

Overall

Employee Overall Evaluation

Calculated Rating: 3.46

Rating: Meets Expectations (M)

Comment:

Goals

Development of key Axos engineering deliverables and technical support to Ascension

Development of key Axos engineering deliverables and technical support to Ascension

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

Category: Strategic Initiative

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 0.00%

Actual: 0.00%

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: Introduced improvements on current implementations for the project.

Ensure development teams are productive according to agreed enterprise criteria

Ensure development teams are productive according to agreed enterprise criteria

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

Category: Operational Initiative

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 0.00%

Actual: 0.00%

Employee Evaluation

Rating: Meets Expectations (M)

Comment: Met ActivTrak metrics and timely logged worked hours.

Execute on key operational initiatives including Continuous Improvement

Execute on key operational initiatives including Continuous Improvement

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

Category: Operational Initiative

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 0.00%

Actual: 0.00%

Employee Evaluation

Rating: Meets Expectations (M)

Comment: ADO properly utilized.

No material findings or past due remediation plans / findings

No material findings or past due remediation plans / findings

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

Category: Compliance/Risk Mitigation

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 0.00%

Actual: 0.00%

Employee Evaluation

Rating: Meets Expectations (M)

Comment: Compliant with software installation audit.

No material operational risk events (value and / or volume)

No material operational risk events (value and / or volume)

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

Category: Compliance/Risk Mitigation

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 0.00%

Actual: 0.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: No CISO findings.

Quality of development and testing are below agreed quarterly thresholds

Quality of development and testing are below agreed quarterly thresholds

Due Date: 06/30/2025

Status: In Progress

Completion Date:

Category: Operational Initiative

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 0.00%

Actual: 0.00%

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Minimal bugs which were immediately resolved.

Section Summary

Employee Evaluation

Calculated Rating: 3.33

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.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Missed a standup meeting due to unavoidable circumstance.

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.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Applied improvements on current implementations.

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.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: Also applies refactoring with tasks as needed.

Results Focus

Delivers comprehensive work on-time, intelligently, and efficiently directs efforts. Takes responsibility for own actions and individual success or failure.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: Concise implementations with accurate results.

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.

Employee Evaluation

Rating: **N/A (Only use for Competency Rating)**
Comment: Not on leadership position

Section Summary

Employee Evaluation

Calculated Rating: **3.75**
Rating: **Meets Expectations (M)**