

Yao, Von Andrew

Developer

Manager: Arjay Gallentes

Evaluated By: Arjay Gallentes

July Impact Statement

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Acknowledgement

Manager

Entered by: Arjay Gallentes
Status: Acknowledge Review
Comment:

Date: 08/15/2025

Employee

Entered by: Von Andrew Yao
Status: Acknowledge Review
Comment:

Date: 08/15/2025

Questions

What do you do? How do you describe your role, duties, and responsibilities? Please be specific.

Manager Evaluation

Response:

Employee Evaluation

Response: I'm a .Net Developer under Zenith.
My duties is to solve every PBIs that are assigned to me.

What processes do you perform? Please refer to the specific process maps or procedures for the tasks you perform, manage, or have impacted. If no process map exists, please describe the task and write "no process map or procedure".

Manager Evaluation

Response:

Employee Evaluation

Response: no process map or procedure

What metrics do you use to manage your performance? How do you know you are doing a good job? Please be specific (number of calls per day, number of closed loans per month).

Manager Evaluation

Response:

Employee Evaluation

Response: We are always trying to fix/solve as much PBI as we can.
The more we solve, the better.

How do you report progress to your supervisor? (What reports, meetings, etc?)

Manager Evaluation

Response:

Employee Evaluation

Response: We have daily stand up meeting to report the status or progress.

Which processes / routine tasks have you improved / suggested improvement? What are the specific improvements suggested or made? a. Please refer to specific process maps and procedures for the processes you perform, manage, or have impacted, or if you have created a new process, please describe it. b. If suggested, please outline action steps to implement, include dependencies.

<u>Manager Evaluation</u>	<u>Employee Evaluation</u>
Response:	Response: N/A

What other improvements have you suggested (sales, product, group interactions, etc.)? Please be specific.

<u>Manager Evaluation</u>	<u>Employee Evaluation</u>
Response:	Response: So far we are doing good so other improvements are not really an option.

What improvement opportunities exist to make your role more efficient? What ideas do you have to reduce waste or inefficient work? What are the required action steps?

<u>Manager Evaluation</u>	<u>Employee Evaluation</u>
Response:	Response: The current setup is currently working fine so there's really no need for this at the moment.

What improvements have you made or suggested?: How did you positively influence the attitude of your colleagues? Please be specific.

<u>Manager Evaluation</u>	<u>Employee Evaluation</u>
Response:	Response: Open communication and communicate as much as possible even it is a small problem or issue.

What are your goals? What would you like to accomplish in the next six months? Please make your goals "SMART" - specific, measurable, attainable, relevant, and time-sensitive.

<u>Manager Evaluation</u>	<u>Employee Evaluation</u>
Response:	Response: I would like to accomplish ACH and NACHA integration to Zenith.

What are your goals? What would you like to accomplish in the next 2 years? Goals over the longer term can be more aspirational.

<u>Manager Evaluation</u>	<u>Employee Evaluation</u>
Response:	Response: I would like to create more and more projects and also to enhance Zenith.

Process Maps: Please list the names of all process maps in the iGrafx platform that relate to your specific role. If applicable, please list the names of process maps that relate to your specific role which

have yet to be created, so that you get credit for these as well.

<u>Manager Evaluation</u>	<u>Employee Evaluation</u>
Response:	Response: N/A

Additional Feedback

Additional Feedback: Please feel free to tell us what else you would like us to know about your role in the company, or anything else on your mind.

<u>Manager Evaluation</u>	<u>Employee Evaluation</u>
Response:	Response: