

Overall

Manager Overall Evaluation

Calculated Rating: 3.25
Rating: Meets Expectations (M)
Comment:

Peer Feedback

- Reliability and initiative: delivers with minimal supervision; takes ownership of outcomes.
 - Process and quality: seeks structure; contributes to timely, quality handoffs.
 - Collaboration: constructive partner to team; communicates progress and blockers.
- Examples:
- Modernization/operations work delivered on time with strong ownership of handoffs.
 - Coordinated effectively with stakeholders to keep work moving despite ambiguity.

Development Focus and Specific Actions

- Strengthen preventive quality: add unit/integration tests and peer review checklist.
- Communication cadence: concise status updates with risk/impact next steps.

Trajectory is upward with stronger structure and ownership. Focus on consistent, measurable outcomes and pre-handoff quality to solidify performance.

Employee Overall Evaluation

Calculated Rating: 2.99
Rating: Needs Development (ND)
Comment: Thank you for another year and looking forward.

Acknowledgement

Manager

Entered by: Arjay Gallentes Date: 08/14/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Mauricio Penalosa Date: 08/14/2025
Status: Acknowledge Review
Comment: Thank you for the great review!

Goals

Execute on Zenith Legacy Roadmap

Execute Zenith Legacy initiatives

Due Date: 06/30/2025 Status: In Progress Completion Date:

Category: Operational Initiative, Compliance/Risk Mitigation

Organization Alignment:

Minimum: 10.00%
Target: 100.00%
Maximum: 100.00%
Actual: 90.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)
Comment: Agree

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: I consistently surpass performance expectations through my initiative, independence, and deep understanding of my role. I deliver high-quality work on time with minimal supervision and demonstrates strong ownership of both successes and challenges.

Additional Manager Evaluation

Execute on Zenith product roadmap

Execute on Zenith product roadmap

Due Date: 12/31/2024 Status: In Progress Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%
Target: 100.00%
Maximum: 100.00%
Actual: 90.00%

Manager Evaluation

Rating: Meets Expectations (M)
Comment: NF

Employee Evaluation

Rating: Needs Development (ND)
Comment: I am frequently on the lookout for novel ways to organize my work and fulfill my duties. I remain committed to my professional growth for which I have taken training courses specific to the skills in which I acknowledge a need for improvement. I am always eager to collaborate with others in my field and learn from them. I stay updated with the latest trends, innovations and developments in my field.

I approach each challenge with originality and constantly come up with imaginative solutions.

Additional Manager Evaluation

Execute on Zenith Product Roadmap

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Due Date: 12/31/2024 **Status:** In Progress **Completion Date:**

Category: Strategic Initiative

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Additional Manager Evaluation

Financial Management

Manage cost centers, manage/control/limit commercial IT spend, collaborate with Commercial Finance Strategic goals

Due Date: 12/31/2024 **Status:** In Progress **Completion Date:**

Category: Operational Initiative

Organization Alignment:

Minimum: 50.00%
Target: 100.00%
Maximum: 100.00%
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Manager Evaluation

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Employee Evaluation

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Additional Manager Evaluation

Improve Banking Services Availability and Reliability

Improve Banking Services Availability and Reliability

Due Date: 12/31/2024

Status: In Progress

Completion Date:

Category: Operational Initiative

Organization Alignment:

Minimum: 50.00%
Target: 100.00%
Maximum: 100.00%
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Additional Manager Evaluation

Modernization of Zenith Platform (SI 3334)

Development of key Axos engineering deliverables and technical support to Ascendion

Due Date: 06/30/2025 Status: In Progress Completion Date:

Category: Operational Initiative, Compliance/Risk Mitigation

Organization Alignment:

Minimum: 10.00%
Target: 100.00%
Maximum: 100.00%
Actual: 20.00%

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Agree

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I consistently surpass performance expectations through my initiative, independence, and deep understanding of my role. I deliver high-quality work on time with minimal supervision and demonstrates strong ownership of both successes and challenges.

Additional Manager Evaluation

Operations - Productivity

Ensure development teams are productive according to agreed enterprise criteria

Due Date: 06/30/2025 Status: In Progress Completion Date:

Category: Operational Initiative, Compliance/Risk Mitigation

Organization Alignment:

Minimum: 10.00%
Target: 100.00%
Maximum: 100.00%
Actual: 20.00%

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Employee Evaluation

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Additional Manager Evaluation

Operations - Quality

Quality of development and testing are below agreed quarterly thresholds

Due Date: 06/30/2025 Status: In Progress Completion Date:

Category: Operational Initiative, Compliance/Risk Mitigation

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Actual: 20.00%

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Employee Evaluation

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Additional Manager Evaluation

Process Improvement and Risk Mitigation

Process Improvement and Risk Mitigation

Due Date: 12/31/2024 Status: In Progress Completion Date:

Category: Operational Initiative

Organization Alignment:

Minimum: 50.00%
Target: 100.00%
Maximum: 100.00%
Actual: 90.00%

Manager Evaluation

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Employee Evaluation

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Additional Manager Evaluation

Productivity

Keeping team members effecti

Due Date: 12/31/2024 Status: In Progress

Completion Date:

Category: Operational Initiative

Organization Alignment:

Minimum: 50.00%
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Maximum: 100.00%
Actual: 90.00%

Manager Evaluation

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Comment: NF

Employee Evaluation

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Additional Manager Evaluation

Safety and Soundness (Compliance/Audit)

Ensure no major compliance, OCC, international audit findings or significant losses, and resolve any findings per deadline defined in Archer

Due Date: 12/31/2024 Status: In Progress Completion Date:

Category: Compliance/Risk Mitigation

Organization Alignment:

Minimum: 50.00%
Target: 100.00%
Maximum: 100.00%
Actual: 90.00%

Manager Evaluation

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Comment: NF

Employee Evaluation

Rating: Needs Development (ND)

Comment: I am frequently on the lookout for novel ways to organize my work and fulfill my duties. I remain committed to my professional growth for which I have taken training courses specific to the skills in which I acknowledge a need for improvement. I am always eager to collaborate with others in my field and learn from them. I stay updated with the latest trends, innovations and developments in my field. I approach each challenge with originality and constantly come up with imaginative solutions.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 3.25
Rating: Meets Expectations (M)

Employee Evaluation

Calculated Rating: 2.67
Rating: Needs Development (ND)

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: Meets Expectations (M)
Comment: meets commitments; calm under pressure; accountable.

Employee Evaluation

Rating: Exceeds Expectations (EE)
Comment: I consistently models trust, respect, and accountability. I meets commitments, adapts well to change, and stays focused under pressure. My positive energy uplifts the team and reflects genuine care for my work and

colleagues.

Additional Manager Evaluation

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: Meets Expectations (M)

Comment: agree

Employee Evaluation

Rating: Meets Expectations (M)

Comment: I makes sound, fact-based decisions and breaks down complex problems into manageable parts. I distinguishes critical details from noise and leverages team strengths to drive effective problem-solving.

Additional Manager Evaluation

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: structures workload; shares knowledge; seeks growth.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: I manages my workload effectively, takes initiative, and prioritizes tasks well. I develops clear processes, uses time efficiently, shares knowledge openly, and actively seeks opportunities to grow his expertise.

Additional Manager Evaluation

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: Outcome-oriented; closes loops; improves traceability.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: I consistently delivers high-quality work on time and directs my efforts with focus and efficiency. I takes full ownership of my actions and outcomes, demonstrating strong accountability.

Additional Manager Evaluation

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: N/A

Section Summary

Manager Evaluation

Calculated Rating:3.25

Rating:Meets Expectations (M)

Employee Evaluation

Calculated Rating:3.75

Rating:Meets Expectations (M)