Riños, Christopher Jan

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: 3.15

Rating: Meets Expectations (M)

Comment:

Key Achievements

AI Tool Innovation: Successfully implemented AI tool installation and configuration across team, enabling AI-assisted development workflows

Automation Excellence: Created automated solutions for SQL comparisons, script generation from legacy sheets, and environment report consolidation

Process Improvement: Developed reusable components and scripts that reduced manual effort and improved team efficiency

Knowledge Transfer: Created comprehensive guides and documentation using AI tools to support onboarding and tool adoption

Collaborative Leadership: Active participation in scrum ceremonies, retrospectives, and cross-functional team coordination

Areas for Development

BFS Domain Expertise: Expand knowledge and application of Banking and Financial Services concepts in development work

Advanced Technical Leadership: Greater ownership of technical architecture and design decisions

Strategic Initiative Expansion: Increased involvement in longer-term technical planning and innovation projects

Cross-Functional Collaboration: Enhanced engagement with business stakeholders and requirements gathering

Development Recommendations

Immediate Focus (Next 3 months)

- **BFS Knowledge Development:** Systematic study of Banking, Financial Services, Clearing, Advisory Services domain concepts and applications
- **Technical Certification:** Pursue relevant technical certifications in data modeling and development tools
- **Process Leadership:** Take ownership of one significant process improvement initiative within the team
- **Stakeholder Engagement:** Expand collaboration beyond technical team to include business stakeholders

Short-term (3-6 months)

- **Advanced Technical Training:** Formal training in advanced data modeling and system integration techniques
- **Innovation Project Leadership:** Lead adoption of additional AI/automation tools.
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  ## Cross-skilling: Expand knowledge in related areas (QA, DevOps, integration)

- **Mentoring Development:** Begin informal mentoring of team members

Long-term (6-18 months - Post Tenure Constraint)

- **Senior Roles / Leadership Track:** Prepare for advancement with expanded technical responsibilities
- **Technical Specialization:** Develop expertise in specific technical areas such as data architecture or AI integration
- **Process Innovation Leadership:** Lead significant process improvement initiatives across development teams
- **Strategic Project Ownership:** Take ownership of technical projects with broader organizational impact

Toph demonstrates solid technical competency with particular strengths in automation, AI tool adoption, and collaborative problem-solving. His proactive approach to implementing innovative solutions, creating reusable components, and supporting team process improvements creates significant value for development operations.

With focused development in developing domain expertise, cross-skilling, and expanded leadership opportunities, Toph is well-positioned for continued growth and increased responsibilities. His foundation of strong process thinking and innovation adoption provides an excellent platform for advancement as he continue to stay and grow in the team.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: As Christopher current reporting manager, I want to commend him for his strong focus on achieving results. Your consistently keep your eyes on the end goals and work diligently to deliver outcomes that align with team objectives.
Your results-oriented approach is an asset to the team, and I encourage you to continue driving towards excellence.
He is a fast learner person that can easily understand the tasks assign to him. I am thankful that Toph assign to data team temporarily and he help a lot in delivering our tasks requirements. In his short

period of time in data team he meet expectations.

Employee Overall Evaluation

Calculated Rating: 4

Rating: Exceeds Expectations (EE)

Comment: I successfully achieved my goals by consistently delivering high-quality, scalable data models that met both technical and business requirements. Through close collaboration with cross-functional teams, I resolved complex data issues and ensured seamless integration across systems. My ability to visualize data structures through ERDs, automate repetitive tasks, and maintain clear documentation showcased my strengths in problem-solving, communication, and process optimization. These efforts not only improved team efficiency but also reinforced my commitment to continuous improvement and technical excellence.

Acknowledgement

Manager

Entered by:	Arjay Gallentes	**Date:**	08/15/2025
Status:	Acknowledge Review		
Comment:			

Employee

Entered by:	Christopher Jan Riños	**Date:**	08/15/2025
Status:	Acknowledge Review		

Comment: Thank you for the time and effort put into my performance review. I truly appreciate the recognition of my contributions and the constructive feedback provided. It's encouraging to see my strengths acknowledged, and I'm committed to continuing to build on those areas of expertise. At the same time, I'm taking the suggestions for improvement seriously and will actively work on developing the skills and behaviors needed to grow further. I value the support and guidance from the team and leadership, and I'm excited to keep learning, improving, and contributing meaningfully to our shared 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.

Due Date:	06/30/2025	**Status:**	Completed	**Completion Date:**	06/30/2025
Category:		Strategic Initiative, Operational Initiative			
Organization Alignment:					

Manager Evaluation		Employee Evaluation	
Rating:	**Meets Expectations (M)**	**Rating:**	**Exceeds Expectations (EE)**
Comment:	Toph has emerged as AI innovation champion in just 3 months. His systematic approach to AI tool evaluation, implementation, and team enablement demonstrates strategic thinking well beyond his tenure. The automated solutions he's developed are already being used daily by	**Comment:**	**Milestone 1: AI-Driven Data Modeling and Schema Design** **Key Result:** Accelerated data modeling process with AI assistance, resulting in enhanced data model quality and consistency, reduced time-to-market for new data structures, improved team productivity in

the team, and his documentation standards have become our benchmark.

data modeling tasks, and standardized data modeling practices across the organization.

KPI: Data model development efficiency, model quality and consistency, time reduction in data modeling tasks, error rate in data model creation, and team adoption rate of AI-assisted modeling.

Action Plan:

- Installed AI tools: Microsoft Copilot, GitHub Copilot, Windsurf
- Automated report generation for the New Model by using Copilot to populate values in Refined Model sheets, significantly reducing manual data entry
- Generated SQL Server scripts for newly refined data models using Copilot, accelerating development and reducing possible human error
- Used Copilot to generate and execute scripts for creating physical tables in the database
- Used Copilot to automatically generate ERD diagrams from the created tables
- Implemented AI-powered validation of data model relationships and constraints using Copilot to ensure consistency and accuracy

Milestone 2: AI-Powered Documentation and Knowledge Management

Key Result: Enhanced team productivity through comprehensive AI-generated documentation and knowledge sharing, resulting in reduced onboarding time and improved self-service capabilities.

KPI: Documentation completeness, knowledge repository utilization, and team self-service capability improvement.

Action Plan:

- Created guides and manuals using AI tools to support onboarding, promote tool adoption, and ensure consistent understanding of newly developed scripts and processes.
- Used Microsoft Copilot to generate user-friendly manuals for newly developed scripts, reducing documentation time and improving clarity
- Ensured documentation is accessible and up to date in the shared knowledge repository, supporting team self-service and reducing support overhead

- Developed AI-powered templates for different documentation types (API guides, setup manuals, troubleshooting guides)
- Used Copilot to review documents I created, ensuring consistency and accuracy

Milestone 3: AI-Driven Development Efficiency

Key Result: Significant enhancement in development efficiency through AI-powered automation, resulting in faster code generation, reduced development errors, and improved team productivity while maintaining high standards of code quality and consistency.

KPI: Time reduction in code/script development, measured through our development analytics dashboard, tracking improvements in development speed, error rates, and team productivity metrics across all AI-assisted development activities.

Action Plan:
- Streamlined data modeling tasks by leveraging GitHub Copilot to assist in writing scripts and code components, using AI-powered suggestions for optimal database relationships and query optimization
- Created script to compare SQL scripts from different DB environments using AI to analyze and highlight differences, ensuring consistency across environments
- Created application to check presence of tables in multiple sources using AI to automatically generate comparison queries and provide visual representation of differences
- Utilized Windsurf in code generation to create standardized, maintainable code structures with AI-powered best practice suggestions
- Implemented AI-powered code review system to automatically identify potential issues and suggest improvements based on industry standards and team guidelines

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: Toph communicated well to whole team and take initiative, and supporting each other's when needed, and he do so with a positive attitude that fosters collaboration. He is also a fast learner person that can

take a task without any hesitation.

Achieve Engineering Excellence

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

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

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Toph's engineering excellence is evident in both the quality of his individual contributions and the systematic thinking he brings to team processes. His Go application for database comparison has become an essential tool for the Data team's operations. The proactive approach to defect prevention through automation exceeds what we typically see from developers at any level, let alone someone in their first quarter.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment:

Milestone 1: Reduce Lead Time
Key Result: Accelerated data modeling process through automation and efficient task management, resulting in faster delivery of high-quality data models while maintaining accuracy and consistency.
KPI: Lead time reduction in data modeling tasks, measured through automated task tracking and development metrics dashboard.
Action Plan:
- Created a program that reads table names from multiple sources, compares them, and generates a consolidated report showing table presence across environments
- Developed a script to automate the comparison of SQL scripts between DEV and QA environments for consistency and reducing deployment issues
- Created a program that outputs an entire SQL script that creates the tables based on a given legacy sheet
- When encountering unfamiliar tasks, proactively seek guidance from senior team members to avoid delays and learn more efficiently

Milestone 2: Defect Prevention
Key Result: Proactive defect prevention through thorough validation and peer collaboration, resulting in high-quality, reliable data models that meet business requirements.
KPI: Defect rate reduction in data modeling tasks, measured through automated testing and review metrics.
Action Plan:

- Carefully validate and cross-check documentation and logic when refining data models to minimize errors and ensure alignment with business requirements
- Actively participate in peer reviews by both reviewing others' work and requesting feedback on my own tasks to ensure high standards and continuous improvement
- Engage with product owners early in the modeling process to validate assumptions and ensure models meet real-world needs
- Use AI-assisted tools to validate relationships and suggest improvements based on best practices

Milestone 3: High Quality Output
Key Result: Consistent, accurate, and reliable data models through rigorous validation and AI-assisted optimization, resulting in maintainable and high-quality deliverables.
KPI: Quality improvement in data modeling outputs, measured through review metrics and user feedback.
Action Plan:
- Ensure refined data models are consistent by cross-validating different sources (ALF, Extracted DB Schema, Data Values) to detect any discrepancies
- Use AI-assisted tools to generate initial data model structures, validate relationships, and suggest improvements based on best practices
- Apply feedback from reviews to enhance the quality of output and contribute to a culture of excellence and accountability
- Maintain documentation standards and version control for all data model artifacts

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Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Comment: I want to take a moment to recognize the exceptional contributions you've made to the team. Your dedication, strong work ethic, and ability to deliver results have not gone unnoticed. You bring a positive attitude to the team. I'm confident in your abilities and look forward to seeing your continued success

Empowered & Accountable Teams

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: 06/30/2025

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Manager Evaluation		Employee Evaluation	

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Toph has quickly established himself as an emerging leader and knowledge facilitator. Peer feedback consistently highlights his collaborative approach and willingness to support teammates. His proactive communication style and documentation practices have elevated our entire team's engagement and accountability standards. His emerging leadership qualities are remarkable for someone with 3 months tenure.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment:

Milestone 1: Create and Maintain Centralized Knowledge

Key Result: Enhanced team collaboration and knowledge sharing through organized documentation and centralized resources, resulting in improved access to critical information and streamlined workflows.

KPI: Knowledge repository completeness and team access rate, documentation update frequency and accuracy, resource organization efficiency, and team adoption rate of centralized knowledge resources.

Action Plan:
- Update manuals and guides regularly to reflect on the latest processes, tools, and improvements.
- Organize and maintain shared folders containing scripts, documents, and resources used by the Data team, ensuring easy access and up-to-date content.
- Created a dedicated Loop workspace to support the Data Model Alignment initiative, capturing all key discussions, questions, answers, and potential action items to ensure structured collaboration and traceability.
- Created a detailed guide on how to deploy database changes through the ADO and pipeline.

Milestone 2: Increase Visibility

Key Result: Enhanced team transparency and engagement through proactive communication and active participation, leading to better alignment and team performance.

KPI: Team engagement metrics and meeting participation rate, task update frequency and quality, question and feedback contribution rate, team alignment and goal achievement rate.

Action Plan:
- Proactively ask insightful questions to deepen understanding and contribute more effectively to team goals.

- Provide regular task updates to the team, ensuring transparency and keeping everyone aligned and engaged.
- Consistently attend and actively participate in meetings and scrum ceremonies, offering input and support.

Milestone 3: Increase Cross-Functional Collaboration

Key Result: Improved collaboration between data team and other departments through proactive support and knowledge sharing, resulting in better integration and support across teams.

KPI: Cross-functional support response time, training effectiveness metrics, requirement analysis accuracy, and team collaboration metrics.

Action Plan:

- Actively monitor and respond to OS developers' data-related queries, offering timely and accurate support.
- Led training and knowledge transfer sessions on Data Modeling to support onboarding of team members like Jegs.
- Support product requirements through the investigation and analysis of processes in ALF and associated data.
- Proposed and initiated a Daily Stand-Up for internal Data Model Team for us to have a space for discussions, decisions, action items, and knowledge sharing.

Additional Manager Evaluation

Evaluated By:	Ariel Dimapilis
Comment:	Toph possesses exceptional knowledge that enables him to proactively support the team. He is a valuable asset to the company, contributing significantly to project deliberations and overall improvement

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Section Summary

Manager Evaluation

Calculated Rating:	3
Rating:	Meets Expectations (M)

Employee Evaluation

Calculated Rating:	4
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		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Exceeds Expectations (EE)
Comment:	Toph demonstrates exceptional reliability and professional maturity. Peer feedback rates his dependability as "exceptional" across the board. He consistently meets commitments, works independently, and demonstrates the Five Pillars of Character through his daily actions. His willingness to extend effort when urgent tasks arise and his consistent follow-through on commitments have established him as a highly trusted team member.	Comment:	I take my responsibilities seriously and always try to follow through on what I commit to. I stay on top of my tasks, manage my time well, and don't need a lot of hand-holding to get things done. When things change or get hectic, I stay calm and focused, doing my best to adapt and keep things moving forward. I hold myself to high standards—not just in terms of deadlines, but also in the quality of what I deliver. I also try to be someone my teammates can count on—not just for the work, but for support, collaboration, and a positive attitude. I genuinely care about the success of our projects and the people I work with, and I think that shows in how I show up every day.

Additional Manager Evaluation

Evaluated By:	Ariel Dimapilis
Comment:	Toph possesses exceptional knowledge that allows him to proactively support the team. His reliability and consistent contributions reflect a strong sense of dependability, making him a valuable asset to the company. For example, he has taken initiative in clarifying complex project requirements, provided timely technical guidance to colleagues, and ensured the accuracy of deliverables during critical phases of the project. His involvement in project deliberations, especially during sprint planning and issue resolution sessions, has significantly contributed to the team's efficiency and overall success.

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:	Meets Expectations (M)	Rating:	Exceeds Expectations (EE)
Comment:	Toph shows effective analytical problem-solving through his systematic approach to breaking down complex problems and finding practical solutions. His use of automation and AI tools to simplify processes like SQL comparisons and data modeling demonstrates logical thinking and creativity. His collaborative approach to leveraging team strengths and learning from others shows good analytical methodology and team-oriented problem resolution.	Comment:	I like breaking down complex problems and finding smart, practical ways to solve them. Whether it's using automation or AI tools to simplify SQL comparisons or streamline data modeling, I'm always looking for ways to make things more efficient and less error-prone. I don't try to solve everything alone either—I really value working with the team, bouncing around ideas, and learning from each other's strengths. Whether I'm resolving inconsistencies across environments or validating models, I try to approach each challenge with a mix of logic, creativity, and collaboration to get the best results.

Additional Manager Evaluation

Evaluated By:	Ariel Dimapilis

Comment:	Toph demonstrates outstanding problem-solving and analytical skills that greatly enhance the team's ability to deliver high-quality outcomes. He proactively identifies potential risks and issues before they escalate, and offers well-thought-out solutions that address both immediate concerns and long-term impact. For instance, he played a key role in analyzing system bottlenecks that were delaying deployments, proposed a streamlined approach to improve performance, and supported the implementation with detailed impact assessments. His ability to break down complex problems, evaluate data effectively, and guide the team toward practical solutions makes him an invaluable asset to both the team and the company.

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:	Toph's productivity approach is impressive, focusing on working smart rather than just working hard. His development of reusable scripts and applications, automation of workflow components, and proactive volunteering for new opportunities demonstrate exceptional productivity mindset that would typically warrant higher ratings. His commitment to knowledge sharing through documentation and training others shows mature productivity thinking that benefits team efficiency.	Comment:	I try to be smart about how I work, not just how much I work. I've built reusable scripts and applications, and automated parts of my workflow to save time and cut down on repetitive tasks. When there's an opportunity to take on something new—especially if it helps the team or lets me grow technically—I'm usually one to volunteer. I also believe knowledge is meant to be shared, so I make an effort to document what I learn and walk others through it when it's helpful. Staying organized, being curious, and always looking for ways to improve help me stay productive and contribute consistently.

Additional Manager Evaluation

Evaluated By:	Ariel Dimapilis
Comment:	Toph consistently demonstrates exceptional productivity by efficiently managing his tasks while maintaining high-quality results. He proactively prioritizes work to meet tight deadlines and often takes the initiative to streamline processes that benefit the entire team. For example, he introduced automated checks that reduced manual errors and sped up project deliveries. His ability to stay focused, manage multiple responsibilities, and contribute effectively during critical project phases makes him a valuable asset to the company.

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:	Toph demonstrates strong results orientation through his commitment to delivering thoughtful, complete work on time. His intentional approach to focusing effort on meaningful outcomes, taking ownership of both successes and failures, and continuous improvement mindset shows exceptional	Comment:	I take pride in delivering work that's not just on time, but also thoughtful and complete. I try to be intentional with how I spend my time—focusing on what really matters and making sure my efforts lead to meaningful outcomes. When things go well, I celebrate the win with the team. When they don't, I own

results focus. His pride in work quality and impact, combined with his learning and adaptation approach, demonstrates mature professional accountability.

it, learn from it, and adjust quickly. I care deeply about the quality of my work and the impact it has, and I'm always looking for ways to improve and contribute more effectively.

Additional Manager Evaluation

Evaluated By:	Ariel Dimapilis
Comment:	Toph consistently exhibits a strong results-oriented mindset, driving projects to successful completion with attention to quality and deadlines. He remains focused on delivering tangible outcomes, even when faced with complex challenges or shifting priorities. For instance, Toph led efforts to resolve critical issues during project deployment, ensuring timely delivery without compromising standards. His dedication to achieving goals and his ability to maintain momentum under pressure make him an indispensable member of the team.

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: I try to lead by example and support the team in ways that help us all move forward together. Whether it's leading our scrum meetings, sharing important updates, or just being available when someone needs help, I do my best to keep things running smoothly and make sure everyone feels informed and supported. I also try to create space for collaboration—sharing what I've learned, encouraging others to do the same, and helping connect the dots when we're solving problems together. I may not have a formal leadership title, but I take initiative, think about the bigger picture, and try to contribute to a positive, forward-thinking team culture.

Additional Manager Evaluation

Evaluated By:	Ariel Dimapilis
Comment:	N/A

Section Summary

Manager Evaluation

Calculated Rating:	3.5
Rating:	Meets Expectations (M)

Employee Evaluation

Calculated Rating:	4
Rating:	Exceeds Expectations (EE)

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis