements on current implementations.

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:	Exceeds Expectations (EE)
Comment:	Balances delivery and refactoring; volunteers improvements with thoughtful scope	Comment:	Also applies refactoring with tasks as needed.

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:	Agreed	Comment:	Concise implementations with accurate results.

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:	Not on leadership position

Additional Manager Evaluation

--- Section Summary ---

Manager Evaluation		Employee Evaluation	
Calculated Rating:	3.5	Calculated Rating:	3.75
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)