Bernardo, Patrick Oniel

Sr. Software Engineer
Manager: Arjay Gallentes
Evaluated By:

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

Overall

Employee Overall Evaluation

Calculated Rating: 3.77
Rating: Meets Expectations (M)
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:** In Progress **Completion Date:**

Category: Strategic Initiative
Organization Alignment:
Minimum: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: Data conversion and transformation processes run in the background and do not require a user interface. However, the team found the conversion method to be cumbersome and time-consuming.

Leveraging AI, prompt engineering, and selecting the right technology, I successfully designed an intuitive user interface using Windsurf. By implementing incremental prompts to produce minimal changes, I was able to validate and test the generated code efficiently. This approach accelerated development by 50%

As a result, the conversion team can now experience a user-friendly process for conversions, including dashboards for insights, item status tracking, and straightforward uploading of conversion files and table

creation. AUC Conversion
This improvement has increased the efficiency of the conversion process by 40%.

Achieve Engineering Excellence

Achieve engineering excellence through faster, high-quality feature delivery, minimizing defects, reducing rework, and strengthening AI/automation-driven development.

Sample Key Results:
- Faster Development: By June 30, reduce lead time for changes by 20%
- Defect Prevention: By June 30, reduce defect-related rework by 20% by improving early defect detection
- Failure Reduction: By June 30, reduce change failure by 10%

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

Category: Strategic Initiative

Organization Alignment:

Minimum:	30.00%
Target:	40.00%
Maximum:	100.00%
Actual:	0.00%

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Crucial factor of the AUC project is the data conversion from the ALF database to the new AUC database. Due to the unstructured nature of the existing multivalued records, the data team must carefully devise a solution for a smooth conversion. As the developer assigned to handle this task, I need to ensure that the solution is beneficial in the long run and contributes to the overall success of the project.

To address this, I Developed a Go application for the AUC project that supports both single-valued and multi-valued data conversion, essential for handling diverse data sources. Deployed in Kubernetes for parallel processing, the application uses dynamically configured table mapping via Excel, allowing for easy updates in a few clicks without need of redeployment. This approach transforms data into SQL scripts, accelerating the conversion process by 40% compared to manual SQL scripting and allowed the needs of sprint data accommodation that the out systems development is depends on.

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 Initiatives

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

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: A key aspect of the AUC project is converting data from the ALF database to the new AUC database. to meet evolving product and data model requirements,
Taking ownership of the conversion and transformation processes, ensuring they are handled efficiently and accurately.
The team Develop a comprehensive plan for managing data transformations.
Implement robust tools and technologies to facilitate the conversion process.
Collaborate with cross-functional teams to ensure alignment with product and data model requirements.
Continuously monitor and optimize the transformation processes for efficiency and accuracy.
As a result successfully managed complex data transformations, meeting product and data model requirements, and ensuring smooth and efficient conversion processes.

Section Summary

Employee Evaluation

Calculated Rating: 3.67
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: **Exceeds Expectations (EE)**

Comment: In my role as a developer for the AUC project, I consistently demonstrated the Five Pillars of Character:

- **Trustworthiness: I ensured the integrity and accuracy of the data conversion process, developing a Go application that supports both single-valued and multi-valued data conversion. This application was essential for handling diverse data sources and was deployed in Kubernetes for parallel processing, ensuring reliability and trust in the system.**

- Respect: I valued the input and feedback from my team, addressing their concerns about the cumbersome and time-consuming conversion method. By leveraging AI and prompt engineering, I designed an intuitive user interface using Windsurf, making the process more user-friendly and efficient.
- Responsibility: I took ownership of the conversion and transformation processes, ensuring they were handled efficiently and accurately. I developed a solution that was beneficial in the long run and contributed to the overall success of the project.
- Fairness: I ensured that the solution was equitable and accessible to all team members. The dynamically configured table mapping via Excel allowed for easy updates without the need for redeployment, making the process fair and straightforward for everyone involved.
- Caring: I was genuinely emotionally invested in my work, creating an uplifting environment for myself and others. By implementing incremental prompts to produce minimal changes, I was able to validate and test the generated code efficiently, accelerating development by 50%. This improvement increased the efficiency of the conversion process by 40%, benefiting the entire team.

Additionally, I met commitments, worked independently, accepted accountability, handled change, set personal standards, stayed focused under pressure, and met attendance/punctuality requirements. My dedication to the project and my team ensured a successful outcome and a positive working environment.

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: In my role as a developer for the AUC project, I consistently made decisions based on facts and optimized problem-solving by:

- Breaking Down Problems: I identified the crucial factor of the project—the data conversion from the ALF database to the new AUC database. Recognizing the unstructured nature of the existing multivalued records, I broke down the problem into smaller components to devise a smooth conversion solution.
- Understanding Underlying Issues: I understood the challenges posed by the cumbersome and time-consuming conversion method. By leveraging AI, prompt engineering, and selecting the right technology, I addressed these underlying issues effectively.

- Simplifying Complex Issues: I developed a Go application that supports both single-valued and multi-valued data conversion, essential for handling diverse data sources. This application was deployed in Kubernetes for parallel processing, simplifying the complex issue of data conversion.
- Distinguishing Critical Details: I focused on critical details such as dynamically configured table mapping via Excel, which allowed for easy updates without the need for redeployment. This approach transformed data into SQL scripts, accelerating the conversion process by 40% compared to manual SQL scripting.
- Utilizing Team Strengths: I built upon the strengths of my team by designing an intuitive user interface using Windsurf. This user-friendly process for conversions included dashboards for insights, item status tracking, and straightforward uploading of conversion files and table creation. By implementing incremental prompts to produce minimal changes, I validated and tested the generated code efficiently, accelerating development by 50%.

As a result, the conversion team experienced a significant increase in efficiency, with the conversion process improved by 40%. My approach ensured that the solution was beneficial in the long run and contributed to the overall success of the project.

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: I manage a fair workload by balancing my tasks. For instance, in the AUC project, I developed a Go application to handle both single-valued and multi-valued data conversion, which was crucial for the project's success.
I often volunteer for additional work, especially when it involves new technologies or methodologies. This was evident when I took the initiative to design an intuitive user interface using Windsurf, which significantly improved the user experience for the conversion team.
Prioritizing tasks is a key part of my workflow. I focus on high-impact activities first, such as deploying the application in Kubernetes for parallel processing and using dynamically configured table mapping via Excel. This approach allowed for easy updates without the need for redeployment, accelerating the conversion process by 40%.
Developing clear and comprehensive work procedures is essential for smooth project execution. I ensured that the data conversion processes were well-documented and efficient, transforming data into SQL scripts and accommodating the needs of sprint data.
I manage my time well by leveraging tools like Kubernetes and AI for prompt engineering. This enabled me to validate and test generated code efficiently, accelerating development by 50%.
Promoting the sharing of knowledge is another important aspect of my work. I created dashboards for insights, item status tracking, and straightforward uploading of conversion files and table creation, facilitating better communication and understanding within the team.
I continuously seek new experiences that expand my knowledge. Leveraging AI and prompt engineering in the AUC project allowed me to explore innovative solutions and enhance both my technical skills and the overall project outcome.

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: I deliver comprehensive work on-time by carefully planning and prioritizing tasks. For the AUC project, I developed a Go application that supports both single-valued and multi-valued data conversion, which was crucial for handling diverse data sources. This application was deployed in Kubernetes for parallel processing, significantly accelerating the conversion process by 40%.
I direct my efforts intelligently and efficiently by leveraging the right technologies and methodologies. For instance, I used dynamically configured table mapping via Excel, allowing for easy updates without the need for redeployment. This approach transformed data into SQL scripts, making the conversion process much faster and more efficient.
I take responsibility for my actions and the success or failure of my tasks. When the team found the conversion method cumbersome and time-consuming, I took the initiative to design an intuitive user interface using Windsurf. By implementing incremental prompts to produce minimal changes, I was able to validate and test the generated code efficiently, accelerating development by 50%.
As a result, the conversion team now experiences a user-friendly process for conversions, including dashboards for insights, item status tracking, and straightforward uploading of conversion files and table creation. This improvement has increased the efficiency of the conversion process by 40%, demonstrating my commitment to delivering high-quality work and taking responsibility for the project's success.

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: NA

Section Summary

Employee Evaluation

Calculated Rating: 4

Rating: Exceeds Expectations (EE)