

## Here is the Talent Check-In you requested

mcnairr@gmail.com <mcnairr@gmail.com>

via amazonses.com

Tue 10/10/2023 4:24 PM

To: Ryan McNair <ryan.mcnair@archerirm.com>

[External]

October 10, 2023

Name: Ryan McNair

Title: Technical Product Owner

Employment Duration: 4.4 years

To practice programming in golang, I have created CheckInBot as an automated on-demand talent check-in report generator! Source code located in my GitHub repo-

[https://nam10.safelinks.protection.outlook.com/?](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Fgithub.com%2Fmcnairr%2FCheckInBot&data=05%7C01%7Cryan.mcnair%40archerirm.com%7Ca8ad77499c5545cda9d308dbc9d736eb%7C33a7f6cd2e0f44b7a442289016d276a5%7C0%7C0%7C638325698414425958%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLjBjBTI6Ikl1aWwWLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=5bLuBNuj5sPqNb2%2BywAdKLiDEtX0VtXydtmtUwMsKUI%3D&reserved=0)

[url=https%3A%2F%2Fgithub.com%2Fmcnairr%2FCheckInBot&data=05%7C01%7Cryan.mcnair%40archerirm.com%7Ca8ad77499c5545cda9d308dbc9d736eb%7C33a7f6cd2e0f44b7a442289016d276a5%7C0%7C0%7C638325698414425958%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLjBjBTI6Ikl1aWwWLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=5bLuBNuj5sPqNb2%2BywAdKLiDEtX0VtXydtmtUwMsKUI%3D&reserved=0](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Fgithub.com%2Fmcnairr%2FCheckInBot&data=05%7C01%7Cryan.mcnair%40archerirm.com%7Ca8ad77499c5545cda9d308dbc9d736eb%7C33a7f6cd2e0f44b7a442289016d276a5%7C0%7C0%7C638325698414425958%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLjBjBTI6Ikl1aWwWLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=5bLuBNuj5sPqNb2%2BywAdKLiDEtX0VtXydtmtUwMsKUI%3D&reserved=0)

Professional Development Goals:

Research, gather requirements, work with customers, and deliver one brand new revenue generating Archer SaaS feature.

Goal Date: 2023-12-31

Achieved: At Risk

Push To Date:

Learn the basics of the Go programming language through online classes, tutorials, a sample project, and make a real contribution to an Archer SaaS project written in Go.

Goal Date: 2023-07-31

Achieved: In Process

Push To Date: 2023-10-31

Have a second daughter and use Parental Leave to bond with her.

Goal Date: 2023-03-31

Achieved: Yes!

Push To Date:

Talent Check-In Feedback:

Q: What is the most exciting part of your job?

A: I love the unique balance of my role between external customers and internal teams, and between business and technical needs. It enables me to have a unique perspective on our work, and I'm always excited when I can help come up with a solution to a customer's problem.

Q: What aspect of your job do you wish you could change?

A: Archer's future looks bright and I'm happy that many aspects of my job have changed and improved over the past couple years. We have great IT systems, identity, and developer productivity tools. We are starting to make progress on technical modernization. With all the Archer experience I've gained over the past 4 years, and all the contributions I've made, the one aspect that hasn't changed much is salary. I am wishing for a raise this year.

Q: What factors contribute to you doing your best work?

A: Autonomy, limited requests on my time, self-controlled context switches, respect for the Maker/Manager time scheduling construct, periods of flow, time to pursue mastery, loosely-coupled team relationships, rarely needing to rely or wait on peers, work topics that require self-directed learning, business leaders that communicate well.

Q: What additional feedback do you have?

A: We need to ensure our "SaaS Parity" strategy is not lost. I would like to continue pursuing SaaS Parity feature development to win more customers, Archer Platform deployment automation for no-downtime upgrades, and helping complete the AWS Partner Program application for Marketplace re-selling.

Recent Accomplishments:

ARCHITECT-74: Follow-up GRC Xperts  
ARCHITECT-61: Troubleshoot ABE issue for one customer  
ARCHITECT-46: Hashi PRFAQ  
ARCHITECT-47: 2023 UAE Visit  
ARCHITECT-62: Sales - Research AWS programs SRRP and ISVA  
ARCHITECT-63: Mubadala - Learn about second IIS site from their Archer Admins  
ARCHITECT-54: Sales Engineer education, work with Cole Fontaine  
ARCHITECT-44: Update and revisit BYOK Wiki  
ARCHITECT-49: Archer SaaS DPS Alternative  
ARCHITECT-32: Help with migration away from RSA.com

My Work In-Process:

ARCHITECT-30: Participate in Archer SaaS Program Management - Arjuna, Penguins  
ARCHITECT-67: Archer Summit 2023  
ARCHITECT-42: Respond to RFPIO questions, ongoing  
ARCHITECT-56: Participate in AWS Backup rollout  
ARCHITECT-57: FinOps - Explore S3 Intelligent Tiering Instant Access

Sincerely,

Ryan McNair