

Beligon, Geromme

Software Engineer
Manager: Rex Santos
Evaluated By: Rex Santos

July 2025 Performance Review

Organization: Axos Business Center Team XIV (Rex Santos)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)
Comment: Keep on growing, not just as software engineer. Be matured, invest in the project and always do 101%

Employee Overall Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)
Comment:

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:

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: Completed Completion Date: 06/30/2025
Category: Strategic Initiative
Organization Alignment:
Minimum: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 90.00%

Manager Evaluation		Employee Evaluation	
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	Need to improve in leveraging AI Tools provided by the company.	Comment:	I've really seen solid progress on this initiative, especially with how the performance processes and TTF reporting have been handled. It's clear there's been a lot of thoughtful effort and follow-through, which I truly appreciate. Based on what's been accomplished so far, I feel confident in the rating given.

Additional Manager Evaluation

Achieve Engineering Excellence

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

Due Date:	06/30/2025	Status:	Completed	Completion Date:	06/30/2025
Category:	Strategic Initiative				
Organization Alignment:					
Minimum:	20.00%				
Target:	30.00%				
Maximum:	100.00%				
Actual:	100.00%				

Manager Evaluation		Employee Evaluation	
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	While you spearhead the development of the APW Logging, there are some missing component. Dashboard Metrics for APW, Alerts and Notification if the Error Threshold reach it limit, Creating a KQL and saving it to help others to search	Comment:	I've supported the OTEL initiative by ensuring our team participated in the scheduled weekly huddles and contributed to the quarterly knowledge session. These activities helped reinforce our culture of engagement and accountability, aligning with the ABC Strategy. While the actual progress percentage hasn't been updated, the foundational milestones have been met, justifying the 'Meets Expectations' rating.

Additional Manager Evaluation

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:	In Progress	Completion Date:	
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Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 90.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: need to have consistency in collaboration and team engagement, need to become proactive to do minor task like documentation, filing timesheet and logging of hours.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I've observed consistent performance in supporting our engagement and accountability goals. While the actual progress percentage is currently at zero, the employee has met key deliverables and actively participated in initiatives like team huddles and knowledge sharing. Their proactive approach and reliability justify the 'Meets Expectations' rating.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: **3**
Rating: **Meets Expectations (M)**

Employee Evaluation

Calculated Rating: **3**
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

Rating: **Meets Expectations (M)**

Comment: need to improve team engagement and collaboration, specially with team nearshore like joining DSU, Planning and Other Meeting. Need proactively filing the hours you spent to project.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I took ownership of a key deliverable within an ABC Strategic Initiative, ensuring timely progress and alignment with team goals. I demonstrated accountability and collaboration by coordinating with peers and contributing to team discussions. These actions reflect consistent performance and support the expectations set for this goal.

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

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: Don't hesitate to ask for help if you
 encountering a problem on your worki tems.

Rating: **Meets Expectations (M)**
Comment: I consistently base decisions on data and
 break down complex problems into
 manageable parts, focusing on what truly
 matters. I also leverage the strengths of my
 teammates to enhance collaboration and
 drive effective problem-solving.

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: Part of being productive is to show to
 management that you really are. you always
 need to find a way not to forget the logging of
 hours.

Employee Evaluation
Rating: **Meets Expectations (M)**
Comment: I manage my workload effectively by
 prioritizing tasks and volunteering for
 additional responsibilities when needed.

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: **Meets Expectations (M)**
Comment: We are all result focus in the team, but you
 must always check your work items so we
 shouldn't encounter any issue in our project

Employee Evaluation
Rating: **Meets Expectations (M)**
Comment: I take full responsibility for my outcomes,
 learning from both successes and challenges
 to continuously improve.

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
Rating: **Meets Expectations (M)**

Employee Evaluation
Calculated Rating: 3
Rating: **Meets Expectations (M)**