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| Employee Name: | **Miles Ercolani** | Position: | Software Engineer IV |
| Reviewer: | **James Smith** | Date: | 11/20/2019 |

**GOALS & RESPONSIBILITIES**

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| **Description** | **Comments** |
| ***General*** Responsibilities:   * Provide excellent customer service with courtesy, responsiveness and a sense of urgency. * Comply with MIKEL Policies and Procedures. * Identify problems/issues and inform Management immediately. * Provide monthly achievements. * Obtain and maintain required credentials to perform assigned tasks. * Work with FA’s to track spend plans and prepare budgets * Approve timecards in a timely manner. | Saw improvement with timecard timeliness  Actively working on Security stigs for the client.  Worked with Mikel to increase security in the company.  Actively pursued outside growth by attending conferences and pushing the Mikel Brand into industry.  Maintained monthly achievements and updated accordingly. |
| **Responsibilities:**   * Manage work schedule and project deliverables for ATAS Team. Perform managerial duties as assigned. * Ensure quality and timely products delivered to client. * Creatively adapt guidance to unique situations and implement custom strategies and solutions. * Manage staffing – identify and hire qualified individuals to maintain necessary staffing levels. * Identify and pursue additional opportunities for ATAS tasking. * Meet Revenue Goal | Worked on contract proposal questions for ATAS.  Worked to bring machine learning into ATAS.  Examples:  Kalman filter  Bayesian Search inference rewrite  Tensorflowjs linear regression  Predictive analystics on unclassified data  Worked on Stigs for ATAS, jwt security tokens, closing security loopholes.  Volunteered for overtime to help company make revenue goal. |
| ATAS Milestones – Replacing .net pages and db connections with Open Source code in line with the customers’ expectations.   * Replace .net technology for open source * Write Java API Restful Services to connect to backend * Front End upgraded to Angular 5 framework * Install Angular 5 support on classified systems * Redesign to a more modern feel * Recreate original design in different technology * Install Node JS on classified systems | Completed tasking on cavr  Completed all goals listed to the left.  Additional work JWT security in process but almost complete, new tasking.  LOA support and upgrade onto highside  LOA adoption of project and continuation of funding. |
| ATAS Milestone – Creating Data science on the high side   * Installing necessary tools for data science * Proof of concept tools work * Classification on High side * Natural Language Processing on High Side | Completed installing anaconda and data science tools on the high side  Proved tool works  Created project on high side  Natural language processing was pushed out.  Completed Hurricane tracking on low side example  Created model on classified system. |
| SBIR Proposals  Support drafting of two SBIR Proposals, Research done on 12 different industries | Participated in SBIR proposal on 3 different topics, further review deemed the subjects not worth pursuing. |
| Professional Growth   * Identify opportunities for professional growth that correspond to areas of technical need within MIKEL Inc. Define a training opportunity to advance knowledge and skill in that area. * Learning JavaScript Angular 5 Framework * Creations of Restful API Java on Tomcat * Obtain certification of CEH (certified ethical hacker) * Attend largest Ethical Hacking conference in the world (Def Con), gives state of the world. (Provided Mikel supports me going again as they did last year) * Learning Neural Networks * Attending conferences and learning tensor flow development * Completing Data Science courses on UDEMY * Completing Amazon Courses Track on Data science * Completing Python Certification track * Attending Boston Meetups in the field of Data science * Attended Seneca Meetings * Working to bring AWS govcloud and Azure govcloud to MIKEL infrastructure to satisfy NIST * Proposed GithubEnterprise for source code management of MIKEL IP, which is adopted and going forward as of 11/22 | Completed 3 Udemy Data science classes.  Attended Def Con.  Attended Hack the ship where he worked on a red team to compromise navy ship navigations.  Sitting for the CEH in December.  Learned Angular 5  Learned neural networks, deep learning and machine learning for both classical and regression problems.  Attended Boston Meetups on Data Science specifically in regards to prediction.  Attended Seneda Meetings to help bring Azure and AWS to Mikel.  Working to bring zero trust architecture to MIKEL |

**GENERAL WORK CHARACTERISTICS**

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| **Characteristic** | **Comments** |
| **Attendance & Punctuality** *absences, work arrival and departures* | Excellent Attendance and punctuality, works longer when needed for the team, great communicator. |
| **Dependability:** *counted on to carry out instructions and responsibilities* | Highly Dependable, gets excited with new tasks easily. |
| **Interpersonal Relations:** *get along with other co-workers and supervisor; cooperativeness, tact and courtesy* | Gets along very well with the team, very excited, will work to communicate less to make sure he doesn’t distract. |
| **Effectiveness:** *deliver a quality work product in a timely manner* | Completed all work in timely manner, no deadlines missed, does high quality work. |

**Manager’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Employee’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Additional notes:**