

## Beligon, Geromme

Software Engineer

Manager: Rex Santos

Evaluated By: Rex Santos

## July Impact Statement

Organization: Axos Business Center Team XIV (Rex Santos)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

### Acknowledgement

#### Manager

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

#### Employee

**Entered by:** Geromme Beligon **Date:** 08/19/2025  
**Status:** Acknowledge Review  
**Comment:**

### 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 software developer focuses on backend development, we develop our AP trading system

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

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:** number of tasks we finished.

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

#### Manager Evaluation

**Response:**

#### Employee Evaluation

**Response:** meetings and 1 on 1 report

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.

| Manager Evaluation | Employee Evaluation   |
|--------------------|---|
| Response:          | Response: I developed a reusable HTTP client and logging library that improved the speed and reliability of service-to-service communication. It also integrated OpenTelemetry for better traceability and standardized logging across microservices. |

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

| Manager Evaluation | Employee Evaluation |
|--------------------|---------------------|
| Response:          | Response: N/A       |

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?

| Manager Evaluation | Employee Evaluation  |
|--------------------|--|
| Response:          | Response: As a Go developer, I see a great opportunity to improve efficiency by cutting down on repeated code through reusable packages,next steps would be spotting repetitive patterns, bringing in helpful automation tools, and refactoring shared logic together with the team. |

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

| Manager Evaluation | Employee Evaluation   |
|--------------------|---|
| Response:          | Response: One improvement I independently suggested and implemented was developing a reusable HTTP client library in Go. This helped standardize how our services handle outbound HTTP requests, improving performance through connection pooling and retry logic. It also reduced duplicated code across projects and made future integrations more efficient. |

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.

| Manager Evaluation | Employee Evaluation |
|--------------------|---------------------|
|--------------------|---------------------|

Response:

Response: Improve more as a developer

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

Manager Evaluation

Response:

Employee Evaluation

Response: In the next two years, I aim to become a stronger backend engineer by deepening my Go expertise, contributing to system design, and mentoring junior developers. I also want to take on more ownership of technical initiatives to grow into a more impactful team member.

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.

Manager Evaluation

Response:

Employee Evaluation

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.

Manager Evaluation

Response: You need to become more visible to the team, stakeholders and management, keep improving and reach me out if you need help in anything.

Employee Evaluation

Response: