

Manager

**Rating**  
**Comment**

Often exceeds expectations

Even though he only recently was promoted to Sr. Manager, in many ways the standard Ryan holds himself to is at a higher level, and it shows in how well he's doing already in his role. I'm so excited for his future as both a leader of the business and specifically the impact he can make here at Chainalysis.

Employee

**Rating**  
**Comment**

Often exceeds expectations

I would caveat this all by saying that Chainalysis and Curtis have created the environment in which I as an individual can truly flourish and make the most impact. That is to say, when there is a culture of trust, rigor, and transparency - those values in folks can thrive.

I believe I exceed expectations by building and maintaining a high-performing team that is delivering impact. Additionally, I think I go above and beyond to engage in cross-functional collaboration, share my voice on other workstreams (like Data Engineering, Operations, Product Marketing, Product Design, Product Management, etc), and share thoughts during MBR. I believe I exceed by my level of transparency, rigor and authenticity.