

Priya Raman

Platform Engineer, Ingest & Storage · Denver, hybrid · started **2 March 2026** · reviewed **29 May 2026** by **Theo Nakamura**

DECISION

Confirmed in role — effective 1 June 2026.

No extension, no conditions. Salary is reviewed on the ordinary September cycle; confirmation carries no adjustment of its own. On-call moves off the shadow ladder to **full rotation, one week in six**, from 1 June.

01 SCOPE OF THIS REVIEW

Thirteen weeks measured against onboarding record **BL-ONB-0231**, which fixed the three gates below before day one. Evidence: 38 merged pull requests, the 12 May incident log, on-call handovers, and written input from Grace Okafor and Nadia Berger — nothing Priya has not already read.

PANEL
T. Nakamura — manager
N. Berger — SRE
H. Vogt — people

02 THE GATES, AS WRITTEN ON DAY ONE

30 DAYS Four PRs merged, one runbook written, staging without a chaperone. MET · 1 APRIL	60 DAYS Dead-letter replay shipped, backup on-call served, write access approved. MET · 4 MAY	90 DAYS Full rotation, one service owned outright, next reliability goal chosen. MET · 28 MAY
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GATE SOURCE
Onboarding record
BL-ONB-0231
rev 2026.02

03 ASSESSMENT

Code quality and review 38 merged, 26 reviewed for others; Luis asked for her on the consumer migration by name. ABOVE BAR
Systems judgement Read ADR-001 to ADR-014 in week one and flagged the two that had gone stale. AT BAR
Operational ownership One full on-call week from 18 May: two pages, neither escalated, both written up same day. ABOVE BAR
Written record Her restart runbook was used twice by others during the 12 May incident, unprompted. ABOVE BAR
Delivery predictability The registry migration was scoped at three weeks and took five. BUILDING

THE SCALE
Above bar · at bar · building. A confirmation needs nothing below **building** and at least two above bar.

04 WHAT CHANGED FOR THE TEAM

-92% Manual dead-letter replays 40 a week down to 3, from 4 May	-230 ms p99 ingest latency 840 → 610 ms, no rise in broker cost	2 uses Restart runbook, in anger Twelve steps, tested before it was needed
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OWNED FROM 1 JUNE
ingest-gateway
primary on-call
error-budget note

05 GROWTH EDGE, AND THE PLAN AROUND IT

Estimating is the one thing between Priya and a senior scope: the registry migration slipped because nine downstream consumers were counted after the estimate went out not before. Through Q3 she cuts work into slices of three days or less, publishes each estimate with a stated confidence, and walks the list with Grace on Mondays. Judged in September on variance, not velocity.

NEXT CHECK-IN
24 July 2026
then the ordinary quarterly cycle

06 FIRST FULL QUARTER — Q3 2026

Own ingest-gateway outright Primary on-call, runbook current, monthly error-budget note in the platform review. 30 SEP
Lead the schema-registry consumer migration Nine consumers moved, no replay backlog into Q4, estimate variance under one week. 31 AUG
Cut dead-letter volume at source Weekly count held under 120 for four consecutive weeks. 15 SEP

AGREED WITH
T. Nakamura
29 May 2026

07 CALIBRATION, AND THE EMPLOYEE'S OWN WORDS

Probation outcomes are read by the leadership panel before they are communicated: reviewed 27 May by Nakamura, Berger and Vogt, confirmed unanimously. Anything written below enters the file unedited.

EMPLOYEE COPY
Issued 29 May 2026 · signed copy
due back in five days

Employee — **Priya Raman**DATE _____

Manager — **Theo Nakamura**DATE _____

People — **Hanne Vogt**DATE _____