Pamintuan, Jayson Reniel

Sr. Software Engineer

Manager: Arjay Gallentes
Evaluated By: Jayson Reniel Pamintuan

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: 3.31

Rating: Meets Expectations (M)

Comment: Over the evaluation period, I consistently met expectations by completing assigned tasks within deadlines while maintaining quality and efficiency. I demonstrated the ability to work independently with minimal supervision and remained proactive in seeking additional responsibilities during low workload periods. I also ensured timely resolution of bugs within the defined SLA and took accountability for any errors by addressing them promptly and professionally. Additionally, I maintained punctuality and reliability in reporting to work, contributing to a dependable and productive team environment. I remain committed to continuous improvement and supporting team goals.

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:** In Progress   **Completion Date:**

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Met expectations by delivering quality work on time, collaborating effectively, and improving efficiency with the help of AI.

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: In Progress   Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Met expectations by contributing to improved code quality and development efficiency through collaboration with co-developers, planning deployment checklists and code standards for the OutSystems POC, and creating reusable components that enhanced maintainability and reduced redundancy.

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: In Progress   Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Exceeded expectations by proactively collaborating with the API team to prevent backend issues and consistently supporting QA with timely, detailed responses—contributing to improved testing accuracy and overall team efficiency.

Section Summary

Employee Evaluation

Calculated Rating: 3.33

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:	Meets Expectations (M)
Comment:	Completes assigned tasks within deadlines while working independently with minimal supervision, maintaining both quality and efficiency. Demonstrates strong work ethic by being punctual in reporting for work and consistently meeting expectations.

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:	Meets Expectations (M)
Comment:	Effectively approached challenges by breaking down tasks, identifying key issues, and making fact-based decisions. Collaborated with team members to leverage their strengths and ensure efficient, well-informed 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.

Employee Evaluation

Rating:	Exceeds Expectations (EE)
Comment:	Proactively seeks out tasks during periods of low workload, ensuring continuous productivity. Regularly checks in with team members to identify work items that may require additional support.

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:	Consistently completes assigned tasks within the target deadlines. Resolves bugs within the 1–2 day SLA. Takes full responsibility for any errors by promptly coordinating with the concerned person and ensuring timely resolution

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: N/A

Section Summary

Employee Evaluation

Calculated Rating: 3.25
Rating: Meets Expectations (M)