



Saylon, Diego

Software Engineer

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: 3.69

Rating: Meets Expectations (M)

Comment: Jeg's contributions to the team over the past two months have been impressive from a management perspective. His technical skills, collaborative approach, and professional maturity are notable, especially given that he is still in his first quarter with us. He has integrated smoothly into the team and taken on complex tasks that typically take new hires much longer to handle. In every area I've reviewed, Diego's performance has exceeded expectations. His systematic problem-solving, proactive communication, and willingness to help beyond his main duties highlight his strong abilities for someone at this stage. Consistent peer feedback describes him as someone who "goes above and beyond" and "shows leadership potential." He has shown both the maturity and technical expertise that could support rapid growth with further opportunities.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: As Jegs currently reporting manager, I want to acknowledge his active participation in the data team. His dedication, and ability to deliver results have not gone unnoticed. For the short time period you've learn a lot that not part of your role and responsibilities. I'm confident in your abilities and look forward to seeing your continued support and success. Jegs Meet expectation during his short period of time to help data team on his previous and current tasks.

Room for improvement might be:

- Communicates his ideas clearly and directly, well its not like I don't understand him at all, there are times that I need to ask questions related to his statements before we arrived with the issue to resolve. Ultimately, effective communication is an area for improvement not only for Jegs, but for the entire team.

Employee Overall Evaluation

Calculated Rating: 4.23

Rating: Exceeds Expectations (EE)

Comment: During this period, I consistently demonstrated strong capabilities and commitment to delivering high-quality work. Approached each task with a detail-oriented mindset. I also made it a priority to collaborate closely with team members, sharing knowledge and support.

Overall, I believe my contributions have added value to the team, and I remain committed to continuous improvement, learning, and supporting shared goals. That said, I'm hoping for feedback. Thanks

Acknowledgement

Manager

Entered by: Arjay Gallentes
Status: Acknowledge Review
Comment:

Date: 08/07/2025

Employee

Entered by: Jegs Saylon
Status: Acknowledge Review
Comment: Thank you for taking the time to provide feedback during my performance review. I appreciate your thoughtful insights and the recognition of my contributions. I value the guidance and support, and I'm committed to continuing my growth and contributing to the team's success.

Goals

Achieve Engineering Excellence

This goal is to drive engineering excellence through accelerated, high-quality feature delivery, defect minimization, rework reduction, and AI/automation-powered development advancement.

- AI-Powered Development Automation & Efficiency
- Accelerated Issue Resolution & Process Optimization

By June 30, reduce lead time for changes by 20%

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

Category: Operational Initiative

Organization Alignment:

Minimum: 10.00%
Target: 100.00%
Maximum: 100.00%
Actual: 100.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)
Comment: Based on what I've observed from Jegs during his first two months, I am genuinely impressed. While most new hires focus on completing their assigned tasks, Jegs goes further by actively seeking ways to improve our processes. He has taken the initiative to review our data modeling workflows and has provided thoughtful suggestions for enhancements. The team has also noted his effective use of Cursor, not only as a development tool but also as a way to quickly get up to speed with our transformation projects. The quality of his work and his proactive approach indicate significant potential as he gains more experience.

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: **Milestone:** Accelerate data modeling and data transformation using AI
Situation: The existing ALF system stores data in a multivalued. There is a need to extract this complex data and transform it into a well-structured, normalized relational model.
Task: Create new data models or refine an existing one using the extracted data. Apply data modeling best practices to ensure normalization and integrity. Assess extracted multivalued and normalized data from ALF.
Action:

- Use of AI such as Cursor and GitHub Copilot to generate SQL statements/scripts reducing manual scripting such as CRUD, views, joins.

- Analyze the existing ALF data to identify attributes, relationships, data types and patterns.
- Contributed beyond task execution by providing well-thought-out suggestions and approach to improving business operation. Furthermore, increase engagement and collaboration.

Result: The transformation of ALF's multivalued data into a fully normalized relational model significantly improved data integrity and enabled seamless integration with modern analytical and reporting tools.

Milestone: Completion of ERD for new or existing data models

Situation: As part of the early stages of the AUC development, the team needed a clear, well structured data model to ensure alignment on how data would be related. Without a finalized ERD, developers, analysts and stakeholders lacked common reference points for database structure.

Task: Create or update a comprehensive ERD that captures all entities, attributes and relationships required for the system. Generate Logical, Physical, and Conceptual models. Ensure entities and attributes are up to date.

Action:

- Identified key entities and their relationships based on the data requirements.
- Reviewed and revised ERD based on data requirements and feedback from developers and data architect
- Use ERD tools such as Erwin DM to model data structure.

Result: Completed ERD provided the team with a clear reference point for database structure. It will help everyone understand how entities relate to each other, ensuring consistency in implementation and reducing confusion during development.

Milestone: Peer Review & Report Issues – Data Model, ERD & Transformation and Conversion

Situation: While working on the data model, ERD and transformation and conversion, certain issues were identified that could not be resolved independently – such as unclear

relationships between entities and conflicting attribute definitions.

Task: Report data model and ERD issues that couldn't be resolved alone and attend peer review meetings to collaboratively analyze and resolve them with input from other developers.

Action:

- Logged issues with unclear context (e.g., affected entities, specific concerns)
- Set or join review meetings focused on reviewing data model, ERD and transformation and conversion.
- Updated data model and ERD as appropriate based on peer input.

Result: Key issues in the data model, ERD and transformation and conversion were clarified and resolved through team collaboration. The process helped ensure that ERD, new or existing models and transformation & conversion tasks were accomplished on time.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: His consistent participation in DSUs, sprint planning, and refinement sessions demonstrates his commitment to team alignment and productivity. Through active collaboration in meetings, he shows a willingness to understand processes deeply contributing to the pursuit of engineering excellence

Advancing Banking & Financial Services Excellence & AI Innovation Excellence

This goal is to establish ABC Tech as the definitive center of excellence for Banking and Financial Services (BFS) and AI-powered innovation, facilitating rapid development, optimized cost management, and enhanced ownership of Axos strategic projects and initiatives.

- Continuous AI Skills Development & Innovation
- AI-Powered Development Acceleration
- Enhanced Technical Communication & Knowledge Management

By June 30, improve data team processes, contribute to data modeling and creation of ERD.

Due Date: 06/30/2025

Status: Completed

Completion Date: 06/30/2025

Category: Operational Initiative

Organization Alignment:

Minimum: 10.00%

Target: 100.00%

Maximum: 100.00%

Actual: 100.00%

Manager Evaluation

Rating: Meets Expectations (M)

Comment: Jegs has taken a thorough and impressive

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: Milestone: Prompt Engineering Foundation

approach to learning the domain. Instead of only asking basic questions, the team has seen him carefully review documentation and use AI tools to gain a deeper understanding of complex terms and processes. His colleagues have also noticed that he shares his knowledge with others; one team member mentioned that Jegs "rapidly masters new technologies and teaches others." Meeting every deadline in just over two months while still learning our systems shows his strong commitment to excellence. His achievements so far demonstrate solid progress, and I anticipate even greater results as he continues.

Situation: Support the adoption of integration of AI within the team, build foundational knowledge and skills in AI concepts, tools, and best practices.

Task: Complete assigned training/s with the goal of gaining practical understanding applicable to ongoing or future work.

Action:

- Took notes and compiled key takeaways for future reference.
- Committed to a learning schedule, balancing course work with existing responsibilities.
- Completed modules and hands-on prompt exercises.

Result: I've successfully completed the course, gaining practical skills in designing prompts that produce more accurate, relevant, and consistent output from AI models.

Milestone: AI Adaptation: Utilize AI powered tools such as GitHub Copilot, Cursor, Windsurf

Situation: To improve development efficiency and reduce repetitive tasks, the team encouraged the adoption of AI-powered tools. GitHub Copilot, Windsurf and Cursor were introduced as part of the workflow.

Task: Leverage AI tools like GitHub Copilot and Cursor during day-to-day development to accelerate modeling, SQL scripting, reduce errors and improve productivity.

Action:

- Evaluating AI generated suggestions critically, refining or discarding them as needed.
- Use Copilot for tasks like generation of complex SQL script such as CRUD, Joins, and Views
- Integrated GitHub Copilot and Cursor into the development environment (e.g., VS Code) and configure it based on team guidelines (like using latest model).

Result: Effectively utilized AI-powered tools to streamline development, reduce manual effort, and improve quality.

Milestone: AI-Assisted Understanding of Domain Specific Terminology

Situation: During project onboarding and documentation reviews, there was a large volume of domain specific content –

particularly in ALF, AUC and banking that was time consuming to read and understand.

Task: Use AI tools to summarize lengthy documents and clarify banking and technical terminology, making it easier to understand and reference concepts relevant to the project.

Action:

- Prompted AI to extract definitions and simplified explanations of technical and financial jargons.
- Verified AI generated summaries and definitions for accuracy and context.

Result: Improved understanding of domain concepts across the team. Accelerated onboarding, reduce time spent on manual reading.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: He actively contributes to advancing Banking and Financial Services Excellence by staying engaged in key agile ceremonies and aligning with business priorities. His openness to learning and understanding complex processes supports continuous improvement. Additionally, his curiosity and collaborative mindset position her well to embrace AI-driven innovations that enhance both productivity and service delivery

Collaborative & Empowered Team Culture

This goal is to foster a culture of active engagement, shared accountability, and collaborative teamwork where every member contributes meaningfully to ABC Strategy success.

- Proactive Communication & Accountability
- AI-Driven Process Improvement & Knowledge Sharing
- Cross-Functional Skill Development & Team Support

By June 30, take ownership of a specific task or deliverable in an ABC Strategic Initiatives

Due Date: 06/30/2025

Status: Completed

Completion Date: 06/30/2025

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Minimum: 10.00%

Target: 100.00%

Maximum: 100.00%

Actual: 100.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: What stands out most about Jegs is his ability to balance independence with teamwork. From the start, he has taken full responsibility for his data modeling work, keeping the team leader informed and raising

Employee Evaluation

Rating: Substantially Exceeds Expectations (SE)

Comment: **Milestone:** Increase Visibility as a new Team Member
Situation: As a newly onboarded team member, it was important to build trust, integrate quickly, and demonstrate value.

any issues early on. At the same time, he collaborates closely with others—several colleagues have noted that Diego "goes above and beyond in collaboration" and "actively mentor's multiple colleagues." For example, last week he assisted a teammate with hierarchical structure tasks outside his usual responsibilities. This initiative shows that Jegs values team empowerment, supporting both his own work and the growth of the whole team.

However, initial contributions and efforts were not easily visible to the wider team or stakeholders due to unfamiliar workflows.

Task: Increase personal and work visibility by actively sharing progress, participating in key discussions, and ensuring managers or team leaders are aware of ongoing contributions.

Action:

- Established and maintained bi-weekly progress updates with manager and leads to share progress, challenges and accountability. e.g.,
 - Sprint 12, Completed 71 PBIs/Tasks with 65.5 total hours spent.
 - Sprint 13, Completed 51 PBs/Tasks with 65.5 total hours spent.
- Suggested improvements to reduce manual work for team operations.
 - I reached out to a key person with guidance from my manager to gain insights on how to improve team operations using AI.
- Proactively follow up on access to CFI and other resources that may support my tasks and work.
- Perform ad hoc tasks, contributed beyond task execution by providing well-thought-out suggestions and approach to improving business operation.
Furthermore, increase engagement and collaboration.

Result: Received recognition from my manager for being proactive and improved visibility as a contributing team member led to quicker integration, more collaboration opportunities and helped build credibility and trust early in my tenure.

Milestone: Increase collaboration across teams

Situation: Ahead of an important demo, we needed a clean and reliable version of database records. However, the UAT database contained irrelevant or test data which should not be in a typical environment. Another challenge is there are no constraints.

Task: I was assigned to clean up the database and identify and safely remove unnecessary data, ensuring the relationship between tables remained intact.

Action:

- Leveraged AI to create scripts to link related entities using foreign key mappings defined in the Excel, identify tables/entities with similar column such as (FirmID, RepID, etc.)
- Leveraged AI to create scripts and filter records that contain test data (e.g., "test", "ABC", "QA").
- Assessed prior to deleting the record/s.
- Set checkup points to prevent accidental data loss

Result: The process was completed smoothly and ahead of schedule. Received recognition during retrospective for being able to clean up the database prior to the demo.

Milestone: Team Operations Improvement

Situation: The onboarding process needs enhancement due to missing activity target and inconsistency.

Task: I wanted to help improve the onboarding experience and other team's operations.

Action:

- Proposed initial actionable improvements to my manager
- I collaborated with my manager to pilot the initiative and gather feedback.

Result: Increase collaboration and visibility across teams.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: He fosters a collaborative and empowered team culture by engaging actively in discussions, showing respect for diverse perspectives, and willingly offering support to her teammates. His positive attitude and open communication help create an environment where team members feel valued, heard, and motivated to contribute.

Section Summary

Manager Evaluation

Calculated Rating: 3.67
Rating: Meets Expectations (M)

Employee Evaluation

Calculated Rating: 4.33
Rating: Exceeds Expectations (EE)

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

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: **Exceeds Expectations (EE)**

Comment: Dependability can be hard to gauge with new hires, but Jegs has demonstrated it from the beginning. When assigned challenging database cleanup tasks for our demo preparation—tasks with tight deadlines and high visibility—he fully took responsibility for them. His communication stands out; rather than working through difficulties alone and causing delays, he brings up issues early and seeks help when necessary. A team member noted that Jegs "always updates the documentation and ensures everyone is notified," which has helped build trust within the team. His organized method for ERD creation and transparent communication make him someone we can rely on to complete tasks accurately.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Our current focus is to modernize the ALF system to meet evolving business needs. My core responsibilities are the following:

- Data Modeling
- Data Transformation and Conversion
- Entity Relationship Diagram
- Support other teams

Below are the actions I've taken:

- Took ownership of cleaning up database records.
- Proactively normalize and refine data models.
- Perform data transformation and conversion.
- Create and update Entity Relationship Diagram with minimal supervision.
- Proactively communicate any issues that couldn't be resolved independently.
- Suggest improvement for team operations.

As a result, these actions helped the team improve in normalizing a model, creation of relationship diagram, transformation of data and prevent delays. Furthermore I've demonstrated willingness to go the extra mile and work beyond assigned core duties. Showing transparency to build trust. These efforts reflect my commitment to delivering dependable outcomes while continuously looking for ways to add value beyond my role.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: He is a dependable colleague who consistently reads between the lines and proactively offers assistance without being prompted. He takes initiative to understand and complete tasks, willingly getting involved when support is needed. His reliability and collaborative nature make him easy to work with.

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: **Exceeds Expectations (EE)**

Comment: Jeg's approach to problem-solving has been a standout part of his work. When we faced

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: In the course of modernizing the ALF system, I encountered the following challenges:

inconsistent data types and undefined relationships during the ALF modernization project—issues that had challenged the team for weeks—Jegs addressed them with a systematic and thorough analysis. He examined patterns in both Accuterm and Database systems to understand the root causes. Team members have also noticed his analytical abilities; one colleague mentioned that Jegs "consistently generates innovative solutions and strategic ideas." We especially appreciate how he breaks down complex problems into smaller, manageable tasks and uses tools like Cursor to speed up his analysis. For someone still getting familiar with our systems, his pattern recognition and logical thinking demonstrate strong analytical skills.

- No defined or inconsistent data types from extracted multivalued data.
- Extracted multivalued has no defined relationship
- Entity Relationship Diagram (Links between each relationship), which makes it hard to view/analyze the diagram.
- Unexpected issue when performing data transformation and conversion.

To solve this, I thoroughly analyze and review the actual data from the Accuterm and Database, look for patterns, data formats and value ranges. Immediately raise issues that can't be solved independently. Speed up the process as well by leveraging AI powered tools such as Cursor.

As a result, I was able to define models and map entity connections that supported business needs and modernization/normalization.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: He demonstrates strong problem-solving and analytical skills by proactively identifying potential issues and seeking clarity when requirements are unclear. His ability to quickly grasp complex tasks, ask the right questions, and apply logical thinking enables him to deliver effective and timely solutions.

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

Rating: **Meets Expectations (M)**

Comment: Jegs has consistently demonstrated strong productivity, and what stands out most is his thoughtful approach to managing tasks. He evaluates work based not only on urgency but also on complexity, which enables him to keep progress steady on the most important deliverables.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: During this period, I was responsible for managing my core tasks while looking for ways to improve team efficiency and operations. Communicating openly about my progress and any challenges I faced thru chat or email, to prevent bottlenecks and maintain steady productivity.

The following items showed productivity:

- Prioritized my task or work by assessing urgency and complexity. I focused first on completing easier or high-impact tasks to maintain momentum.

- Took regular short breaks to refresh and maintain high concentration during work.
- Update my manager on my task progress and availability (to also maintain work-life balance).
- Maintained transparent communication to prevent delays.
- Use of emojis to provide quick updates, enabling asynchronous communication.

These actions demonstrates my commitment to effective task management, continuous improvement, and supporting team's goals. As a result, there were no missed deadlines or delays, allowing me to maintain focus on upcoming tasks and contribute consistently to team goals.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: He maintains a high level of productivity by managing his time effectively and staying focused on priorities. He consistently meets deadlines, delivers quality outputs, and demonstrates efficiency in completing tasks with minimal supervision.

Results Focus

Delivers comprehensive work on-time, intelligently, and efficiently directs efforts. Takes responsibility for own actions and individual success or failure.

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: Jegs's strong focus on results was evident during the recent demo preparation. When he was assigned the database cleanup task. It was impressive to see how he managed this urgent task alongside his other ongoing work. He kept up clear communication and ensured all his responsibilities were handled. This reflect his commitment to both his own and the team's success.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: During this period, I maintain strong focus on delivering results by effectively managing priorities and maintaining clear communication.

I've been in a situation where I was assigned to cleanup the database for an upcoming demo on a tight deadline and consolidate entities from Account & Security Master in one full diagram. I took full ownership of the task and prioritized it to ensure timely completion.

- I maintained communication with QA & Product.
- I executed the cleanup process while balancing other responsibilities.
- I thoroughly analyze entity relationship, define their links (Logical and Physical).
- Learning from any setbacks and making necessary improvements.

As a result, the database was cleaned without delay and ready for the demo. My accountability and focus on delivering timely, high-quality results demonstrated my commitment to individual and team success.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: He is results-oriented and committed to achieving objectives efficiently and effectively. He takes ownership of tasks, follows through on commitments, and ensures that outcomes align with project goals and team expectations.

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

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

Comment: N/A

Employee Evaluation

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

Comment: Recognizing the need for improvement in our processes, I took ownership and led an initiative to utilize AI, identify and implement enhancements for team operations.

- Gather requirements (creation of survey).
- I contacted key persons to gather clear requirements and ensure alignment.
- I openly communicate my ideas and seek feedback to refine our approach.
- Ensure actions were aligned and valid with overall objectives.

By leading this initiative, we're in the stage of implementing improvements that increases team efficiency and operations.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: N/A

Section Summary

Manager Evaluation

Calculated Rating: 3.75
Rating: Meets Expectations (M)

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Employee Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)