

Curtis Chong (20784095)

2020 - Fall - SE - Software Engineering, Honours, Co-operative Program / W-3 Work

Software Engineering (Startup) - BitGo (Lumina) (Divisional Office)

EMPLOYER EVALUATION DETAILS

Guidelines for Completion

SUPERVISOR GUIDELINES

MID-TERM REVIEW (Not Required, Strongly Recommended)

Conduct a mid-term review with your student to assist in their progress during the work term. Using this form as a guideline, the mid-point discussion is an opportunity for the supervisor and student to discuss topics such as:

- Progress towards overall expectations and goals
- Student's work performance so far
- Training or mentoring resources required for remainder of work term

Note: The mid-term review is not included as part of your student's work term record.

END-OF-TERM EVALUATION (Required)

The end-of-term evaluation allows the supervisor and student to fulfill the evaluation process. The return of this completed evaluation form is required for the student to receive credit for the work term.

RATING SCALE GUIDANCE

This evaluation does not constitute an employment endorsement or recommendation. Employer evaluations of student contributions and achievements during the work term are conducted as part of the University of Waterloo's Co-operative (Co-op) Education model. Like academic grades, overall evaluations are part of the assessment of a student's progress in the co-op portion of their degree studies. These assessments are completed using criteria set out by the University, not the employer, and do not reflect the employer's criteria or assessment metrics.

PERFORMANCE EXPECTATIONS

These scales measure the behaviours and abilities that all co-op students are expected to progressively attain and refine as they advance through their years of study.

• Developing Performance (1 - 2)

Students performing within this range require further development and support to meet the performance expectations with respect to output, quality standards, delivery of goals and/or assignments.

• Good Performance (3 - 5)

Students performing within this range are meeting and, in some instances, exceeding the performance expectations in respect to output, quality standards, and delivery of goals and/or assignments.

• Superior Performance (6 - 7)

Students performing within this range are consistently exceeding the performance expectations and they should be demonstrating the ability to take on broader responsibilities that would normally be reserved for a staff member working in a regular/permanent role (non-co-op).

STUDENT GUIDELINES FOR COMPLETION

Provide your comments in the 'STUDENT COMMENTS' field.

Rating Details

- | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1. INTEREST IN WORK - The degree to which the student pursues goals with commitment and takes pride in accomplishments | Rating-7 |
| 2. ABILITY TO LEARN - The extent to which the student becomes proficient with job duties and work processes | Rating-7 |
| 3. QUALITY OF WORK - The ability of the student to set high standards for own personal performance; strive for quality work; put forth extra effort to ensure quality work | Rating-7 |
| 4. QUANTITY OF WORK - The volume of work produced by the student, along with his or her speed and consistency of output | Rating-7 |
| 5. PROBLEM SOLVING - The student's demonstrated ability to analyze problems or procedures, evaluate alternatives, and select the best course of action | Rating-7 |
| 6. TEAMWORK - The degree to which the student works well in a team setting | Rating-7 |
| 7. DEPENDABILITY - The manner in which the student conducts him or herself in the working environment | Rating-7 |
| 8. RESPONSE TO SUPERVISION - The manner in which the student responds to direction and constructive criticism | Rating-7 |
| 9. REFLECTION - The student's demonstrated ability to learn and adapt from previous experience | Rating-7 |
| 10. RESOURCEFULNESS - The student's demonstrated ability to develop innovative solutions and display flexibility in unique or demanding circumstances | Rating-7 |
| 11. ETHICAL BEHAVIOUR - The extent to which the student's behaviour demonstrates integrity and ethics in work and relationships | Rating-7 |
| 12. APPRECIATION OF DIVERSITY - The degree to which the student shows understanding and sensitivity to needs and differences of others (i.e. ethnicity, religion, language, etc.) | Rating-7 |
| 13. ENTREPRENEURIAL ORIENTATION - The student's demonstrated ability to take informed risks that demonstrate creativity and add value to the company | Rating-7 |
| 14. WRITTEN COMMUNICATION - The extent to which the student demonstrates effective written communication | Rating-7 |
| 15. ORAL COMMUNICATION - The extent to which the student demonstrates effective oral communication | Rating-7 |

communication

16. INTERPERSONAL COMMUNICATION - The extent to which the student effectively listens, conveys, and receives ideas, information, and direction

Rating-7

OVERALL PERFORMANCE RATING

OUTSTANDING

for OUTSTANDING Rating only - Provide Comments

Curtis did an amazing job working on the trade product - his contribution is critical to help scale and stabilize the trade product. He also contributed to improving test coverage and cleaning up technical debts. He is by far one of the best Waterloo interns we had.

SUPERVISOR'S COMMENTS

Curtis is an all star on the team - see comments above. Curtis has improved a lot as a software engineer since he interned with us last time - specifically his written and verbal communication and his coding abilities. Curtis has also become more detail oriented and always consider possible edge cases. As a result his code has been a lot more stable. We would welcome him back with any time.

SUPERVISOR'S RECOMMENDATIONS

When reviewing code, Curtis could scrutinize pull requests more carefully to proactively catch issues before they go into production.

Did you review the completed evaluation form with the student

Yes

STUDENT COMMENTS

I had a phenomenal time at BitGo. The team members were very supportive and understood everyone's strengths and weaknesses extremely well, especially when assigning tickets. I felt welcomed and valued while working on core aspects of the product that improved the overall stability of our trading platform.

Future Employment Potential

Do you wish to have the student return for the next work term

Yes

If you wish to have the student return for the next work term, have you offered to re-employ the student

Yes

If you offered to re-employ the student for the next work term, how did the student respond

Is Undecided

Submission Information

Supervisor's Name

Peter Pong

Supervisor's Title

Software Engineer

Management/Human Resources Name

Chen Fang

Management/Human Resources Title

CPO