**Preparing for Fin Dev Conference**

* This took a lot of time, effort
* VCO Demo was Bumped by ApplePay was no longer required and demo was scrapped
* I continued to try to integrate everything into Demo was my focus was shifted again
* I was close to getting on-boarding working with SAML Server, which had been a priority

**Training Applications**

* I had actually developed an incredibly powerful training tool that will allow drag and drop of the VCO button onto ANY LIVE SITE
* Demoed an early version and (I believe) it was nixed because I believe the UI was not in a final state
* This had and still has great potential to assist the sales team to show the power and ease of integration
* I believe a large reason this was abandoned was this didn't fit certain agendas within the organization

**iOS Mobile Demo Apps**

* I worked hard to build a working live app that would deliver the VCO experience PRIOR TO the SDK being ready
* To do this, I had the "fake" the mobile experience by coding around web-based version of VCO
* This took extensive time and effort
* Needed assistance from our internal developers to get it working
* But it was decided this was not sufficient, so we went with static demos

**Roles and Responsibilities**

* Mid year, I was told that I was being shifted to an engagement manager role for Partner Integrations
* This is a tactical role that doesn’t align with my skill set or career goals
* It was never made clear what everyone's expectations are from me in this role
* I am now being told that this was to be temporary
* It's also not clear what services I can expect from other teams, departments, and resources
* **Lack of Clear Roles and Responsibilities**
  + On-Call Technical Support
  + Technical Project Manager
  + Project Engagement Manager
  + PRODUCT Quality Assurance Engineer
    - Integration is expected to execute QA department test scripts
    - QA's test scripts by hand
    - There are no tools in place
  + When I asked my manager why QA doesn’t do their job so we can do ours, the response was “Because he doesn’t trust QA to do their job”

**8-Week Interns given Better Equipment and Strategic Assignments**

* As I was being transitioned into a more tactical role, I noticed that our summer interns were being given import mobile app development assignments
* When I gave my opinion that it would be a much wiser investment to give the Full Time Employees, my boss was quite upset
* I felt it simply made no sense to invest in new equipment and give the plumb assignments to resources that walk out the door in 8 weeks
* **I had been using my OWN laptop and desktop for the past year due to the inability to update my machine**
* He texted me that I should stop my email **“rant”** because his manager was on the email thread

**Partner Engagement Role**

* As part of my new role, I was tasked with installing 4 Enterprise Software stacks on Linux servers then integrate VCO onto each stack
* The expectation was that the first stack needed to be complete within one week
* I have no experience installing Enterprise software stacks on Linux OS
* I was having no success installing the software
* I sent email and informed my managers that I was having problems with the task
* I also communicated that given my lack of experience and knowledge of Unix, the software in question and installations that I was probably not the right resource for the job
* I was told to continue working on it, despite my lack of progress
* I grew incredibly frustrated with my inability to execute this task but more so with the lack of support I was receiving
* When I emailed my manager again with constructive feedback
* My manager literally my constructive email "rant"
* He responded that he "honestly didn't read it all"

**Health and Aging**

* Throughout the past year, I’ve been struggling with Tinnitus (a constant ringing in the air)
* In late 2013, an MRI revealed a small meningioma, which are usually benign and slow growing
* As the year progressed, the symptoms worsened and I began to get migraines
* I had to take all my PTO time intermittently to try to get it under control
* In October, I was faced with a severe depression that I believed was caused by tinnitus
* During my LOA for depression, my doctor ordered a follow-up MRI which showed the tumor exhibited ~125% growth, a cystic-lesion that is escaping the tumor, and pressure on the brain
  + These are all atypical findings for meningioma
* Unless the tumor stops growing, I’m faced with a very real possibility of Brain Surgery in Q1 of 2015

**Summary**

To summarize, I disagree with this low of a rating. I believe much of this was personally motivated by Mike’s perceived criticisms I leveled against him, and disagreements we’ve had over the past year.

I’ve worked with Mike for 8 years between PayPal and Visa. He is known for a very passive aggressive style, and an inability to deal directly with people. He is also known for a yearning for increasing his headcount over doing what is right for the organization.

I’m convinced Mike misread my Leave of Absence as my attempt to send a message of my unhappiness with my role on the team. The height of my medical problems this year and subsequent LOA coincided with review time. As is evident, there were and are legitimate medical issues and on-going medical concerns.

When returned to work, I emailed Mike the medical findings above. His first email to me was a complaint about an expense report. I believe the next day, he did send a “Welcome Back” email.

Mike hired me in 2012 and I’ve watched as he’s hired an entire team of Sales Engineers. Most members of that team have since left Visa citing Michael as a main reason for leaving. One even cited being thrown under a bus by Mike.

I’m proud to work at Visa and proud of the work I do here. I’ve had a personally challenging year and not once did anyone indicate to me that I was on a path to a ZERO rating. I have felt totally unsupported by my manager this year when hitting professional and personal roadblocks.