**Evaluation Introduction**

DST’s Performance Management practice is an intentional process of ensuring that individual performance goals are clearly aligned to organizational and business unit goals, individual talents are fully utilized and regular and specific feedback about performance is provided. The primary objective of the performance management processes is to positively impact employee performance leading to increased business results.

**DST Organizational Goals**

**Engage our People through a High Performance Culture**

**Provide Exceptional Client Experiences**

**Focus on Execution and Continually Innovate**

**Achieve Financial Targets**

**Embrace Compliance and Ensure Adherence to Applicable Rules and Regulations**

***Instructions:***

• Select either **Guided Editor** or **Summary Editor** to get started. Guided Editor is recommended for new users.

[Click here for helpful resources for employees and managers](http://dstconnect.dstcorp.net/display/MW/Performance+Management#PerformanceManagement-EvaluateandRewardPhase)

**Important (for Managers Only): By submitting this Performance Review, you are validating the Evaluation is 100% complete, includes all necessary comments and is in a state ready to share with the Employee.**

**Manager Evaluation Completion Guidelines:**

* **It's highly recommended to select Save for Later when finished with each Evaluation versus selecting Submit as you will be unable to edit the Evaluation after you've Submitted it. Contact your local Human Resources Business Partner or the DST People Center if this occurs.**
* **Selecting Submit does not release the Evaluation to the Employee. There is an additional step you have to complete to release it.**
* **All Evaluations in a Save for Later or Submit status will be auto-advanced and released to the Employee on the date communicated.**

**Individual Performance Goals**

* Goal

Goal



Ensure all administrative activities are completed in a timely manner.

* Description

Description



Including, but not limited to:

* + Ticket updates and comments
  + Time entry (Tempo)
  + Required training

Progress:

Led most technical aspect of setting up the application servers, provided trainings on Angular to the associates, guided in Spring/Spring Boot developments. Set up and managed the project Jira repo until Brain Herdman took over. Accurately forecasted and presented the managed with the initial estimates.

Created both the Static and the Dynamic Veracode scanning. I remediated and mitigate all high and most all found vulnerability issues. I setup the application,  introduced and build the initial css guideline and translated the application BOM to a usable application.

* Supports

Supports

* Weighting

Weighting

10

* Due Date

Due Date

12/31/2018

* Status

Status

3 - In Progress

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



* Goal

Goal



Help in reducing application costs  by reducing, avoiding, or deferring expenses and/or providing support to revenue generating opportunities.

* Description

Description



Endeavor to retire the ECRptAdmin application and get the reporting be done by the Web Focus.

Progress:

I immediately engaged the BI team(WebFocus Group), Set up meetings , communicated through emails, chats and personal interactions. We went through some designs and POC. Below is a sample of my conversation:

From Babalola, Patrick P Date    Tuesday, July 10, 2018 1:08:47 PM

To

Matta, Balaji B; Babalola, Patrick P

Cc

SubjectConversation with Matta, Balaji B**Babalola, Patrick P** **10:46 AM:** HiIs there anyway we can add Jim and some other people from your side to the meeting tomorrow?**Matta, Balaji B** **10:55 AM:** Sureyou can just forward that meeting to one you are looking for**Babalola, Patrick P** **11:03 AM:** What of the people from your area?We hope to ask questions and determine the direction of the project.I am currently thinking of  inviting Hodges, Jim B and Lee, Shawn Q**Matta, Balaji B** **11:06 AM:** Yes**Babalola, Patrick P** **11:06 AM:** Can you invite needed guys from your side?**Matta, Balaji B** **11:06 AM:** I am also including the osshore teamOffshore**Babalola, Patrick P** **11:07 AM:** Ok.**Matta, Balaji B** **12:14 PM:** Hi PatrickDo you have any specific questions for tomorrow?**Babalola, Patrick P** **12:20 PM:** 1. Security2. What happens in the absence of WebFocus?**Matta, Balaji B** **12:22 PM:** Security we did..As part of POC.We have completed - Security and schdules**Babalola, Patrick P** **12:22 PM:** 3. Easy way of generaTing reports**Matta, Balaji B** **12:23 PM:** the only one left the performance**Babalola, Patrick P** **12:23 PM:** For both DST and client users.**Matta, Balaji B** **12:23 PM:** Third one is generating reports from Webfocus?When you are talking about client users..are they externals?**Babalola, Patrick P** **12:25 PM:** That is what we need to discuss.  Both external and internal.2. What happens in the absence of WebFocus?   --- Future**Matta, Balaji B** **12:27 PM:** 2. What happens in the absence of WebFocus?   --- Future - Question to Jim/Shawn :)Thanks**Babalola, Patrick P** **12:28 PM:** Yeah.. That is why I think we should invite both of them.**Matta, Balaji B** **12:43 PM:** ok**Babalola, Patrick P** **12:51 PM:** Want to get a clear direction.**Matta, Balaji B** **12:56 PM:** I assume.. Jim is expecting info assist reporting. that everyone can easily do reporting/querying data

After some POCs, we found out that it will take more resources and complexities to accomplish our goal of moving to Web Focus as oppose to staying with the current application(ECRptAdmin). There were some intermittent performance issues with Web FOCUS on the UAT and PROD environments. A bridge was set up with the network team to determine  the root cause.

However, in the course of this, the database group(Sheridan, Eric) found out some configuration changes that will enhance the performances on the databases and of our queries.  I immediately created remedy tickets that allowed the database group to make the changes. I also went through our queries and shell scripts on the system and corrected all the issues.

Accomplishment:

Worked with the database group to achieve substantially improved performances of the weblog databases and the queries.

Still working with the Supports group on the transitioning and the transfer of the application with the whole process; as the group takes over from us.

* Supports

Supports

2018JHodges - Achieve financial targets by reducing, avoiding, or deferring expenses and/or providing support to revenue generating opportunities. (Public)

* Weighting

Weighting

20

* Due Date

Due Date

12/15/2018

* Status

Status

3 - In Progress

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



* Goal

Goal



 Improve the organization’s ability to effectively support the business unit applications through improved support of existing applications and/or supporting new applications.

* Description

Description



Improve in helping all the application groups using EcommFrameworks and libraries.

Make life easier for the application groups to move to the Transformation platforms

Progress:

Remediated and mitigated most of the Veracode scanned vulnerabilities in EcommCore, FrameworkCore, Security Services and several Development Framework Stacks.

Progress:

Created several iterations of Veracode scanning and remediation to improve the usability of the frameworks and the libraries. I made several improvements to the SAML code, help the application groups work through some production issues (e.g. TRACWeb SAML and database - importApi issues, Schwab validation issues,  etc.).

Accomplishment:

Resolved several production issues with the application groups.

* Supports

Supports

2018JHodges - Improve the organization’s ability to effectively support the business unit applications through improved support of existing applications and/or supporting new applications. (Public)

* Weighting

Weighting

* Due Date

Due Date

12/28/2018

* Status

Status

1 - Not Applicable

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



* Goal

Goal



Participate in efforts to improve or protect the integrity, availability, stability, and security of supported applications.

* Description

Description



Participating in the WhitehatVeracode scanning processes.

Making all necessary modifications to EcommCore/FrameworkCore, Security Services.

Building security frameworks into the new IVR project.

Make improvement for a better and stable web logs process.

Help the application in any are possible to make sure our applications are securely sound.

Progress:

Create several iterations of both Static and Dynamic Veracode scanning. Mitigated and remediated all high and most problematic vulnerabilities. I generated reports that were distributed to both the management and the co-workers.

* Supports

Supports

2018JHodges - Actively participate in efforts to improve or protect the integrity, availability, stability, and security of supported applications. (Public)

* Weighting

Weighting

40

* Due Date

Due Date

12/14/2018

* Status

Status

3 - In Progress

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



* Goal

Goal



Successfully deliver the new IVR Admin Tool.

* Description

Description



* + Make sure the IVR Admin project meets the need of the stakeholders and the business
  + Ensure the project stays on schedule
  + Provide regular and meaningful status updates on the project
  + Escalate issues and concerns when appropriate
* Supports

Supports

2018JHodges - Deliver technology to meet the evolving needs of the business (Public)

* Weighting

Weighting

40

* Due Date

Due Date

12/28/2018

* Status

Status

3 - In Progress

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



Add

**Summary**

* Overall Rating Weight

Overall Rating Weight

70

**Employee Evaluation**

* Rating

Rating

* Calculated Rating

Calculated Rating

0

* Calculated Rating Value

Calculated Rating Value

Add

**Guiding Behaviors**

* Competency

Competency

Instills Trust

* Description

Description



Gaining the confidence and trust of others through honesty, integrity, and authenticity.

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



* Competency

Competency

Collaborates

* Description

Description



Building partnerships and working collaboratively with others to meet shared objectives.

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



* Competency

Competency

Ensures Accountability

* Description

Description



Holding self and others accountable to meet commitments.

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



* Competency

Competency

Client Focus

* Description

Description



Building strong client relationships and delivering client-centric solutions.

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



* Competency

Competency

Develops Talent

* Description

Description



Develops self or others to meet career and organization goals.

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



* Competency

Competency

Communicates Effectively

* Description

Description



Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

**Employee Evaluation**

* Rating

Rating

* Comment

Comment



Add

**Summary**

**Employee Evaluation**

* Rating

Rating

* Calculated Rating

Calculated Rating

0

* Overall Rating Weight

Overall Rating Weight

30

* Competency Rating Calculated

Competency Rating Calculated

Add

**Overall Performance**

**Employee Evaluation**

* Rating

Rating

* (Workday generated rating.)
* I want to change the Rating:

I want to change the Rating:

No

* Calculated Rating

Calculated Rating

0

* Default Rating

Default Rating

* Comment

Comment



Add

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System Status: Your system will be unavailable for a maximum of 8 hours during the next Weekly Service Update and Monthly Maintenance; starting on Friday, December 14, 2018 at 11:00 p.m. PST (GMT -8) until Saturday, December 15, 2018 at 7:00 a.m. PST (GMT -8).

Evaluation Introduction

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Employee Resources

[Accessing and Completing Self Evaluation](http://dstconnect.dstcorp.net/download/attachments/395616736/Assessing%20%26%20Completing%20Self%20Evaluation.pdf?version=1&amp;modificationDate=1479416599000&amp;api=v2)

[Aligning and Evaluating Performance Goals and Guiding Behaviors](http://dstconnect.dstcorp.net/download/attachments/395616736/Guiding%20Behaviors%20Aligning%20and%20Evaluating%20Goals%20and%20Behaviors.pdf?version=1&amp;modificationDate=1495122872000&amp;api=v2)

[Workday Employee Self Evaluation Demonstration](https://dstsystems.csod.com/LMS/LoDetails/DetailsLo.aspx?loid=f8b4d37f-3900-4b7f-a9c4-440b04fea312&query=%3Fs%3D1%26q%3DWorkday%252520Self-Evaluation%252520Demonstration&back=%2FGlobalSearch%2FSearch.aspx%3Fs%3D1%26q%3DWorkday%252520Self-Evaluation%252520Demonstration#t=1)

Manager Resources

[Aligning and Evaluating Performance Goals and Guiding Behaviors](http://dstconnect.dstcorp.net/download/attachments/395616736/Guiding%20Behaviors%20Aligning%20and%20Evaluating%20Goals%20and%20Behaviors.pdf?version=1&amp;modificationDate=1495122872000&amp;api=v2)

[Understanding Performance Rating Scales](http://dstconnect.dstcorp.net/download/attachments/395616736/Understanding%20Performance%20Rating%20Scales%20v2%2025OCT16.pdf?version=2&amp;modificationDate=1478185764000&amp;api=v2)

[Accessing and Completing Manager Evaluation](http://dstconnect.dstcorp.net/download/attachments/395616736/Accessing%20%26%20Completing%20Manager%20Evaluation.pdf?version=2&amp;modificationDate=1479416598000&amp;api=v2)

[Guidelines for using the Performance Rating "Over-ride" Feature](http://dstconnect.dstcorp.net/download/attachments/395616736/Guidelines%20for%20using%20the%20Performance%20Rating%20Over-ride%20Feature.pdf?version=2&amp;modificationDate=1479409809000&amp;api=v2)

[Workday Manager Evaluation Demonstration](https://dstsystems.csod.com/LMS/LoDetails/DetailsLo.aspx?loid=39614a02-77c7-4af6-89e2-181acd9be4e4&query=%3Fs%3D1%26q%3D2017%252520Workday%252520Manager%252520Evaluation%252520Demonstration&back=%2FGlobalSearch%2FSearch.aspx%3Fs%3D1%26q%3D2017%252520Workday%252520Manager%252520Evaluation%252520Demonstration#t=1)

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Individual Performance Goals

Goal

Goal



Associate development

Description

Description



1. Dive deep into Java security: including Spring Security, Java Cryptography Extension (JCE) and Java Secure Sockets Extension (JSSE) and it’s usability for DST ecommerce applications.

2. Learn more and become proficient  Spring Security, it’s session management and in AngularJS

3. Learn more about JBoss with relevance to EcommCore and DST application deployments.

4. Continue learning and implementing the DST ecommerce session-to-no SQL database project

5. Learn and be able to effectively use introspective.

6. Learn  how large applications are using Security Services libraries – Be able to code and in-corporate it into the demo application.

Progress:

Got introspective access and continues to study and use it.

Supports

Supports

2017JHodges - Associate development (Public)

Weighting

Weighting

35

Due Date

Due Date

11/30/2017

Status

Status

5 - Complete

Completed On

Completed On

11/22/2017

Manager Evaluation

Rating

Rating

4-Exceeded the goal(s) and expectation(s)

Comment

Comment



Patrick does a good job staying current on updates to our technologies, and invests time to learn new things that can be of use to our team. He has completed a lot of training this year, and as we move into next year I would like to see Patrick become more focused in the training he takes and demonstrating how he will use that training towards achieving the team's goals.

Employee Evaluation

Rating

Rating

5-Far exceeded the goal(s) and expectation(s)

Comment

Comment



I take great pride in seeking opportunities  to learning in order to reach my personal potential. This helps me  to continually enhance products, contribute to the company's goal and be very  productivity.

I revisited the Front-End Training using CSS/HTML5, jQuery and angular4/5. This  gave me a broader knowledge of the Front-End application development.

I dived into Java security in the Q1 and Q2 of the year. This included Spring Security, Java Cryptography Extension (JCE), Java Secure Sockets Extension (JSSE), JBoss management, Cloud computing, Whitehat and Veracode scaning processes and Platform s with deployment process. Some of these prepared me to be more effective and ready for the currently on-going DST application Transformation.

I was very excited to learn about how to prevent SQL injections in our applications, go through the Application Security trainings in Q3 and Q4 and how to incorporate  Security Services libraries into our large applications like FANWeb etc. .

I am currently and effectively using introspective.

When I cannot get in-house training on these items, I turned to videos, internet tutorials, other associates, books and consultants.

For example:

A GoToWebinar - Use APIs with Swagger - Connect a TypeScript-Angular app to a backend with ease.  
Applications Architects Community  
- Knowledge sharing  
- Issues/Challenges  
ES Education Series Cloud Deployment Pipeline Edition  
ES Education Series - Integration Engineer Edition  
• Presented by Integration Engineers  
ES Education Series - TLM Series - Network Strategy Edition  
• Presented by Matt Anderson / Jeremy Brown / Andy McCullough  
ES Education Series - Artificial Intelligence Edition  
• Presented by Ansel MacLaughlin & Sean Ryan  
ES Education Series - Password Reset Edition  
• Presented by: Mark Ford  
Shared Security Service Workshop  
1. understand what the EA team is delivering (i.e. the use cases do they intend to support)  
2. share what we need for our applications (i.e. our use cases)  
3. level-set on our approach, next steps, and major milestones  
Kick Off Meeting for FSG Edge Servers Effort  
ES Education Series - Technology Lifecycle Management Series  - Security App Edition  
ES Education Series - Technology Lifecycle Management Series  - Database Edition  
• The future state of relational databases at DST with an emphasis on MySQL.  
Presented by: Jarid Fitzgerald & Brett Frerking  
ES Education Series - Technology Lifecycle Management Series  - Virtualization Edition  
• Presented by: Jeff Walker  
• Review Automation, Technologies, and Architecture of the DST Virtualization Strategy. Deep dive look into:  
  
• What feature sets exist in the current and target state Virtualization Stack  
  
• How DST will Leverage Hyperconverged Infrastructure for their Virtualization infrastructure  
  
• How DST will create a standard distributed x86 hosting platform for all workloads including Virtualized, VDI, Bare Metal, Openshift, etc.  
  
• How DST will leverage Infrastructure as Code to build and maintain the Virtualization hardware  
Brown Bag Lunch Series Featuring: Michael Merit & Shawn Lee (CMDB Discovery, Relationships and Analytics)  
Part I, Part II and III - Info Sec & Shared Service Information combined  
IaaS and PaaS "Live" Q&A session for ALL Application Owners  
Infrastructure Optimization (Network & Storage) "Live" Q&A session for ALL Application Owners  
Information Security - LIVE Q&A Session for ALL Application owners to complete roadmap  
Data Platform "Live" Q&A session for ALL Application Owners to complete roadmap  
RSA Training: Rules and Lists in BO Tool  
Cloud Strategy Application Migration - ES Application Owners meeting - touch point and next steps...  
• Discuss any outstanding data  
o What is the purpose of this data and how exact should we or can we be?  
o Questions  
• Next steps  
o Roadmaps (2017 – 19) – why so soon?  
o Security requirements  
o App. Migration prioritization  
o IAAS and PAAS Dev. platforms  
o Target stacks  
o ES Architecture Reps.  
Share FSG app assessment readout - 'experts' team  
Global Application & Infrastructure All Hands Meeting  
Brown Bag Lunch Series featuring: Kara Speciale and Info Security Policies & Control Standards at DST  
RSA Org Setup Meeting/Training (Web Conference)  
Redhat Webinar  
Show changes made to .NET code to check the decrypted assertion  
(AT&T Connect online meeting at: https://connect8.uc.att.com/dstsystems/meet/?ExEventID=87414739 )  
Brown Bag Lunch Series featuring: Siew Lai on DST Data Strategy & Platform; Cloudera on Big Data Technology  
• Learn more about Data Strategy, Data Platforms and Big Data Technology  
I attended all the Enterprise Services Town Hall  
I completed all the information Security Trainings up-to-date

Goal

Goal



Associate Engagement

Description

Description



1. Setup, update  and follow up my goals quarterly

2. Participate in all company’s survey, sharing and expressing my concerns

Progress:

I have participated in all the company’s survey so far. So also was the : Kansas City Enterprise Services Fun Day! - June 16th

Supports

Supports

2017JHodges - Associate Engagement (Public)

Weighting

Weighting

5

Due Date

Due Date

12/15/2017

Status

Status

5 - Complete

Completed On

Completed On

11/10/2017

Manager Evaluation

Rating

Rating

3-Met the goal(s) and expectation(s)

Comment

Comment



I agree with Patrick's comments, but feel that to Exceed Expectations he needed to also keep his goals updated regularly.

Employee Evaluation

Rating

Rating

4-Exceeded the goal(s) and expectation(s)

Comment

Comment



 I need improvement in setting up, updating  and following up my goals quarterly.

However, I participate in all company’s survey, sharing and expressing my concerns. I completed all the company's quarterly policy, information and security trainings.

I record my Jira time and projects information promptly.

I am well engaged with my manager, management and co-workers. I am expressly glad with the work environment provided by my manager (Jim Hodges).

I also had quarterly associates 1-on--1 meetings with Jim.

Goal

Goal



Be an active participant in the DST 3 years Transformation Plan.

Description

Description



Be able to get all EComm Frameworks and Security Services libraries evaluated and ready for the POF.

Progress:

Removed all the whitehat vulnerabilities from ecommCore, framerworkCore, ECRptAdmin, 011Site and the security services.

Still working on  JEDS.

Sent out the applications evaluations and working with FSG on re-architecting EComm Frameworks into eldge.

Supports

Supports

2017JHodges - Productivity (Public)

Weighting

Weighting

20

Due Date

Due Date

12/31/2017

Status

Status

5 - Complete

Completed On

Completed On

11/22/2017

Manager Evaluation

Rating

Rating

4-Exceeded the goal(s) and expectation(s)

Comment

Comment



Patrick did a great job of evaluating the libraries for the transformation effort, as well as working with the FSG teams to determine how they need to use them going forward.

Employee Evaluation

Rating

Rating

5-Far exceeded the goal(s) and expectation(s)

Comment

Comment



I did exceptional job on preparing all the EComm Frameworks and Security Services libraries evaluated and ready for the POF. I effectively and professionally lead our development group to remediate over 250 Whitehat and Veracode vulnerability issues.

So also are the whitehat and Veracode vulnerability issues remediation in ECRptAdmin, 011Site and Java Enterprise Development Stacks.

This was a big task that took several of my overtime hours.

I assumed the role of the application support owner, managed the sprint and the jira tickets, created the policy Veracode and sandbox scans. Converted and build the applications using JDK 1.8 and Spring 4, ready for the transformation.

For example:

[BPSF-758](http://dstjira.dstcorp.net/jira/browse/BPSF-758)

[DST-Spring: Upgrade library from Spring 3.1.2 to Spring (4.3.11).](http://dstjira.dstcorp.net/jira/browse/BPSF-758)

[BPSF-728](http://dstjira.dstcorp.net/jira/browse/BPSF-728)

[Fix Whitehat Unvalidated Automatic Library Activation (Platform.Library.Execution) 473704](http://dstjira.dstcorp.net/jira/browse/BPSF-728)

[BPSF-709](http://dstjira.dstcorp.net/jira/browse/BPSF-709)

[Fix JEDS whitehat vulnerability - Delta ID: D-15799 Business Hierarchy](http://dstjira.dstcorp.net/jira/browse/BPSF-709)

[BPSF-720](http://dstjira.dstcorp.net/jira/browse/BPSF-720)

[Resolve ECommCore/FrameworkCore Veracode [15] vulnerability issues](http://dstjira.dstcorp.net/jira/browse/BPSF-720)

[BPSF-663](http://dstjira.dstcorp.net/jira/browse/BPSF-663)

[Fix Information Leakage Error Disclosure - WhiteHat #495558](http://dstjira.dstcorp.net/jira/browse/BPSF-663)

[BPSF-694](http://dstjira.dstcorp.net/jira/browse/BPSF-694)

[Fix D-15790 Unpatched Library - WhiteHat #473700 and D-15785 Unpatched Library - WhiteHat #473699](http://dstjira.dstcorp.net/jira/browse/BPSF-694)

[BPSF-739](http://dstjira.dstcorp.net/jira/browse/BPSF-739)

[Fix Whitehat Cryptography Custom Algorithm - WhiteHat #473730 issue](http://dstjira.dstcorp.net/jira/browse/BPSF-739)

[BPSF-739](http://dstjira.dstcorp.net/jira/browse/BPSF-739)

[Fix Whitehat Cryptography Custom Algorithm - WhiteHat #473730 issue](http://dstjira.dstcorp.net/jira/browse/BPSF-739)

etc...

I collaborated with the FSG group in re-architecting some aspects of EComm Frameworks into eldge.

I was very active and engaged in transformation meetings and activities.

Goal

Goal



Metrics and Project Effectiveness

Description

Description



1. Accurately maintain, update my JIRA issues include documentations, time and all relevant status.

2. Manage our team's JIRA board and make sure they reflect accurate status for my manager and the managements.

Progress:

I am currently creating and maintaining the Development Frameworks JIRA board, the sprints and the tasks.

Supports

Supports

2017JHodges - Metrics and Project Effectiveness (Public)

Weighting

Weighting

10

Due Date

Due Date

12/31/2017

Status

Status

5 - Complete

Completed On

Completed On

12/31/2017

Manager Evaluation

Rating

Rating

5-Far exceeded the goal(s) and expectation(s)

Comment

Comment



Patrick does a great job of keeping JIRA and documentation up to date. He also ensures that the rest of the team does the same. Patrick has ownership of the work and priorities for the team and ensures that the right things are being worked on.

Employee Evaluation

Rating

Rating

5-Far exceeded the goal(s) and expectation(s)

Comment

Comment



I promptly, accurately maintain and update my JIRA issues including documentations, time and all relevant status.

I communicate to my manager the status and manages the team's JIRA board;  making sure they all reflect accurate status for my manager and the managements.

I determine resources, prioritize  and allocate points with the group.  I promptly cut releases and keep the application groups informed.

I also collaborate and help the various application groups throughout the organization, including State Street Banks.

Goal

Goal



Productivity

Description

Description



Help the application groups research, resolve and improve in all ecomm issues

Supports

Supports

2017JHodges - Productivity (Public)

Weighting

Weighting

15

Due Date

Due Date

12/31/2017

Status

Status

5 - Complete

Completed On

Completed On

12/31/2017

Manager Evaluation

Rating

Rating

4-Exceeded the goal(s) and expectation(s)

Comment

Comment



Patrick is very productive and uses his time effectively. He consistently turns around requests in a timely manner, and ensures that the rest of his team does so as well.

Employee Evaluation

Rating

Rating

5-Far exceeded the goal(s) and expectation(s)

Comment

Comment



I collaborate and help the application groups research, resolve and improve ecomm issues throughout the organization.

I am professional and effective in resolving issues and dealing with various groups throughout the company.

For example:

[BPSF-691](http://dstjira.dstcorp.net/jira/browse/BPSF-691)

[Create Daily and Weekly Web Page Hits reports for Phillips Edison](http://dstjira.dstcorp.net/jira/browse/BPSF-691)

[BPSF-689](http://dstjira.dstcorp.net/jira/browse/BPSF-689)

[SL is not validatating SAML signature - Beta](http://dstjira.dstcorp.net/jira/browse/BPSF-689)

[BPSF-650](http://dstjira.dstcorp.net/jira/browse/BPSF-650)

[Fix AFS FANWeb Avg Time By Category Screen Name Report](http://dstjira.dstcorp.net/jira/browse/BPSF-650)

[BPSF-74](http://dstjira.dstcorp.net/jira/browse/BPSF-74)

[High - Need Todays Logs Pulled](http://dstjira.dstcorp.net/jira/browse/BPSF-74)

[Bolch, Kim C](http://dstjira.dstcorp.net/jira/secure/ViewProfile.jspa?name=DT38747) added a comment - 11/17/2017 11:40 AM

Thanks, Patrick! I want to review jointly with Bill since he knows what we should be expecting from the application and we'll let you know. The only thing I question is that every service call appears to be a GET. Seems like there would be other functions going on, but Bill would know better than me. Thanks for your quick turnaround!

Kudo to my manager. I am just been given the responsibility of managing the development of the IVR Administration Tool project. I am exited and ready to run with the project.

Goal

Goal



Security and Privacy Support

Description

Description



1. Complete all security trainings and reviews.

2. Research and  resolve most of the EcommCore and our libraries security issues including WhiteHat findings

Progress:

I have completed the security trainings and reviews as of 6/28/2017.

Currently, working on the WhiteHat vulnerability findings in our applications.

Completed :

Training is completed for Ethics and Compliance 2017 3Q Confidential Information & Insider Trading  
Title: Ethics and Compliance 2017 3Q Confidential Information & Insider Trading

Supports

Supports

2017JHodges - Security and Privacy Support (Public)

Weighting

Weighting

15

Due Date

Due Date

12/15/2017

Status

Status

5 - Complete

Completed On

Completed On

11/21/2017

Manager Evaluation

Rating

Rating

4-Exceeded the goal(s) and expectation(s)

Comment

Comment



Patrick has completed all the required security training this year, as well as learning other security topics on his own. He has made the tickets for vulnerabilities a top priority and ensured that they were remediated quickly.

Employee Evaluation

Rating

Rating

5-Far exceeded the goal(s) and expectation(s)

Comment

Comment



I promptly complete all security trainings and reviews with 100% marks on the understanding tests.

I research and  resolve most of the EcommCore and our libraries security issues including WhiteHat findings.

Add

Summary

Overall Rating Weight

Overall Rating Weight

70

Manager Evaluation

Rating

Rating

4-Exceeded the goal(s) and expectation(s)

Calculated Rating

Calculated Rating

4.05

Calculated Rating Value

Calculated Rating Value

4-Exceeded the goal(s) and expectation(s)

Employee Evaluation

Rating

Rating

5-Far exceeded the goal(s) and expectation(s)

Calculated Rating

Calculated Rating

4.95

Calculated Rating Value

Calculated Rating Value

5-Far exceeded the goal(s) and expectation(s)

Add

Guiding Behaviors

Competency

Competency

Instills Trust

Description

Description



Gaining the confidence and trust of others through honesty, integrity, and authenticity.

Manager Evaluation

Manager Rating

Manager Rating

5-Talented

Comment

Comment



Patrick is always direct and honest in his communication and gains the confidence of others easily with his integrity and capability.

Employee Evaluation

Employee Rating

Employee Rating

5-Talented

Comment

Comment



Patrick is authentic and trust worthy. He had gained the confidence and trust of others through honesty, integrity, and authenticity throughout the organization.

Patrick takes great enjoyment in been so much reliable and honest with good ethics.

He takes good personal image and that of the company so seriously.

Competency

Competency

Collaborates

Description

Description



Building partnerships and working collaboratively with others to meet shared objectives.

Manager Evaluation

Manager Rating

Manager Rating

4-Excelling

Comment

Comment



Patrick works well with others, and does a good job of ensuring that everyone's needs are met.

Employee Evaluation

Employee Rating

Employee Rating

5-Talented

Comment

Comment



This was the year of collaboration for Patrick. He collaborated with so many groups, associates and clients, both within and outside the organization in a way that delivers properly, professionally and exceptionally customer experiences.

He consistently delivers on commitments

For examples: Working with the State Street Banks associates in resolving issues with their DST hosted applications. This earned him and the group some great thanks you from the client side.

His collaboration with the Middle Ware group in Jboss and Ecomm application upgrade and integration in preparation for the transformation was a great success.

He worked with the SCM group to configure and resolve several Ecomm and applications project issues in the SCM git repository, Whitehat and Veracode scanning, in preparation for the Transformation. He also worked with Walter York and several FSG group associates to get Ecommerce projects prepared for the Eldge server and the transformation. He played an integral part in the initial enterprise interviewing and communicating of the purpose of the transformation to the various application groups.

He had great success in mentoring, helping and training both Tania and Sneha. They are able to handle several of the operations in his absence.

Competency

Competency

Ensures Accountability

Description

Description



Holding self and others accountable to meet commitments.

Manager Evaluation

Manager Rating

Manager Rating

4-Excelling

Comment

Comment



Patrick follows through on his commitments and helps to hold others accountable as well. He assumes responsibility for the outcomes of Tania and Sheha's work, and stays on top of what's being worked on and where it stands. To move from Excelling to Talented, I would like to see Patrick be more directly involved in establishing performance expectations and providing feedback to Tania and Sneha.

Employee Evaluation

Employee Rating

Employee Rating

5-Talented

Comment

Comment



Patrick always helps and holds Tania, Sneha and all associates to account in other to meet commitments and to accomplish the goal of the company. It is not unusual for him to call, send reminder emails and chat with any associate and group to get the job done

Competency

Competency

Client Focus

Description

Description



Building strong client relationships and delivering client-centric solutions.

Manager Evaluation

Manager Rating

Manager Rating

4-Excelling

Comment

Comment



Patrick maintains a strong client focus and is diligent in meeting their needs. He delivers solutions that meet their needs, and ensures that the team does so as well.

Employee Evaluation

Employee Rating

Employee Rating

4-Excelling

Comment

Comment



Patrick consistently exceeds expectations on getting the job done. He was part of the group honored for the Fidelity successful conversion during the year.

His technical know-how makes him a great asset to the company. He works cooperatively with every area of the organization and with the clients.

He collaborated with so many groups, associates and clients, both within and outside the organization to deliver properly, professionally and exceptionally customer experience.

He consistently delivers on commitments

For examples: Working with the State Street Banks associates in resolving issues with their DST hosted applications. This earned him and the group a great thank you from the client side

Competency

Competency

Develops Talent

Description

Description



Develops self or others to meet career and organization goals.

Manager Evaluation

Manager Rating

Manager Rating

4-Excelling

Comment

Comment



Patrick places a high priority on learning and development, and takes advantage of opportunities to learn new things both internally and externally.

Employee Evaluation

Employee Rating

Employee Rating

5-Talented

Comment

Comment



Patrick takes great pride in seeking opportunities  to learning in order to reach personal potential. This helps him  to continually enhancement of the products and contributions to the company's goal.

Patrick did an exceptional job in transferring knowledge and mentoring Tania and Sneha; in helping and holding  them to account in order to meet the organization goals.

Competency

Competency

Communicates Effectively

Description

Description



Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

Manager Evaluation

Manager Rating

Manager Rating

4-Excelling

Comment

Comment



Patrick communicates effectively using the appropriate medium, and adjusts his message to his audience. He seeks feedback and opinions from others and checks to make sure they understand his message.

Employee Evaluation

Employee Rating

Employee Rating

5-Talented

Comment

Comment



Patrick uses every means possible to communicate effectively with both the co-workers and the managements at all levels.

He endeavors to be prompt, deliberate and clear in communicating the works, impediments and projects to the managers and the managements. He design road maps for the projects for the management.

Hel effectively leading the ecomm group;  taking the bull at the horn by managing the ecommCore, FrameworkCore, Security Services Library projects, JESD and JSESD projects, O.11 Sites and Ecommerce Web Logs. He manages the jira board, the sprints and the projects allocation. Kudo to his manager (Jim Hodges), Patrick has been tasked with leading the IVR Administration Tool. He is currently putting together the road map and the project's evaluation.

He promptly communicates ecomm projects with the product/application groups; helps them to resolving production issues and in preparation for the transformation.

Add

Summary

Manager Evaluation

Manager Rating

Manager Rating

4-Excelling

Calculated Rating

Calculated Rating

4.17

Competency Rating Calculated

Competency Rating Calculated

4-Excelling

Overall Rating Weight

Overall Rating Weight

30

Employee Evaluation

Employee Rating

Employee Rating

5-Talented

Calculated Rating

Calculated Rating

4.83

Competency Rating Calculated

Competency Rating Calculated

5-Talented

Add

Overall Performance

Manager Evaluation

Rating

Rating

4-Exceptional Performance

Exceptional Performance: In general, Exceeded on goals and expectations, and at least Excelling on most Guiding Behaviors (Workday generated rating.)

Section Rating Level Overridden

Section Rating Level Overridden

No

Calculated Rating

Calculated Rating

4.09

Default Rating

Default Rating

4-Exceptional Performance

Comment

Comment



Patrick continues to provide significant contributions to the organization through his efforts and leadership of the Frameworks team. He manages the daily work of the team, and also manages the applications and their roadmaps. Patrick has a high degree of technical skill and does a good job of maintaining it. He is well respected by his peers and is often consulted on technical issues.

Add

Supporting Documents

Manager

Add

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System Status: Your system will be unavailable for a maximum of 8 hours during the next Weekly Service Update and Monthly Maintenance; starting on Friday, December 14, 2018 at 11:00 p.m. PST (GMT -8) until Saturday, December 15, 2018 at 7:00 a.m. PST (GMT -8).

View Details - Workday page is loaded