



Casey, Gregory David

Sr. Staff Systems Architect (E4)

Manager: Mark Chubb

Evaluated By: Mark Chubb

ZT Annual Performance Review - IC

Organization: Architecture (Mark Chubb)

Location: USA - TX - Austin - Suite 300

02/01/2022 - 01/31/2023

Acknowledgement

Manager

Entered by: Mark Chubb **Date:** 03/30/2023
Status: Acknowledge Review without Comments
Comment:

Employee

Entered by: Greg Casey **Date:** 03/30/2023
Status: Acknowledge Review without Comments
Comment:

People First

Positive Attitude. You exhibit a “can do” attitude and enjoy your work. You recognize team members who go above and beyond the call of duty and equally point out disruptive behavior when necessary. You focus on what’s best for the company, the team, then individual achievement.

Manager Evaluation

Rating: 4-Highly Effective
Response: Greg maintains a great positive attitude. He is enjoying his job and is gaining satisfaction on a daily basis. Greg always treats co-workers, customers and design partners with the highest respect and regard. This evident from Greg’s support of the Ranger program. During this period, Greg has had extensive exposure to Taiwan ZT coworkers and partner engineers at NVIDIA. Greg tries to maintain a positive attitude during all engagements, even when the changes are coming fast and furious from the Customer (which happen almost on a weekly basis).

Proactive. You anticipate needs, find opportunities for improvement and take quick action to positively impact efficiency and our work environment. You have a bias for action and are not complacent.

Manager Evaluation

Rating: 4-Highly Effective
Response: Greg does a great job speaking up in meetings and taking the floor with conviction. If an issue is raised, Greg doesn’t sit back and wait for others to propose solutions, or improvements, he will take it upon himself to offer proposals to address the issue. Examples of this from the Ranger project included: the NVLINK Cabling options, DC-SCM Options, Front IO Options, and others. Greg has also been helpful in stepping up to provide Ranger overviews to other customers like Meta and Google.

Integrity. You act with integrity and authenticity while interacting with, guiding, and supporting others. You do what you say you will do, on time, and with high quality.

Manager Evaluation

Rating: 4-Highly Effective

Response: Greg has demonstrated high integrity throughout his time at ZT. This not only includes being honest and forthright with his colleagues and customers, but also includes using discretion by not exposing confidential information from one customer to another. This also covers maintaining confidentiality on the Ranger program and not exposing information to internal ZT employees who do not need to know.

Section Summary

Manager Evaluation

Rating: 4-Highly Effective

Ownership Mentality

Accountability. You hold yourself and your teammates accountable for a high standard of performance, meets deadlines, and delivers what is expected from you in your role. You understand what is needed for success, and you identify and support to achieve the desired outcomes even if outside your immediate area of ownership.

Manager Evaluation

Rating: 3-Achieves Expectations

Response: Greg has served as the lead architect on Sonora (Ranger) for ZT. He has been involved in all aspects of the project, from clarifying customer requirements, to reviewing/approving changes and helping make key decisions. This includes the planning and re-planning of schedule and always trying to anticipate implications, risks and complications within these plans. Over this long project, Greg attempts to keep focus on the tasks at hand and drive this mentality to the rest of the functional areas.

Problem Solving. You use your creativity and experience to balance cost effectiveness and scalability when solving problems. You escalate problems quickly when necessary.

Manager Evaluation

Rating: 3-Achieves Expectations

Response: Greg has demonstrated good competency on the solution of problems. Many times, it is not just solving a problem, but rather weighing the impacts of multiple alternative solutions. On occasion, the customer has requested certain architecture features which did not make sense or did not solve the underlying problem that the customer has disclosed. Greg does his best to work with the customer and internal engineering teams to come up with the best solution. In most cases, it usually comes down to a compromise taking a little input from various areas. Examples of this include the DC-SCM CPLD decision, Cable Cartridge solution, IO requirements/modularity, and others. Greg also did a great job putting together a massive Spreadsheet to determine how many different Cable connections were in the Rack, which helped guide the Mechanical team on their Rack Cabling mock up.

Efficiency. You care about our company and seek understanding of how and why we do things, while challenging the status quo and looking for opportunities to make improvements. You push back and/or offer alternatives when you see waste, such as unnecessary processes, meetings or emails.

Manager Evaluation

Rating: 4-Highly Effective

Response: Greg has been involved in the projects Mammoth Cave (Viking SO) and Sonora (Ranger) which have been prime examples of pushing through to get results in the midst of changing requirements on almost a weekly basis. He has pushed back and/or embraced the customer asks depending on the implications to the project quality and timelines. Greg has also done a great job of determining which issues/changes he should bring up to the Engineering Teams and which he should keep quiet so as to avoid confusion or disruption to execution.

Section Summary

Manager Evaluation

Rating: 3-Achieves Expectations

Quality

Results. You deliver high quality results in your area of ownership. You work with your manager to balance quality deliverables in the context of overall business value.

Manager Evaluation

Rating: 3-Achieves Expectations

Response: Greg maintains excellent attendance and punctuality. He makes every effort to accomplish work task on a timely basis to meet all expectations. In the situation where the task cannot be completed, Greg seeks out the receiver of the information and ensures that a modified completion date is set and is acceptable.

Communication. You proactively identify and communicate areas that do not meet quality standards, even if outside your own area of responsibility. You are open to feedback from others.

Manager Evaluation

Rating: 4-Highly Effective

Response: Greg has demonstrated good communication skills both orally and in written form. He consistently communicates with team members, superiors, vendors and customers. He always maintains the highest of the ethical standards. An additional aspect of Greg's works this year is working on a notably confidential project (Nvidia Ranger). Greg has observed and maintained all the confidentiality rules in the regard. Greg has developed a great report with the customer (Nvidia) and has earned their respect as a technical leader. The same is true with Greg's interaction with the Taiwan Board team. Greg goes out of his way to make sure the TW team understands the customer requirements, and listens to them when they have concerns.

Continuous Improvement. You know the critical details that are important to your role and seek opportunities for self-development and continuous improvement.

Manager Evaluation

Rating: 3-Achieves Expectations

Response: Greg has developed over his career a large toolbox of experience that is proving to be helpful and impactful during this Sonora/Ranger project. The signaling speed, the blade nature, the unique set of protocols and the overall chassis development is consistent with Greg's experience. Another aspect is Greg's industry experience, the intersection with people that he has worked with, and familiarity of the technical issues have been an asset for the Sonora/Ranger Project.

Section Summary

Manager Evaluation

Partnership

Teamwork. You help others be successful. You share your knowledge and offer help where needed. You understand our “same boat” philosophy, that in order for ZT to be successful, our entire team must be successful.

Manager Evaluation

Rating: 4-Highly Effective

Response: This has been a key area that Greg has demonstrated capability during this reporting period. On Ranger, Nvidia is pushing the bitter edge of current technology. To listen and understand the base and changing requirements, then communicate this to all team members in a concise and understandable form is integral to Greg's daily activity. This is a two-way street; Greg also takes problems and feedback from these ZT teams and brings these concerns back to the customer.

Collaboration. You effectively communicate openly and respect ideas and perspectives from team members who have different backgrounds than your own. You realize collaboration does not always mean consensus. You do the right thing by focusing on what is best for your internal/external customers, considering alternatives, anticipating needs, and being proactive.

Manager Evaluation

Rating: 4-Highly Effective

Response: Collaboration and Teamwork are essentially the same thing. Including the same Answer as above:

This has been a key area that Greg has demonstrated capability during this reporting period. On Ranger, Nvidia is pushing the bitter edge of current technology. To listen and understand the base and changing requirements, then communicate this to all team members in a concise and understandable form is integral to Greg's daily activity. This is a two-way street; Greg also takes problems and feedback from these ZT teams and brings these concerns back to the customer.

Build Trust. Approach others with respect and strive for win-win outcomes. Commit to building long-term relationships. You deliver on your commitments.

Manager Evaluation

Rating: 4-Highly Effective

Response: Greg has demonstrated good communication skills both orally and in written form. He consistently communicates with team members, superiors, vendors and customers. He always maintains the highest of the ethical standards. An additional aspect of Greg's works this year is working on a notably confidential project (Nvidia Ranger). Greg has observed and maintained all the confidentiality rules in the regard. Greg has developed a great report with the customer (Nvidia) and has earned their respect as a technical leader. The same is true with Greg's interaction with the Taiwan Board team. Greg goes out of his way to make sure the TW team understands the customer requirements, and listens to them when they have concerns. This has earned the trust of the ZT Engineering Teams.

Section Summary

Manager Evaluation

Rating: 4-Highly Effective

Leading People

Decision Making with Risk. Leverage your experience, expertise, and utilize the information you have to make fast decisions, even if you have less than 100% of the data. You take measured risks, get things done, and inspire others to do the same.

Manager Evaluation

Rating: 3-Achieves Expectations

Response: Greg has served as the lead architect on Sonora (Ranger) for ZT. He has been involved in all aspects of the project, from clarifying customer requirements, to reviewing/approving changes and helping make key decisions. This includes the planning and re-planning of schedule and always trying to anticipate implications, risks and complications within these plans. Over this long project, Greg attempts to keep focus on the tasks at hand and drive this mentality to the rest of the functional areas.

Enable the Team: You build trust with your team. You provide clear direction and guidance when delegating and empowering the team. You lead by example with a “player-coach” approach.

Manager Evaluation

Rating: 3-Achieves Expectations

Response: This has been a key area that Greg has demonstrated capability during this reporting period. On Ranger, Nvidia is pushing the bitter edge of current technology. To listen and understand the base and changing requirements, then communicate this to all team members in a concise and understandable form is integral to Greg's daily activity. This is a two-way street; Greg also takes problems and feedback from these ZT teams and brings these concerns back to the customer. Greg goes out of his way to make sure the TW team understands the customer requirements, and listens to them when they have concerns. This has earned the trust of the ZT Engineering Teams.

Hire / Develop / Manage Effectively: As a manager, you are the decision leader in hiring, building, and retaining a high performance team. This requires applying effective screening to only hire the best talent, sharing your knowledge in guiding, and developing individuals into higher levels of performance, recognizing those that perform to that high expectation and effectively addressing those that do not perform.

Manager Evaluation

Rating: 3-Achieves Expectations

Response: N/A - Not a manager

Priorities

Accomplish EVT of Sonora/Ranger development per the timeline and incorporate all lessons learned into the subsequent phases of Sonora, meeting customer expectations.

Due Date: 06/30/2023

Status: Not Started

Completion Date:

Category: Performance

Supports:

Manager Evaluation

Rating: **3-Achieves Expectations**

Comment: This has not been completed yet

Accomplish TS1/TS1B development phase of Sonora on time and meet customer expectation.

Due Date: 06/30/2023

Status: Not Started

Completion Date:

Category: Performance

Supports:

Manager Evaluation

Rating: **3-Achieves Expectations**

Comment: This has not been completed yet

Assist and participate with ZT leadership in disclosing and showing this successful project to other customers that are eager to utilize this technology.

Due Date: 06/30/2023

Status: Not Started

Completion Date:

Category: Improvement

Supports:

Manager Evaluation

Rating: **3-Achieves Expectations**

Comment: This has not been completed yet.

Mentor and education and on-board new employee into the ZT and Architecture group.

Due Date: 06/30/2023

Status: Not Started

Completion Date:

Category: Improvement

Supports:

Manager Evaluation

Rating: **3-Achieves Expectations**

Comment: This has not been completed yet.