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Question

Relative to peers, how did this athenista contribute value relative to their goals and what should they focus on in the coming year?

Manager

Answer / Comments

Percy is integral part of COLTEC team. He is go-getter, most productive, accountable and dependable. He contributes to every stage of SLDC such as Discovery spikes, stories, bug fixes, Release, code review, presenting in Demos, etc.. His skills set has wide range as listed below

- React:
- EliD protyping, EliD Development mainly Service tab, Summary tab, History tab,
- CEC Post alpha improvements
- CoPay Popup
- Micro service / Java:

  - Backend API creations
  - DB table discussion and creation
  - EliS performance testing, API functional testing
  - EliD Clean up
- AWS:

  - Stories for microservice configuration, monitoring and logging setup
  - Postgress to Aurora migration
  - DR Lite work (CICD deployment to multiple regions)
  - Terraform for S3, SQS and Lambda
  - Eventing foundation - S3, SQL, Lambda PoC, Performance testing,
- Monolith:

  - Understanding existing Eligibility Code and Oracle database tables, their relevance
  - Performing spikes in complex eligibility logic to surface logic behind, thus assisting in informed decision making by POs and UX persons
  - Creating new Buscall subroutines
  - Micro service ☐ ☐ Monolith integration testing

Key highlights

- New Eligibility solution was showing slowness compare to existing page. After analysis it was found that MDP API created to share eligibility data is performing slow - 95th percentile 2.5 sec+. Percy took the lead and conducted baseline perf profile using flame graph and came up with proposal to refactor and improve problematic areas. Once approved, he changed monolith code in a clinical manner that did not have any functional side effect but improved performance to 1.5 seconds. In his quest, iteratively he improved the code and backed his work using flame graph, end-to-end test in INT env (AWS +Monolith + DBs), looking at grafana and Maximus graph. This partially addressed top 5 concerns for new EliD page/solution.
- Aurora Migration, DR Lite
- EliD 2.0

His excellent performance in 2023 led to his out of turn promotion to SMTS in Nov 2023, within 17

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months of his last promotion to MTS (Jun 2022).

Growth Area in 2024

- Deep Design level thinking
- Zone level presentation , sharing knowledge across zone level, helping other teams on AWS, micro service etc
- Helping SE team in operational support tasks
- Adhering to Org level 2.0 best practices, tools, AWS Cost reduction