



Cabalhug, Verlin Grace

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

Manager Overall Evaluation

Calculated Rating:

Rating:

Comment:

Additional Manager Evaluation

Evaluated By: Rex Santos

Employee Overall Evaluation

Calculated Rating: 3

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.

- 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.

AI for Knowledge Management

- Implement/Use AI tools to reduce search/development time by 20%.

Monitor Repository Usage

- Set metrics, conduct quarterly reviews, and aim for 90% user satisfaction.

Due Date: 07/07/2025 Status: In Progress Completion Date:

Category: Strategic Initiative, Customer Experience, Compliance/Risk Mitigation

Organization Alignment:

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

Manager Evaluation

Rating:

Employee Evaluation

Rating: Meets Expectations (M)

Comment:

Comment:

Needs to be more adept to innovative practices and tools.

Additional Manager Evaluation

Evaluated By: Rex Santos

Achieve Engineering Excellence

High Quality Code

- By June 30, SonarQube report should improve the code quality like code coverage and security.

Enhance Collaboration and Documentation

- Ensure 100% of API endpoints are documented in the Postman collection
- Conduct monthly knowledge-sharing sessions
- Maintain up-to-date technical documentation for all major projects

Faster and Secure Deployment

- By March, deployment to UAT must be weekly
- By June 30, reduce the bug rate to 20% (Jan - June)

Due Date: 06/30/2025

Status: In Progress

Completion Date:

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Minimum: 50.00%

Target: 80.00%

Maximum: 100.00%

Actual: 80.00%

Manager Evaluation

Rating:

Comment:

Employee Evaluation

Rating:

Meets Expectations (M)

Comment:

Multiple Milestones but still needs improvements in the aspects of Development Enhancements

Additional Manager Evaluation

Evaluated By: Rex Santos

Empowered & Accountable Teams

Build a culture of engagement, accountability, and collaboration, where every team member actively contributes to the success of ABC Strategy.

Key Results:

Monthly Brownbag Sessions

- By June each team can share knowledge, ideas and insights about the project or tech that they're involved with

Pair Programming

- Building better team collaboration by breaking down tasks and deliver

API Management

- API Documentation and Collection are usable references by Development Teams

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

Category: Strategic Initiative, Cost Reduction/Mitigation

Organization Alignment:

Minimum: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 75.00%

Manager Evaluation

Rating:

Comment:

Employee Evaluation

Rating:

Meets Expectations (M)

Comment:

Still needs to be more active in communicating with product/business teams.

Additional Manager Evaluation

Evaluated By: Rex Santos

Section Summary

Manager Evaluation

Calculated Rating: 0

Rating:

Employee Evaluation

Calculated Rating: 3

Rating:

Meets Expectations (M)

Additional Manager Evaluation

Evaluated By: Rex Santos

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:

Comment:

Employee Evaluation

Rating:

Meets Expectations (M)

Comment:

- Manages to contribute fairly with fellow coworkers, works closely with business and peer developers throughout the project.
- Focused during meetings and handles inquiries diligently.
- Adapts easily to any point of changes during the stage of development.
- Guidance to peer developers in their work struggles and able to learn from their experiences and perspectives.
- Meets deadlines with punctuality and able to do overall assessment and quality assurance of product feature implementation.

Additional Manager Evaluation

Evaluated By: Rex Santos

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:

Comment:

Employee Evaluation

Rating:

Meets Expectations (M)

Comment:

- At regular intervals, the team reflects on how to become more effective, then adjusts its behavior accordingly
- Division of labor through vertical slicing and agile process of commitment to the project
- Sets boundaries for prioritization of work. Do what needs to be done, review and enhance as a routine in development process.
- Simplicity is the art of maximizing the work done is essential

Additional Manager Evaluation

Evaluated By: Rex Santos

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:

Comment:

Employee Evaluation

Rating:

Meets Expectations (M)

Comment:

- Do volunteer for more additional work
- Finishing prioritized tasks that needs to be delivered before the expected finished date
- Joins or Holds Brown Bag Session and Share Development Interests to Team (AI red teaming, Code review suggestions)
- Always seeks new learning materials relevant to improvement of work (AI Tools, Clean Architecture/Code)

Additional Manager Evaluation

Evaluated By: Rex Santos

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:
Comment:

Rating: **Meets Expectations (M)**
Comment: I always take responsibility of my actions whether it may development of a feature, fixing a bug, and direct guidance to junior developers. I take my work seriously and perform with honesty. I am responsible to atone for my mistakes and correct what is needed to be corrected, learn a lesson from the mistake, and makes it is not repeated. If a feature is implemented wrong, I took responsibility and made changes accordingly.

Additional Manager Evaluation

Evaluated By: Rex Santos

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:
Comment:

Additional Manager Evaluation

Evaluated By: Rex Santos

Employee Evaluation

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

Section Summary

Manager Evaluation

Calculated Rating: **0**
Rating:

Additional Manager Evaluation

Evaluated By: Rex Santos

Employee Evaluation

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