Santos, Rex Nino

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

Overall

Employee Overall Evaluation

Calculated Rating: 3.77

Rating: Meets Expectations (M)

Comment: There's so many thing happen this review cycle, and learned from those. so many decision making that make myself accountable and responsible.

Learning from experience is one of the greatest teacher plus the guide of team and my manager.

Goals

Achieve Engineering Excellence

Achieve engineering excellence through faster, high-quality feature delivery, minimizing defects, reducing rework, and strengthening AI/automation-driven development.

Sample Key Results:
- Faster Development: By June 30, reduce lead time for changes by 20%
- Defect Prevention: By June 30, reduce defect-related rework by 20% by improving early defect detection
- Failure Reduction: By June 30, reduce change failure by 10%

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

Category: Strategic Initiative

Organization Alignment:

Minimum: 80.00%

Target: 90.00%

Maximum: 100.00%

Actual: 95.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment:
- Required the team to practice TDD and write unit and integration testing
- Implemented logging for more accurate debugging.

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:	95.00%

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment:
- Cascading to the team the importance of engagement with US Stakeholders.
- Constant team communication by doing 1 on 1
- Aligning to the team the importance of Code Quality and Knowledge Sharing

Stake Holder Engagement & Visibility

Improve transparency and engagement with Axos leadership

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

Category: Strategic Initiative

Organization Alignment:

Minimum:	80.00%
Target:	91.00%
Maximum:	100.00%
Actual:	95.00%

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment:
- Generate Sprint report per month
- Created Power BI for more Team Metrics
- Created ADO Team Dashboard.

--- Section Summary ---

Employee Evaluation

Calculated Rating: 3.67
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: **Substantially Exceeds Expectations (SE)**

Comment:	I always taking the accountability of my team actions, can work independently and can work under pressure, making sure that i comply on the ABC Standard.

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:	I always make sure that i solve the problem given to me by my manager, and by the product. Solved the problem in team engagement and stake holder collaboration Solved the problem on low performance of the team.

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:	I'm making sure that

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:	Meets Expectations (M)
Comment:	I am aligned with the company goals and what it want to achieve taking the resposibility of own action and team action

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:	Exceeds Expectations (EE)
Comment:	Learned a lot from my manager in terms of leadership and decision making.

Section Summary

Employee Evaluation

Calculated Rating:	4
Rating:	Exceeds Expectations (EE)