



Lagurin, Rommel

Software Engineer

Manager: Rex Santos

Evaluated By: Rex Santos

July 2025 Performance Review

Organization: Axos Business Center Team XIV (Rex Santos)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)
Comment: keep on growing, become more matured and invest on the project, don't limit yourself and don't become comfortable where you at improve yourself in a daily basis. and enhance your domain knowledge

Employee Overall Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)
Comment:

Acknowledgement

Manager

Entered by: Rex Santos Date: 08/21/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Mel Lagurin Date: 08/21/2025
Status: Acknowledge Review
Comment:

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: Completed Completion Date: 06/30/2025
Category: Strategic Initiative
Organization Alignment:
Minimum: 80.00%

Target: 100.00%
Maximum: 100.00%
Actual: 0.00%

Manager Evaluation

Rating: **Meets Expectations (M)**
Comment: ff

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: With the help of AI tools, I manage to accomplish the milestones on or before the due date.

Additional Manager Evaluation

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

Organization Alignment:

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

Manager Evaluation

Rating: **Meets Expectations (M)**
Comment: ff

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: I've taken some trainings and learned techniques that is effective in reducing bugs and make development faster. Those techniques helped me to complete the milestones and help me enhanced my skills in development. But still I'm looking forward to learning new techniques and coding styles that will help me and the team to code more efficient.

Additional Manager Evaluation

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

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: ff

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I contributed my insights to the team in creating release notes and postman collections, I provided samples and give some ideas and what I have encountered/ experienced in my previous companies. Those contributions of work and ideas helped me and the team to finish the milestones that we have. I am still looking for some tools and better ideas for better implementations of the things that the APW users' needs.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: **3**
Rating: **Meets Expectations (M)**

Employee Evaluation

Calculated Rating: **3**
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.

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: ff

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I believe that I meet the expectations since my team can rely on me when they ask me to do some works, and since we have shifting schedules, we do turnovers and trusting each other in the team to continue the work started by other team member.

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)**

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: ff

Comment: I can say that I have meet the expectations with this matter since I am able to find some answers during my investigations with the bugs I've worked on, also creating a solution for the encountered problem looks pretty challenging to me and that's why I am doing my very best in analyzing the problem well. Also, with the help of the team, especially the frontends, I am able to identify or isolate where the issue is occurring.

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: ff

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Before, I do need some extra time to finish my task, like getting on my unit during weekends after family time, but after a couple of months here in Axos, I have enhanced my productivity and that made me less interaction with my unit during weekends. I believe this is good not just for me but also for the company, since I can deliver my task before the due. Aside from that, I consistently ask for tickets so that I won't waste time during my office time.

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: **Meets Expectations (M)**

Comment: ff

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I believe that I have meet the expectations here because I'm giving my best effort in doing the task assigned to me, and if I failed, I simply ask for some ideas and techniques so that I can do much better next time. I am admitting if I failed on doing some works, since failure leaves us lessons to keep us becoming better employee.

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

Additional Manager Evaluation

Employee Evaluation

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

Comment: N/A

Section Summary

Manager Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)

Employee Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)