



## 2022 Annual Performance Review

### Yasin Karagoz, Sr DevOps Engineer

Effective date 12/31/2022

### Review Summary

#### Contributors

- Yasin Karagoz, Employee - Due: 08/29/2022
- Mike A. Brooks, Manager - Due: 10/21/2022
- Jenny Haimovich, Administrator

#### Additional Contributors

- James M. Lennon, Peer
- Rodney M. Tortorich, Peer
- Gulsheen S. Bawa, Peer

### Instructions

Welcome to the 2022 Annual Performance Review. Reflect on performance for the 2022 Fiscal Year (October 1 – September 30). Click "Start" next to each section below to begin. Employees: - Provide comments (no rating) for each of your performance goals and for the development section. - If your performance goals need updating in the review form, contact People Solutions. Managers: - Rate & comment on each of your employee's performance goals using the 5-point goals rating scale provided. Familiarize yourself with the rating scale definitions before completing your manager assessment. - Once a rating is entered for each goal, the final overall goals rating is calculated (weighted average if applicable) and displayed. - Provide comments (no rating) in the development section. - Peer feedback can be viewed in the overall comments section of the review form.

### Ratings

	Employee Rating	Manager/Additional Contributors Rating
Goals	—	Accomplished expected results
Overall Rating	Not Available	Accomplished expected results

## Final Score

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Score:

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## Signatures and Final Comments

Yasin Karagoz, Employee

No comments are available.

Mike A. Brooks, Manager

No comments are available.

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## Goals

### Instructions

Goals categorized as "Performance" in UKG Pro display in the review. Goals must be refreshed by People Solutions if changes were made after the review was distributed. Employees- Enter comments on each performance goal: To what extent did you deliver against expected results while displaying our UKG values & behaviors? What impact did your results have on the project, team, business, customer etc? Provide supporting details. Managers- Review the rating scale definitions BEFORE completing manager assessments. Select a rating & provide supporting comments. Consider: To what extent did the employee deliver on expectations? How impactful was their contribution? Did the employee deliver their results while being a good steward of our culture? Consider performance relative to the expectations of their job family/level. If rating an employee above accomplished, provide at least 3 specific examples of how they provided above & beyond impact.

## Section Ratings

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Employee	Manager/Additional Contributors Rating
—	Accomplished expected results

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## Rating Scale

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Title	Description
<b>Did not attain expected results</b>	Did not make significant progress, did not deliver on committed outcomes and/or failed to demonstrate UKG values and behaviors while working toward delivering results.
<b>Made progress toward expected results</b>	Made some advancement but fell short of expected results and/or missed opportunities to demonstrate UKG values and behaviors while working toward delivering results.

Title	Description
<b>Accomplished expected results</b>	Delivered expected results and impact of the goal. Achieved all components of the desired results, fully delivered on the committed outcome and demonstrated UKG values and behaviors.
<b>Surpassed expected results</b>	Delivered above and beyond results – providing business impact over what was expected and modeled UKG values and behaviors.
<b>Far surpassed expected results</b>	Delivered significant results and a large business impact well beyond expectations - made a direct and/or critical contribution to the department or organization and modeled UKG values and behaviors.

## Goal Ratings Goal Comments

### 1. Quality & Reliability

40 % complete

- Ensure there are detailed specs and testing plans for new projects
- Incorporate design review feedback into the product and service delivery
- Ensure that all code is tested prior to commit and delivery
- Provide continued support to maintain build & test success rates of 90% or more
- Monitor systems and components establishing baselines for key processes and systems
- Identify areas to measure, and baseline, to deliver an exceptional customer experience
- Incorporate user feedback to improve training

**Yasin Karagoz** , Employee

- After I started, my very first task was to move the stop-start image from Kubernetes repository to make the stop-start image independent. During that project I discovered our repositories needed to be updated with new M1 Mac requirements. The

solution I found also helped some other teams to move forward with their day to day works.

- I received great training from team mates as to how to make changes in our code and to test the code before committing. All stories that I worked on, I was able to pass static-analysis and unit-tests.

- Due to organizational changes, I had the opportunity to meet with other teams. From these meetings, I understood the Kubernetes architecture diagram was missing so I brought the idea to start working in coming sprints. This work will improve training for other teams to better understand our infrastructure.

**Mike A. Brooks** , Manager

**Accomplished expected results**

While Yasin has only been with the team for a short time he has shown a dedication to producing quality work and ensuring it is reviewed before delivering it. Yasin is comfortable taking feedback and incorporating that feedback into his work to cover any gaps that may have existed to create higher quality deliveries.

**2. Service Delivery**

40 % complete

- Ensure all assigned support tickets are addressed IAW the Pipeline Team's defined SLAs
- Work in a collaborative manner to promote better practices for an exceptional delivery pipeline and promote Infrastructure / Configuration as code.
- Work as a key stakeholder in the building and promoting of the Kubernetes Guild
- Ensure pipeline jobs are performing in the most optimal and efficient manner
- Ensure the Kubernetes environment is maintained and kept up-to-date

with Google's recommendations.

- Transition teams to Kubernetes providing training, documentation and support as needed

**Yasin Karagoz** , Employee

- Due to an Artifactory server outage, our team's lead idea was to move our dependencies from the Artifactory server to Google Cloud. I was assigned the task and once the new method was available, during the next Artifactory server outage, our pipelines were not affected.
- During the WFM-testgroup project we discovered we could change the edb-postgres (ppas) database from deployment to statefulset in Kubernetes. After making changes, I made upgrades in PVC and PVC2 clusters.
- WFM regression test and WFM test group had issues with the Helm version so I was able to find the correct version to avoid further issue. We were able to deploy 10 WFMs in parallel.
- I created documentation in confluence and readme files in our repositories after every update I did.

**Mike A. Brooks** , Manager

**Accomplished expected results**

Wowing our customers is an important part of what we do and delivering on their needs is critical to completing the ability of enabling engineering to excel at what they do. While there are cases where circumstances would not allow particular items to be implemented Yasin strives to do his best in all projects he'll involved with. In every case where Yasin's efforts could be fully utilized, they were.

Yasin ramped up within a month of starting and quickly became a contributor of getting the job done.

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## Development

### Instructions

We all have opportunities for further growth. Reflect on areas in which you want to develop.

### Questions and comments

1. What is one area you want to develop? These can be values and behaviors, or specific competencies/skills you can continue to develop. What specific actions can you take to further develop these capabilities?

Required

**Yasin Karagoz** , Employee

I would like to make my Python skills stronger. I signed up for the Google IT Automation with Python Professional Certificate boot camp. This boot camp will improve my Python skills and understanding of our code base.

**Mike A Brooks** , Manager

I'd like to see Yasin complete the Google IT Automation certification prep program and continue to advance his Kubernetes skills by completing at least 1 full Pluralsight curriculum on Kubernetes.

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## Overall Comments

### Instructions

Use the overall comments page to celebrate achievements, share recognition received, or discuss future development plans.

### Comments

**Yasin Karagoz** , Employee

In my short time with the company, I was able to complete my trainings and complete assigned tasks.  
I was able to identify the M1 Mac issues, find

solutions, and delivered.

I discussed future development plans with my team mates and received good feedback on which areas I need to focus on. From their feedback, I started to improve my Python skills and joined the Google boot camp for this purpose.

**Mike A Brooks** , Manager

Yasin came on board with experience that was junior to the rest of the team and has ramped up fast. One of the greatest contributions in the few short months he has been here was to work through the issues with WFM local on a M1 Mac. The M1 issue was a collaborative effort with the support team and highlighted Yasin's ability to work well with others.

He is gaining confidence and taking on more advanced tasks - i.e. he is currently working on an overall diagram of the structures of clusters in KENG and a workflow of end to end process.

Yasin is a team player and will succeed here at UKG.

**Gulsheen S Bawa** , Peer

Yasin has been in team for just 3 months but has been a great addition. He is always keen to learn and is always ready to help. He though has less Devops experience but has been quickly ramping up. He has great interpersonal skills and understands football (soccer) :P . Nevertheless, he is a great addition to the team and I would like to see him grow in this role with time.

**James M Lennon** , Peer

Yasin has quickly come up to speed in our complex Kubernetes devops environment. He is an active contributor to our WFM Test Groups project in spite of having minimal previous Python experience.

He's an enthusiastic learner - on his own, he's completed on-line trainings for tools and technologies we use in our jobs.

Yasin is a pleasure to work with, and will quickly become a key contributor on our team.

**Rodney M Tortorich** , Peer

Yasin is a good addition to the team.

While I think he is still getting up to speed, I see him offering up assistance and/or pitching in where he can.

Yasin is open to learning and is asking questions when he doesn't understand a process or piece of technology.

He speaks up asking for things to work on and I fear that we're either doing a bad job at having things he can work on or he just isn't comfortable yet assigning himself tasks? I think he'll become a great team contributor once he gets more exposure to our processes and technologies. I look forward to working more with Yasin over the up coming year.

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