Abellana, Ian

IT DevOps Engineer, Sr
Manager: Arjay Gallentes
Evaluated By: Arjay Gallentes

July 2025 Performance Review

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

Overall

Manager Overall Evaluation

Calculated Rating: 4

Rating: Exceeds Expectations (EE)

Comment:

Development Focus Areas

- **Team Management:** Formalize mentorship and succession coverage frameworks
- **Domain Depth:** Deepen regulatory and domain context for strategic decision-making

Peer Feedback Summary

- **Collaboration:** Exceptional - Consistently goes above and beyond in collaboration
- **Technical Skills:** Expert - Demonstrates deep expertise and helps others
- **Leadership:** Natural Leader - Regularly mentors others and drives positive change

Ian delivered exceptional impact across platform reliability, automation, and AI enablement, consistently operating as a force multiplier for engineering teams. His work demonstrates clear ownership, sound judgment, and durable solutions that scale across teams. Peer feedback validates his leadership influence and technical expertise, positioning him as a natural leader ready for expanded responsibilities.

Employee Overall Evaluation

Calculated Rating: 4.65

Rating: Exceeds Expectations (EE)

Comment: None

Acknowledgement

Manager

Entered by: Arjay Gallentes   **Date:** 08/15/2025

Status: Acknowledge Review

Comment:

Employee

Entered by: Ian Abellana   **Date:** 08/14/2025

Status: Acknowledge Review

Comment: I am satisfied with the feedback that I got.

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: 50.00%

Manager Evaluation	Employee Evaluation
Rating: Exceeds Expectations (EE)	**Rating:** Exceeds Expectations (EE)
Comment: Demonstrated leadership in institutionalizing AI tooling adoption. Continue broadening enablement to higher-value engineering/ technology cases and establish reusable guidance frameworks for broader team adoption.	**Comment:** As part of Axos' initiative to adopt AI, I'm tasked to help developers gain access to Axos' AI tools and advocate the usage of AI whether the work is day-to-day tasks for generating reports or software development.

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, Cost Reduction/Mitigation

Organization Alignment:

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

Manager Evaluation	Employee Evaluation
Rating: Exceeds Expectations (EE)	**Rating:** Meets Expectations (M)
Comment: Successfully navigated external constraints while preserving technical readiness. Deepen runbooks and resilience scenarios to accelerate future cutovers and establish standardized migration patterns.	**Comment:** Due to the network cabling not done. The migration of AWS Greenfield to Rancher was postponed until July 11.

Additional Manager Evaluation

Compliance

Audit/Regulatory exams.

Due Date:	06/30/2025	**Status:**	Completed	**Completion Date:**	06/30/2025

Category: Compliance/Risk Mitigation

Organization Alignment:

Minimum:	1.00%
Target:	100.00%
Maximum:	100.00%
Actual:	100.00%

Manager Evaluation		Employee Evaluation	
Rating:	**Exceeds Expectations (EE)**	Rating:	**Substantially Exceeds Expectations (SE)**
Comment:	Maintained strong operational discipline and predictable follow-through. Template the approach for partner teams to create consistent compliance practices across the organization.	Comment:	Completed all mandatory compliance training

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:**	Completed	**Completion Date:**	06/30/2025

Category: Strategic Initiative

Organization Alignment:

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

Manager Evaluation		Employee Evaluation	
Rating:	**Exceeds Expectations (EE)**	Rating:	**Substantially Exceeds Expectations (SE)**
Comment:	Strong team enablement and coordination work. To achieve SE rating, focus on: 1) Establish formal mentorship programs with measurable outcomes and succession coverage, 2) Create standardized enablement frameworks that scale beyond current team size, 3) Implement team performance metrics and improvement tracking, 4) Develop leadership development paths for team members. Timeline: 90 days	Comment:	Training for new features of tools provided by DevOps team were conducted with the developers. This way, we can gather quick feedback from them while teaching them how to use it correctly. Change management process was necessary for the APW team since this will be their first time deploying to PROD.

for framework establishment, 6 months for measurable team growth outcomes. Regular monthly check-ins to monitor progress.

Additional Manager Evaluation

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, Customer Experience

Organization Alignment:

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

Manager Evaluation	Employee Evaluation
Rating: **Exceeds Expectations (EE)**	**Rating:** **Substantially Exceeds Expectations (SE)**
Comment: Strong operational reliability and incident management. To achieve SE rating, focus on: 1) Implement predictive monitoring and automated remediation across all environments, 2) Establish comprehensive disaster recovery and business continuity frameworks, 3) Create unified telemetry and observability standards with automated alerting, 4) Develop proactive capacity planning and performance optimization systems.	**Comment:** As part part of DevOps, I'm required to participate with On-Call rotation. I'm also responsible investigating and solving issues that are environment related.

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:	1.00%
Target:	80.00%
Maximum:	100.00%
Actual:	100.00%

Manager Evaluation	Employee Evaluation
Rating: **Exceeds Expectations (EE)**	**Rating:** **Substantially Exceeds Expectations (SE)**

| Comment: | Excellent capacity engineering and autoscaling implementation. To achieve SE rating, focus on: 1) Potentially, Implement multi-region and cross-environment availability strategies with 99.99% uptime targets, 2) Establish automated failover and load balancing across all critical systems, 3) Create comprehensive performance baselines and optimization frameworks, 4) Develop proactive capacity forecasting and resource optimization systems. | Comment: | To fully take advantage of Kubernetes. I have deployed Cluster Autoscaler to scale in/out the nodes based on demand. The HPA is used in tandem for this since this is used for pod scale in/out. These were implemented in all clusters in AWS Greenfield and pods of APW and CAPI. |

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

Employee Evaluation

Calculated Rating: 4.5
Rating: Exceeds Expectations (EE)

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:	Substantially Exceeds Expectations (SE)
Comment:	Displays steady execution and ownership under pressure with exceptional reliability. Sustain the cadence while mentoring peers on prioritization patterns and establishing best practices.	Comment:	Problem: The Clearing team is ramping up their containerization development and is need of DevOps support but the difference in time zone is slowing down their efforts due to long wait time before a reply. Action: Coordinated with the team to assign and adjust the most optimal time where each member will log-in to cover the timezone from PST to EST to accommodate and support the developers. Result: The containerization effort was faster than before since developers and DevOps were able to work closely and give feedback to each other whenever there's an issue occurs during deployment of a new version of the app.

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:	Exceeds Expectations (EE)	Rating:	Substantially Exceeds Expectations (SE)
Comment:	Strong systems thinking with pragmatic trade-offs. Pair solutions with expected outcomes.	Comment:	Problem: The AUC team is having a hard time keeping track of their work items. They require a solution to notify them whenever an item was updated. Action: Created a Power Automate workflow to send MS Teams notification. Gave a quick tutorial on how to use Power Automate and turned-over the flow to the developer so they can modify the steps that will fit to their needs. Result: The AUC team is now notified via MS Teams whenever an update to the PBI assigned to them has been updated.

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		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Substantially Exceeds Expectations (SE)
Comment:	High output with consistent quality and measurable impact. Channel time savings into higher-leverage platform work and establish productivity standards for team-wide adoption.	Comment:	Problem: Since I'm part of the central DevOps team, my time is divided in a third from central devops tasks, to ABC related tasks, & adminitrative tasks. Managing time is very tight and sometime I extend just to finish some tasks. Action: Utilized AI tools such as MS Copilot & Windsurf for analyzing and generating reports as well as Power Automate to help with the automation of some tasks. Result: I was able to increase my productivity by spending less of my time doing tedious tasks such as generating reports manually and updating the status of my tasks.

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		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Substantially Exceeds Expectations (SE)
Comment:	Agree	Comment:	Problem: Axos wants to adopt AI with their day-to-day work but not everyone is aware of this initiative. Action: I took responsibility for collecting the

adoption rate here in ABC for the technology team. My role also includes coordinating with individual members to help them get their respective access to AI tools specific for their project. I also collate the data and send it to our US counterpart who is responsible for keeping track of all AI related initiatives in Axos or ABC.

Result: The adoption rate has improved and more ABC Technology members are aware and adopting AI with their work.

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		Employee Evaluation	
Rating:	N/A (Only use for Competency Rating)	Rating:	N/A (Only use for Competency Rating)
Comment:	Influences through enablement. Formalize mentorship loops and succession coverage for sustained scale while expanding leadership opportunities.	Comment:	N/A

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating:	4
Rating:	Exceeds Expectations (EE)

Employee Evaluation

Calculated Rating:	5
Rating:	Substantially Exceeds Expectations (SE)