

Overall

Manager Overall Evaluation

Calculated Rating: 3.34

Rating: Meets Expectations (M)

Comment:

- Strengths: Consistent delivery with notable problem-solving on K8s/containerization , initiative on platform improvements (ephemeral envs, containerization), responsiveness.
- Opportunities: grow mentoring/communication leadership; increase visibility on DevEx plans

Development Focus and Actions

- Publish DevEx strategy and rollout plan.
 - Mentor a junior on DevOps / DevEx
- Meets expectations through platform reliability and enablement.

Employee Overall Evaluation

Calculated Rating: 3

Rating: Meets Expectations (M)

Comment: Over the review period, I've delivered reliable infrastructure and automation work while collaborating effectively with my team. I've contributed to key initiatives like EKS cluster maintenance, Clearing API containerization, Azure Pipeline optimizations, and ECK tuning. I stay accountable, support team goals, and continuously look for ways to improve our DevOps practices.

Acknowledgement

Manager

Entered by: Arjay Gallentes

Date: 08/15/2025

Status: Acknowledge Review

Comment:

360 Feedback

Peer Recognition Themes

- Technical Excellence: "Exceptional technical skills"
- Knowledge Sharing: "More than willing to share knowledge and give assistance"
- Problem Solving: "Very proactive and quick in fixing problems"
- Mentorship: "Very open to mentoring young engineers like me"

Stakeholder Feedback

- DevOps Lead commends ephemeral environment POC and comprehensive documentation
- Development teams appreciate containerization support and pipeline expertise

- Cross-functional recognition for responsive support and collaborative approach

Development Opportunities:

- **Leadership Development:** Multiple peers suggest readiness for formal leadership role
- **Communication Enhancement:** Increase visibility of technical decisions and trade-offs
- **Mentoring Depth:** Formalize mentoring approach with structured programs

Career Development Path

Technical Track: Progress toward Senior DevOps Engineer

Certification: Pursue CKA (Certified Kubernetes Administrator)

Leadership Readiness: Shadow DevOps lead on strategic initiatives

Recommended Actions

- Enroll in leadership development program
- Lead a cross-functional DevOps community of practice
- Present at internal tech talks on containerization best practices

Delson has met expectations through exceptional technical contributions, proactive problem-solving, and consistent knowledge sharing. His work on ephemeral environments, containerization initiatives, and platform reliability has significantly advanced our DevOps maturity. The unanimous peer recognition as a technical expert and emerging leader validates his impact.

The gap between his self-assessment and actual performance suggests commendable humility but also an opportunity to build confidence in his substantial contributions. His readiness for increased responsibilities is evident through peer feedback and demonstrated capabilities.

With continued focus on formalizing knowledge through documentation, expanding mentoring reach, and developing leadership presence, Delson is well-positioned for advancement to senior technical or team lead roles. His technical expertise, combined with emerging leadership qualities, makes him a valuable asset deserving of recognition and investment in his continued growth.

Employee

Entered by:	Delson Markis Wooden	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:	In Progress	Completion Date:	
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Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%

Target: 30.00%

Maximum: 100.00%

Actual: 50.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Strong start; formalize POC into a repeatable path.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Started Proof-of-concept on Preview/ephemeral environments on Kubernetes deployments using ArgoCD features for pull requests. This will be added on the pre-merge pipeline process of their application deployment process.

Additional Manager Evaluation

Build On-Prem Kubernetes

Migrate AWS EKS applications to OnPrem Kubernetes environment.

Due Date: 06/30/2025

Status: Completed

Completion Date: 06/30/2025

Category: Operational Initiative

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 100.00%

Actual: 0.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Reliable platform operations with security hygiene.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: Actively participated in testing out the built Rancher on-prem clusters by deploying demo deployments and applications.

Additional Manager Evaluation

Compliance

Audit/Regulatory exams.

Due Date: 06/30/2025

Status: Completed

Completion Date: 06/30/2025

Category: Operational Initiative

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 100.00%

Actual: 0.00%

Manager Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: Agree

Additional Manager Evaluation

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: No material findings during internal or external audits.

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: 06/23/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%

Target: 80.00%

Maximum: 100.00%

Actual: 100.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Agree

Additional Manager Evaluation

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: APW and CAPI developers involved in the kubernetes deployments are knowledgeable on using ArgoCD to manage their applications. Some of APW dev team members are also knowledgeable on managing their deployment pipelines, Opentelemetry, and Elasticsearch.

Environment stability & reliability

Achieve significant progress (reduction) of security vulnerabilities and Introduce and implement IT Governance and Service delivery to run the Bank's daily operations and Teams Planner for project initiatives timely delivery.

Due Date: 06/30/2025

Status: Completed

Completion Date: 06/30/2025

Category: Operational Initiative

Organization Alignment:

Minimum: 0.00%

Target: 0.00%

Maximum: 100.00%

Actual: 0.00%

Manager Evaluation

Employee Evaluation

Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	Agree	Comment:	Utilized ServiceNow for tracking tasks.
Additional Manager Evaluation			

Systems Availability

Maintain high availability of systems controlled.

Due Date:	06/30/2025	Status:	Completed	Completion Date:	06/30/2025
Category:	Operational Initiative				
Organization Alignment:					
Minimum:	0.00%				
Target:	0.00%				
Maximum:	100.00%				
Actual:	0.00%				
Manager Evaluation			Employee Evaluation		
Rating:	Meets Expectations (M)		Rating:	Meets Expectations (M)	
Comment:	Agree		Comment:	Maintained kubernetes clusters by implementing weekly cluster update and node patches for security compliance.	
Additional Manager Evaluation					

Section Summary

Manager Evaluation		Employee Evaluation	
Calculated Rating:	3.17	Calculated Rating:	3
Rating:	Meets Expectations (M)	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		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Meets Expectations (M)
Comment:	Agree	Comment:	I consistently meet deadlines for infrastructure and deployment tasks. I work independently on EKS and Terraform while staying aligned with team goals. I support teammates during on-call rotations and contribute to a positive, reliable team environment. I have successfully implemented EC2-environment of APW under a week as per their request to immediately stood up the EC2 (VM) environment to give way to their production

date target while their kubernetes environments are under-repair. I have committed to support the Clearing API project to containerize and deploy their API applications to Kubernetes to prepare themselves in migrating to Kubernetes

Additional Manager Evaluation

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: **Exceeds Expectations (EE)**

Comment: Agree

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I break down complex issues in CI/CD pipelines and Kubernetes clusters, often collaborating with developers and other teams to identify root causes. I value team input and use shared knowledge to implement practical, fact-based solutions. One of the APIs of ALF needed to be deployed to Kubernetes but it is unable to run despite having no errors on the set-up. It turned out that the developer has hard-coded the application serve to localhost, resulting to inaccessibility even if running it is fine. I was able to containerize the Java applications of Clearing API project when it wasn't able to run in Kubernetes despite successfully running in Docker and local machine. I identified it was simply due to outdated base-image that was initially used by the developers on their Dockerfiles, by upgrading it to a more secure and maintained base-image it is now able to run properly in Kubernetes. That accelerated the containerization effort since the issue stalled the developers into debugging it for days.

Additional Manager Evaluation

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: **Meets Expectations (M)**

Comment: Agree

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I regularly share scripts, templates, and documentation with the team to streamline workflows and reduce duplicated effort. I created reusable pipeline templates and

reduced setup time for new services and improved team efficiency.

Additional Manager Evaluation

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: Agree

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I deliver infrastructure changes and automation tasks on time and with attention to quality. I take ownership of my tasks and ensure that deliverables like EKS cluster and node updates, pipeline changes are tested and deployed on schedule to ensure our deliverables align with project timelines and team standards. I can say I spearheaded the containerization effort of Clearing API project to prepare their project in migrating from EC2-deployments to Kubernetes deployments.

Additional Manager Evaluation

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: N/A

Employee Evaluation

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

Comment: N/A

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: **3.75**

Rating: **Meets Expectations (M)**

Employee Evaluation

Calculated Rating: **3**

Rating: **Meets Expectations (M)**