



Malibago, Nenissa

Database Developer

Manager: Ariel Dimapilis

Evaluated By: Ariel Dimapilis

July 2025 Performance Review

Organization: Axos Business Center Team VII (Ariel Dimapilis)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3.38

Rating: Meets Expectations (M)

Comment: Nenissa’s collaborative spirit and willingness to support her colleagues whenever needed contribute to a positive and productive team environment. Her continuous pursuit of excellence, along with her adaptability in facing new challenges, makes her an indispensable member of our team. I can confidently say that she has exceeded expectations during this period. She has played a key role in helping team members achieve their goals, accelerate task delivery, and resolve major issues and changes effectively. As her line manager, I consider Nenissa a valuable asset to both our team and the company.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Employee Overall Evaluation

Calculated Rating: 3

Rating: Meets Expectations (M)

Comment: To summarize, my efforts are focused on driving efficiency and quality through three core pillars: AI-powered innovation, engineering excellence, and centralized knowledge management. I leverage AI tools to automate development and improve code quality, ensure high standards through proactive research and collaboration, and build a shared knowledge base by documenting key processes.

My future plan is to continue delivering value in my current role while expanding my technical skills in data analytics to bring new, data-driven insights to the team.

Acknowledgement

Manager

Entered by: Ariel Dimapilis **Date:** 08/14/2025

Status: Acknowledge Review

Comment: Thank you for your support for the team and nissa is one of the asset in the team. Keep up the good work and continue your good relationship with the whole teams.

Employee

Entered by: Nenissa Malibago **Date:** 08/14/2025

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: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 70.00%

Manager Evaluation

Rating: Meets Expectations (M)
Comment: Nisa consistently demonstrates a strong commitment to delivering her tasks on time. Her ability to multitask is impressive; she effectively manages data modeling while simultaneously working on subroutines, analysis, and documentation and her initiative to understand using AI tools. This level of dedication and versatility exceeds the team's expectations and significantly contributes to our overall success.

Employee Evaluation

Rating: Meets Expectations (M)
Comment: AI Adaptation
AI adoption is a key driver of AI-powered innovation, enabling faster and more efficient development across the organization. By integrating advanced AI tools into our workflows, we empower teams to streamline processes, enhance productivity, and accelerate the delivery of high-quality solutions.

The installation of Microsoft Copilot, Cursor, and GitHub Copilot provides developers with intelligent code suggestions, automated documentation, and real-time assistance, significantly reducing manual effort and minimizing errors. These tools not only speed up coding tasks but also help maintain consistency and best practices throughout the development lifecycle.

- Installed Microsoft Copilot
- Installed Cursor
- Installed Github Copilot
- Created an account in WINDSURF

Implement AI-powered documentation
Implementing AI-powered documentation is a strategic step toward AI-powered innovation, enabling faster and more efficient development across the organization. By leveraging advanced AI tools, we can automate and enhance the documentation process, ensuring that critical information is

captured accurately and made readily available to all stakeholders.

For example, using GitHub Copilot to create legacy documentation for non-refined data models streamlines the process of capturing historical system knowledge. This not only saves time but also ensures that documentation is comprehensive and consistent, reducing the risk of knowledge gaps as systems evolve.

Additionally, utilizing Windsurf to identify and provide related tables for Portfolio Management supports the Data Team in project estimation and planning. By quickly surfacing relevant data structures, Windsurf enables more accurate scoping and resource allocation, ultimately accelerating project delivery.

Through these initiatives, AI-powered documentation transforms traditional knowledge management into a dynamic, intelligent process. This approach not only accelerates development cycles but also empowers teams to make informed decisions, driving continuous improvement and innovation throughout the organization.

- Creating legacy document for non refined data model using copilot.
- Use Windsurf to provide the related tables for Portfolio Management that will help Data Team in Project Estimation

Reduce Manual Development

Reducing manual development is a critical aspect of AI-powered innovation, enabling faster and more efficient delivery of solutions. By integrating AI tools into our development processes, we can automate repetitive and time-consuming tasks, allowing teams to focus on higher-value activities and strategic initiatives.

For instance, utilizing GitHub Copilot to create SQL scripts for physical tables significantly accelerates the database design process. Copilot's intelligent code suggestions help ensure that scripts are both accurate and aligned with best practices, minimizing the risk of errors and reducing the need for extensive manual coding.

Similarly, leveraging Copilot to generate data loading scripts for dimension tables streamlines the ETL (Extract, Transform, Load) process. This automation not only speeds up development but also enhances consistency and reliability in data integration tasks.

By adopting these AI-driven approaches, we minimize manual intervention, reduce development lead times, and foster a culture of continuous improvement. This commitment to AI-powered innovation positions the organization to respond more rapidly to business needs while maintaining high standards of quality and efficiency.

- Creating SQL Script for physical tables using Copilot.
- Creating data loading script for dimension tables using Copilot.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

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: 20.00%

Target: 30.00%

Maximum: 100.00%

Actual: 80.00%

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I would like to recognize your outstanding problem-solving and analytical skills. You consistently tackle challenges with a methodical and thoughtful approach, carefully evaluating all aspects of each issue. Your close collaboration with the Product, OS and Data teams has contributed to delivering improved outcomes on projects and assigned tasks.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment:

Faster Development/Reduce lead time
Faster development and reduced lead time contribute to engineering excellence by enabling the rapid and high-quality delivery of new features. By leveraging AI and automation tools, such as GitHub Copilot, teams can minimize defects and reduce the need for rework. This approach streamlines the development process, allowing engineers to focus on innovation and value-added tasks, ultimately strengthening the Team's

ability to deliver robust solutions efficiently.

- Leverage Github Copilot/Windsurf in creating SQL Script
- Leveraging the generate SQL Script on MSSQL to create ERD.

High Quality Code

High-quality code is a cornerstone of engineering excellence, directly supporting the organization's ability to deliver new features rapidly and reliably. By instituting a robust Data Peer Review process for product-refined PBIs (Product Backlog Items), teams can collaboratively validate and enhance the accuracy, consistency, and completeness of data solutions before they reach production. This peer review process not only helps to identify and resolve potential defects early but also fosters knowledge sharing and adherence to best practices across the team, thereby reducing the likelihood of rework and ensuring a higher standard of deliverables.

In parallel, leveraging AI-driven tools for SQL scripting introduces a new level of standardization and refinement to the development process. AI solutions, such as GitHub Copilot, can automate repetitive coding tasks, suggest optimized queries, and enforce coding standards, which collectively contribute to more maintainable and efficient codebases. This automation accelerates development cycles, minimizes human error, and allows engineers to focus on more complex, value-added activities.

By combining rigorous peer review with advanced AI and automation capabilities, the organization not only minimizes defects and reduces rework but also strengthens its overall development process. This integrated approach ensures that every feature delivered is robust, scalable, and aligned with business objectives, ultimately driving engineering excellence and supporting the organization's long-term success.

- Data Peer Review for Product refined PBIs.
- Leveraging AI for more standard and refined SQL Scripting.

Defect prevention thru Analysis and Research

Defect prevention through thorough analysis and research is a key driver of engineering excellence. By proactively studying ALF Accuterm in relation to specific Product PBIs, I am able to gain a deep understanding of system behaviors and potential issues before development begins. This approach enables me to identify and report improvement opportunities early in the process, either directly to the Product team or during refinement sessions. As a result, knowledge gathering is maximized, and the likelihood of future enhancements or rework is significantly reduced. This proactive strategy not only accelerates high-quality feature delivery but also minimizes defects.

- [Spike 1956904 Research of Account Series related to RIA](#)
- [Spike 1956909 Research Decedent feature](#)
- [Spike 1962206 Research - ACNT.REVIEW.RET - Registration](#)

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

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: 80.00%

Manager Evaluation

Rating: Meets Expectations (M)

Comment: Nissa's genuine willingness to support her teammates and foster collaboration creates a truly positive and uplifting team environment. Her unwavering dedication to excellence and ability to embrace challenges with grace make her a truly valued and irreplaceable

Employee Evaluation

Rating: Meets Expectations (M)

Comment: Increase visibility thru Collaboration and Support
Increasing visibility through collaboration and support is essential for building a culture of engagement, accountability, and teamwork, where every member actively contributes to

part of our team.

the success of the ABC Strategy. By fostering open communication and shared responsibility, we ensure that all achievements, challenges, and progress are transparent and accessible to the entire team.

Collaboration with the AUC Team enables the sharing of expertise and resources, driving more effective problem-solving and innovation. Maximizing the use of the Teams Channel to report achievements, progress, and blockers ensures that information flows seamlessly, allowing for timely recognition of successes and swift resolution of issues. Within the Data Team, regular internal alignments and preplanning sessions for upcoming sprints promote proactive planning and ensure that everyone is aligned with project goals and priorities.

Supporting the OS Team in their development efforts further strengthens inter-team relationships and encourages a spirit of mutual assistance. Additionally, active participation in team refinement and planning meetings ensures that all voices are heard, requirements are clearly understood, and everyone is accountable for delivering high-quality outcomes.

Together, these collaborative practices not only increase visibility but also create an environment where engagement and accountability thrive, directly contributing to the successful execution of the ABC Strategy.

- Collaboration with AUC Team.
- Maximizing the use of Teams Channel to report achievement, progress, blocker.
- Data Team, internally - alignments and preplanning for next sprint.
- Support for OS Team in their development.
- Attending Team refinements and planning meetings.

Cross functional

Cross-functional support for Product needs, particularly in the investigation of processes within ALF and related data, is a vital component of building a culture of engagement, accountability, and collaboration. By working closely with the Product team, we ensure that their

requirements and challenges are addressed promptly and effectively, fostering a sense of shared ownership and responsibility for the success of the Team.

Through thorough investigation and open communication, we can identify potential issues, propose solutions, and provide valuable insights that directly support Product objectives. This not only accelerates problem resolution but also enhances the overall quality and reliability of our solutions.

- Support for Product needs in terms of investigation of process in ALF and Data.

Centralize Knowledge Building and Documentation

Centralizing knowledge building and documentation is fundamental to fostering a culture of engagement, accountability, and collaboration, where every team member actively contributes to collective success. By systematically capturing and organizing critical information, we ensure that knowledge is accessible, up-to-date, and easily shared across the team.

For example, documenting the process of manual data model deployment for refined PBIs in DATA MANUAL DEPLOYMENT.docx provides clear, step-by-step guidance that supports consistency and reduces onboarding time for new team members. The Source Column Guide.docx serves as a valuable reference for tracing column sources in Accuterm, ensuring that team members can efficiently locate and understand data origins. By communicating these processes to the right stakeholders and maintaining thorough documentation, we promote transparency and knowledge transfer.

Additionally, resources like Erwin ERD.docx and Data Modeling Guide.docx offer practical instructions for creating automated ERDs and developing robust data models, respectively. These documents not only standardize best practices but also empower team members to contribute more effectively to data initiatives.

Through the centralization of such

documentation, we create a shared knowledge base that enhances collaboration, supports continuous learning, and drives higher quality outcomes. This approach ensures that expertise is not siloed but leveraged across the organization, enabling every team member to play an active role in achieving our strategic objectives.

- Process of (Manual) Data model deployment for refined PBI - [DATA MANUAL DEPLOYMENT.docx](#)
- [Source Column Guide.docx](#) - Documenting How to trace the column source in accuterm. Communicate to right people and document the process.
- [Erwin ERD.docx](#) - How to create an automated ERD.
- [Data Modeling Guide.docx](#) - How to create data models.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Section Summary

Manager Evaluation

Calculated Rating: 3.33
Rating: Meets Expectations (M)

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

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: Her collaborative spirit and willingness to assist her colleagues whenever needed foster a positive and productive team environment. Nissa's continuous pursuit of excellence and her ability to adapt to new challenges make her an indispensable member of our team.

Employee Evaluation

Rating: Meets Expectations (M)
Comment: **Situation:** Our team was committed to an agile workflow, but we faced a recurring challenge where critical project requirements needing data model refinements were introduced late in the sprint, creating significant time pressure for everyone involved.
Task: My fundamental responsibility was to ensure the database foundation was flawlessly prepared for the development team. I felt a deep sense of duty to uphold our team's commitment to quality and prevent

any downstream delays, regardless of the tight timeline.

Action:

- Demonstrating trustworthiness and accountability, I immediately took ownership of the tasks. I wanted my team to know they could rely on me, so I proactively organized my workload to address these urgent requirements.
- With a caring approach for my colleagues' well-being and workload, I dedicated focused effort to complete the data modeling ahead of schedule. My goal was to absorb the pressure myself to create a smoother, less stressful start for the development team.
- Throughout the process, I maintained a high degree of respect for the product team. I recognized they were also working hard under pressure, so I communicated collaboratively and constructively to ensure we were aligned, which helped us resolve ambiguities quickly.

Result:

- We successfully delivered the refined data models before the development sprint began. This not only kept the project on track but also reinforced the team's trust in my ability to deliver.
- In the spirit of fairness, I acknowledge the hard work of the product team. I believe success is collective, and it was important to recognize that their dedication was just as crucial as my own. This shared recognition built a stronger, more collaborative environment founded on mutual respect.
- Ultimately, this experience strengthened our team's culture. It showed that by acting with responsibility, caring for one another's success, and treating each other fairly, we can navigate challenges effectively and build a more resilient and supportive team.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

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: It's clear that you all take responsibility for your roles and can be trusted to deliver quality work, even in challenging situations of the team's.
Taking initiative to take additional tasks as assigned with working both data and BA.

Employee Evaluation

Rating:

Meets Expectations (M)

Comment: **Situation:** I identified a critical source of technical debt in our database: the primary Account table had misleading column names (AccountID and ID). This ambiguity created a high risk for incorrect data joins and widespread confusion, which would inevitably lead to rework for both the OS and QA teams.

Task: My goal was to rectify these column names to align with our data model standards. The key challenge was to execute this change strategically to minimize disruption to other teams while addressing the underlying issue of data ambiguity.

Action: I approached this by first breaking the problem down into smaller, manageable components: 1) changing AccountID to AccountNo, and 2) changing ID to AccountID. To make a decision based on facts, I conducted a thorough impact analysis, listing all affected downstream processes and PBI's. This analysis revealed that while changing AccountID was a contained effort, changing the primary key ID would have extensive and complex repercussions. Based on this data, I simplified the path forward by prioritizing the more achievable and less disruptive change first.

Result: By tackling the problem incrementally, we (with OS effort) successfully corrected the AccountID to AccountNo, making immediate progress in eliminating a source of confusion and potential errors. This decision, grounded in a factual analysis of the problem's underlying issues, allowed us to improve the integrity of our data model while responsibly managing the impact on other teams. It demonstrates a strategic approach to resolving complex issues by making targeted, high-value changes.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

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: Exceeds Expectations (EE)

Comment: I want to acknowledge your exceptional problem-solving and analytical abilities. She consistently approaches challenges with a methodical and thoughtful mindset, ensuring that all aspects of an issue are thoroughly considered.
Working closely with BA and Data to provide better outcomes to the projects and assigned tasks.

Employee Evaluation

Rating: Meets Expectations (M)

Comment: **Situation:** I was responsible for managing a multifaceted workload that included my core data modeling duties, leading the data modeling pod, and proactively supporting the product team with research for upcoming PBI's.
Task: My objective was to ensure consistent progress across all these areas. This required me to manage my time well, prioritize tasks effectively, and develop clear work procedures to maintain momentum without sacrificing quality.
Action:

- I first prioritized our team's work, identifying data model refinement and critical research as top priorities to prevent any downstream blockers for other teams.
- To promote the sharing of knowledge, I coordinated with colleagues to create a master list of tables for data analysis. I then documented this as a comprehensive work procedure and shared it with the entire data modeling pod to standardize our approach.
- By managing my core responsibilities efficiently, I was able to volunteer for additional work, dedicating time to assist the product team with their research needs. This proactive support helped them complete their PBI requirements faster.

Result: This structured approach to time and task management was highly effective. The team operated without blockers, and the shared documentation became a valuable asset that improved our collective efficiency. By strategically focusing on what to deliver, how, with whom, and when, I successfully managed a fair workload, advanced multiple projects simultaneously, and fostered a collaborative and well-organized team environment.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

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: Frequently attending to DSU, Sprint planning and refinement will help you focus and help the team's productivity.
She collaborates through meetings to willingly understand the process.

I want to commend her strong focus on achieving results. Your consistently keep her eyes on the end goals and work diligently to deliver outcomes that align with team objectives.
Nissa results-oriented approach is an asset to the team, and I encourage you to continue driving towards excellence.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: **Situation:** Near the end of a sprint, our team received a high volume of requests involving eleven different Product Backlog Items (PBIs) that all required significant data model refinements, creating a time-sensitive and high-pressure environment.
Task: I took full responsibility for ensuring these critical data model refinements were completed comprehensively and on time. My goal was to prevent any delays to the upcoming sprint and guarantee the integrity of the database foundation for all eleven items.
Action: I intelligently and efficiently directed my efforts by first structuring a clear plan of attack. I systematically analyzed each PBI, documented the required changes, and proactively raised targeted questions to the product team to clarify ambiguities. I took complete ownership of the process from start to finish, ensuring no detail was overlooked.
Result: By taking decisive action and managing my efforts effectively, I successfully delivered all eleven data model refinements before the sprint deadline. This outcome, achieved under significant time pressure, demonstrates my commitment to taking responsibility for my actions and ensuring the timely delivery of comprehensive, high-quality work.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

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: NA

Employee Evaluation

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

Comment: **Situation:** I was appointed to lead the newly formed Data Modeling pod. The team required clear direction, standardized processes, and a strategy to effectively integrate with the broader development organization.
Task: My objective was to establish a functional and empowered pod by overseeing its work, providing clear guidance, and strategically designating tasks to foster

individual growth and team efficiency.

Action:

- I first developed a comprehensive guide on data modeling and ERD best practices. This served as a foundational strategy to standardize our approach and provide team members with a resource to learn and work autonomously.
- To enlist others and build their capabilities, I delegated key responsibilities. I assigned team members to act as the official data modeling point-person in scrum ceremonies and empowered them to manage communications with other teams directly.

Result:

- This approach significantly streamlined knowledge transfer, as the guide enabled team members to find solutions independently.
- Delegating roles increased the team's visibility and fostered a culture of direct, cross-functional collaboration.
- As a result, team members grew in confidence and took greater ownership of their work. This empowerment freed up my capacity to focus on higher-level strategic planning and my own core tasks, knowing the team was operating effectively.

As a leader, our role is to provide guidance, offer support when needed, and most importantly, empower our team members to excel and showcase their full potential.

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Section Summary

Manager Evaluation

Calculated Rating: 3.5
Rating: Meets Expectations (M)

Additional Manager Evaluation

Evaluated By: Ariel Dimapilis

Employee Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)