



Lagmay, Jay Mark

Sr. Software Engineer

Manager: Arjay Gallentes

Evaluated By: Jay Mark Lagmay

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

Rating: Exceeds Expectations (EE)

Comment: For the 7 months that JM has been with ABC, he has already made contributions to his direct project designation, employee engagement, recruitment, onboarding, and mentoring. His potential is strong and is yet to be tapped fully but is already making various positive contributions.

Goals

Achieve Engineering Excellence: APW API Unit Test Coverage and Code Quality

- Unit Test Coverage: By June 30, achieve 85%-unit test coverage for all service layer packages in apw-api
- Unit Test Coverage: By June 30, achieve 90%-unit test coverage for all repository layer packages in apw-api
- Code Quality: By June 30, enable SonarQube code scanning pipelines for APW API, APW File Service, APW Status Callback, and APW SSO API. These pipelines must report code coverage and test execution results.

Due Date: 06/30/2025 Status: Completed Completion Date: 05/31/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 60.00%

Target: 85.00%

Maximum: 100.00%

Actual: 100.00%

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment:

- Repository layer unit tests report over 95% code coverage, higher than the target by at least 5%
- Service layer unit tests report over 95% code coverage, higher than the target by at least 10%
- Test execution and reporting are all viewable in SonarQube and passing Quality Gate

Empowered & Accountable Teams: ABC Buddy Program and Employee Engagement

Build a culture of engagement, accountability, and collaboration, where every team member actively contributes to the success of ABC Strategy.

Due Date: 06/30/2025 Status: Completed Completion Date: 06/21/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%

Target: 70.00%

Maximum: 100.00%
Actual: 100.00%

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment:

- Participated in new hire onboarding activities within his first month in ABC
- Actively participated in the construction of program by-laws for ABC's Buddy Program
- Working with Central Management for various engagement activities such as town halls, department meetings, employee data gathering, etc.

Recruitment & Talent Excellence

Get involved with recruitment activities to screen potential talent to join ABC Technology

Due Date: 06/30/2025 Status: Completed Completion Date: 06/19/2025

Category: Strategic Initiative

Organization Alignment:

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

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment:

- Quickly learned how to be an interviewer
- Lead interviews for various positions, including positions above his current role
- Mentored not just 1 but 2 team members for interviewing
- Gives feedback full of context for both candidates and mentees

Section Summary

Employee Evaluation

Calculated Rating: 4
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.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment:

- Performs somewhere in between a Senior and a Principal Software Engineer. Has a good grasp of technical aspects and strong grasp of non-technical aspects.
- Juniors would not hesitate to consult him for his insights
- Other team members and stakeholders also consult with him for his insights

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: **Exceeds Expectations (EE)**

Comment: - His facts-based approach prepares everyone who is involved to get proper context before, during, and after working with him
- Tasks are broken down such that interdependencies are minimized, and goals remain S.M.A.R.T.

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: **Exceeds Expectations (EE)**

Comment: - Balances technical work and non-technical work.
- Knows what to prioritize such that no aspect of urgent work gets left out.
- Gladly shares insights with team members and other stakeholders.

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: **Exceeds Expectations (EE)**

Comment: - All contributions have either provided direct benefit to stakeholders or have enabled others to get their work done.
- Owns up to errors. Makes corrective actions and preventive actions.

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: **N/A (Only use for Competency Rating)**

Comment: No direct reports

Section Summary

Employee Evaluation

Calculated Rating: **4**

Rating: **Exceeds Expectations (EE)**