



Ullah, Asad

Sr. Quality Assurance Analyst

Manager: Ashima Garg

Evaluated By: Curtiss May

Exempt Annual Appraisal

Organization: ADESA Quality Engineering (Ashima Garg)

Location: KAR World Headquarters

01/01/2016 - 12/31/2016

SECTION IV: OVERALL COMMENTS AND RATING

Manager Overall Evaluation

Rating: A - Above Expectations

Comment: Asad, is a quiet leader. He stands out among his peers. He is continuously sought out by technical and business staff for assistance and sharing of his knowledge. Individuals at all levels see him as a source of knowledge.

Employee Overall Evaluation

Rating: E - Exceptional

Comment:

Acknowledgement

Manager

Entered by: Curtiss May **Date:** 07/05/2017

Status: Acknowledged

Comment:

Employee

Entered by: Asad Ullah **Date:** 06/28/2017

Status: Acknowledged

Comment: Review completed.

SECTION I: PERFORMANCE GOALS

Ensure high standard of quality on assignments by reducing the occurrences of escapes by 5% to UAT and Severity 1 defects attributed to a test phase miss.

Ensure thorough requirements analysis, test case design, test case reuse, and execution approach for assignments.

Ensure assignments are completed on time and with an estimated hours to actual hours target accuracy of $\pm 10\%$.

Ensure compliance with QA department and team procedures, including bug logging, updating lessons learned logs, timely and accurate completion and communication of administrative tasks, Time Entry, PTO, test planning and execution progress, etc.

Complete at least 2 SkillSoft courses or a course for skill improvement such as SQL.

Due Date: 12/30/2016

Status: Completed

Completion Date: 12/30/2016

Category:

Manager Evaluation

Rating: **A - Above Expectations**

Comment: Asad continuously always go above and beyond in the technical areas of his work. He seeks out opportunities to aid the evolution of automation. He takes all opportunities to enhance his skills and to share that knowledge with others. He always goes above and requirements to complete tasks efficiently and effectively. He guides other to a much higher knowledge level. He demonstrates a unique level of professionalism. He maintains great report with both technical and business staff. Asad continues grow professionally and expand his overall skills in the areas of automation

Employee Evaluation

Rating: **E - Exceptional**

Comment: Completed all these task and helped others in doing good job in QA.

Section Summary

Manager Evaluation

Rating: **A - Above Expectations**

Employee Evaluation

Rating: **E - Exceptional**

SECTION II : PERFORMANCE ATTRIBUTES

Communication

Demonstrates the ability to exchange information with others in effective, timely, clear, concise, logical, and organized manner.

Manager Evaluation

Rating: **A - Above Expectations**

Comment: Asad consistently adds value to conversations, projects, training and technical work. He conducts himself in a professional manner. He provides leadership within the QA tem and as a Leader and Teacher for the offshore automation developers

Employee Evaluation

Rating: **E - Exceptional**

Comment: Demonstrated the ability to exchange information with others in effective, timely, clear, concise, logical, and organized manner.

Customer Service

Exhibits the ability to maintain excellent, dependable, and competent service to internal and external customers.

Manager Evaluation

Rating: **E - Exceptional**

Comment: Asad is highly competent in all phases of technical knowledge, company applications, business knowledge and team interaction. When there is a fire Asad runs to it.

Employee Evaluation

Rating: **E - Exceptional**

Comment: Provided great customer service and exhibits the ability to maintain excellent, dependable, and competent service to internal and external customers.

Initiative/Innovation

Ability to be self-directed, resourceful, and creative in performing job duties while identifying and modifying ideas or methods to provide improved customer service and/or redesign business processes or develop new business processes.

Manager Evaluation

Rating: **E - Exceptional**

Comment: Asad is always seeking solutions to known issues and goes above and beyond to improve process and methods before issues arise. He consistently provides knowledge to others to help them avoid issues.

Employee Evaluation

Rating: **E - Exceptional**

Comment: Have demonstrated ability to be self-directed, resourceful, and creative in performing job duties while identifying and modifying ideas or methods to provide improved customer service and/or redesign business processes or develop new business processes.

Integrity/Professionalism

Takes responsibility and conducts self in an ethical manner which demonstrates respect, confidentiality, and ability to earn and fulfill others' trust.

Manager Evaluation

Rating: **E - Exceptional**

Comment: Asad is an individual of high values. he expects highly of himself.

Employee Evaluation

Rating: **E - Exceptional**

Comment: Took responsibility and conducted self in an ethical manner which demonstrates respect, confidentiality, and ability to earn and fulfill others' trust.

Leadership

the ability to influence the behavior of others to create a result that would not have happened otherwise.

Manager Evaluation

Rating: **A - Above Expectations**

Comment: Asad graciously demonstrates good reasoning and common sense to verify the facts of situations and lead conversations to reasonable decisions

Employee Evaluation

Rating: **E - Exceptional**

Comment: Demonstrated ability to influence the behavior of others to create a result that would not have happened otherwise.

Interpersonal Relationships / Collaboration / Teamwork

Willingness and demonstrated ability to cooperate, work and communicate with co-workers, supervisors, subordinates or outside contacts

Manager Evaluation

Rating: **A - Above Expectations**

Comment: Asad works continuously in favor of making the right decisions for the company and for all concerned.

Employee Evaluation

Rating: **E - Exceptional**

Comment: Demonstrated willingness and ability to cooperate, work and communicate with co-workers, supervisors, subordinates or outside contacts

Section Summary

Manager Evaluation

Rating: **E - Exceptional**

Employee Evaluation

Rating: **E - Exceptional**

SECTION III: PERFORMANCE OVERVIEW

Major strengths or new abilities demonstrated since last review:

Manager Evaluation

Employee Evaluation

Response: Learned Selenium and completed POC for Selenium Automated testing.
Learned Appium and has now complete Work on Appium Automated testing.
Completed training for SAFe.
Major strengths include his ability to train and teach others in both technical and business areas. He assisted heavily with group training of SPLL.

Response: Learned and completed POC for Selenium Automated testing.
Working on Appium Automated testing.

Specific areas of improvement needed:

Manager Evaluation

Response: Expand knowledge of applications in architectural areas. Expand knowledge of Mobile and Automated testing

Employee Evaluation

Response: Take leadership and architectural role responsibilities.