

**IC Product Development Promotion Template**  
**Miranda Organization**

Employee Name: \_\_\_\_\_ Manager: \_\_\_\_\_  
Current Career Level, and Job Code: \_\_\_\_\_ IC3 \_\_\_\_\_ Proposed Position and Job Code: \_\_\_\_\_ IC4 \_\_\_\_\_  
# of Years in Current Position: \_\_\_\_\_ 2 \_\_\_\_\_ # of Years in Industry: Total 8 (4 at Oracle, 4 prior) + PhD  
Current Salary: \_\_\_\_\_ Min Salary for New Position: \_\_\_\_\_  
Performance Rating: \_\_\_\_\_ 5 \_\_\_\_\_ VP/SVP: \_\_\_\_\_ Vishu Krishnamurthy/Omar Tawakol

Please address the following factors, including examples when recommending promotions to senior development positions in Product Development.

SUMMARY OF EXPERIENCE

**Oracle**

\_\_\_\_\_ has been instrumental in developing the \_\_\_\_\_ for the last two years. He has re-written \_\_\_\_\_ This rewrite helped cut down \_\_\_\_\_ by around 5-6 business days. He also improved the \_\_\_\_\_ which allowed us to process not just \_\_\_\_\_ but also \_\_\_\_\_ and any new acquisition in future. \_\_\_\_\_ has also implemented a very complex \_\_\_\_\_ which allows \_\_\_\_\_ to apply a \_\_\_\_\_ on an ad-hoc basis before approving payments. This \_\_\_\_\_ is complex and supports undo, redo, discard functionalities, which are great time savers for \_\_\_\_\_ team. He also acts as a lead developer, often consulting other junior engineers in the team. \_\_\_\_\_ is very critical to the team's success and has tremendous growth potential up to an architect level given the right opportunity to grow.

- \_\_\_\_\_ is a star developer working on \_\_\_\_\_ and \_\_\_\_\_ that are part of \_\_\_\_\_ portfolio. He primarily develops distributed software programs on \_\_\_\_\_
- Enhanced the \_\_\_\_\_ software module from \_\_\_\_\_ so that it can work in multi-threaded mode to \_\_\_\_\_ and \_\_\_\_\_ in near real-time.
- \_\_\_\_\_ frequently designs the \_\_\_\_\_ and distributes work to other engineers and reviews code, acting as a lead engineer in the team.
- \_\_\_\_\_ has worked on three projects already since joining and contributed significant portion of the core modules \_\_\_\_\_
- \_\_\_\_\_ has about 4 years of experience at Oracle, he joined in 2013.

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## Prior to Oracle

- **Postdoctoral Scholar,** [REDACTED] **2011-2013**  
Principal Developer of the [REDACTED] with [REDACTED]. Program implements multiple methods to [REDACTED]
- **Postdoctoral Scholar,** [REDACTED] **2009-2011**  
Contributed to [REDACTED]. Implemented explicitly correlated methods in the package.
- Total 8 years of programming experience in C++, C, Python in High performance computing
- Teaching Assistant between 2005-2009
- **Published** [REDACTED]  
[REDACTED] Journal of Chemical Physics, [REDACTED]

## Education:

- PhD, Computational Chemistry, [REDACTED]
- MSc, Physical Chemistry, [REDACTED]
- BSc, Chemistry, [REDACTED]

## SCOPE OF POSITION

[REDACTED] is working as a lead developer on the [REDACTED]. He develops the [REDACTED] that is used to [REDACTED]. This core service is slated to become the [REDACTED]. [REDACTED] is currently enhancing the code to make the [REDACTED] more input driven so that new businesses, like [REDACTED] and data-modelers, like [REDACTED] can provide their own revenue distribution models and generate the payment attributions to contributing sites for a any category of interest, e.g. "In Market – Autos". This micro-service is critical for [REDACTED]. The pipeline currently supports [REDACTED]. [REDACTED] The module is written in an extensible fashion so that new acquisition and business models can be integrated with well defined interfaces and in very short time.

## TECHNICAL ABILITY

[REDACTED] primarily develops using Java, C++, Python and has expert level knowledge of [REDACTED]. In addition to implementing the software programs, and java modules, [REDACTED] designs the [REDACTED].

[REDACTED] works directly with Product Managers of [REDACTED] to understand their upcoming requirements from the [REDACTED] and develops the features, and follows a very disciplined release process – namely, commenting the code very well, regular commits, adding the [REDACTED] tests, giving QA training, running destructive tests and doing a demo to users. As a lead developers, [REDACTED] is managing the software engineering due-diligence very well and sets a high standard for other engineers in the team to follow.

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██████████ can learn new technologies extremely fast. He caught up on ██████████ within 2-3 weeks and was producing working code to process large data-sets. Similarly, when taking over the code from other two engineers who left ██████████ shortly after acquisition, he understood the ██████████ inside out within a week and started enhancing the code withint 3 weeks.

As a manger, it is an honor to work with such an experienced and methodical engineer. ██████████ works independently, but seeks input when he needs, and advises improvements in product requirements, designs, implementation strategy, software engineering processes, and data structures, and algorithms voluntarily. He needs very little management time and is adding significant value to ██████████

#### TEAMWORK AND INFLUENCE WITHIN ORACLE

██████████ sets the tone of discipline in the team. He always pushes back on distractions and demands clarity from product management on product requirements and user-stories. With ██████████ in the product discussions, the end result is always increased clarity for everyone. ██████████ asks second and third level dependency questions so that we are aware of the impact of our decisions and can preempt the issues in design phase. For example, when designing a ██████████ he challenged the ██████████ aspects of the requirements. That whole discussion ended up team to go back to drawing board and figure out not the fastest way but the most appropriate way of ██████████

██████████ is a frequent code reviewer in the team and consults new engineers on writing the memory and compute efficient code.

██████████ is a reviewer of the ██████████

#### LEADERSHIP & EXTERNAL VISIBILITY

In the current role, ██████████ does not have a need to interact with external customer. However, through working with PMs, ██████████ influences the design and implements the code that ends up producing invoices for data-buyers and payments to data-providers in ██████████

#### ACHIEVEMENT

- ██████████
  - Designed and developed the ██████████
  - Designed and developed ██████████
  - Added ██████████
- ██████████
  - Implemented ██████████
  - Enhanced the ██████████ to improve performance and processing efficiencies
  - Created a unique method to ██████████ This privacy filter was key feature feature and differentiator for the KPI project.
- ██████████
  - Made ██████████ far more efficient (> 5 times faster).
  - Added a ██████████ for dividing up the impressions among many reported categories

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- Removed [REDACTED], preparing the [REDACTED] to go to [REDACTED] at later time and be secured
- Developed a [REDACTED] This service is extremely useful for [REDACTED] for processing on-demand.
- [REDACTED] in the code and [REDACTED]. This helped cut down the repeated web-service calls from the code and improved the processing efficiency many folds
- [REDACTED] Now the code is more efficient as it caches the list of sites that are okay to receive [REDACTED]
- Added [REDACTED] in all modules of [REDACTED] so that exceptions are never masked and every event is reported in the logs. This allows account managers to self-diagnose the allocation issues and correct the issues in the setting themselves. Earlier, for such an issue, a jira ticket would have to be filed and a code rerun in debug mode was required. This is a key enhancement that helps us move towards self-service [REDACTED]
- Added an enhancement to [REDACTED] once at launch and a method to invalidate and rebuild the cache for long running jobs. This enhancement improved the code execution times by a few factors.
- Added [REDACTED] so that if a web-service call fails, it attempts after some time and gives up only after a certain number of retries. Earlier the code used to fail at first failure of web-service call. This way, now the [REDACTED] processing can [REDACTED] just produces very reliable data.
- Added [REDACTED] Earlier it used to run in a single thread and no two people could have launched the revrec process on the same host. Now it can be [REDACTED]
- Added a [REDACTED], which affects pretty much every module, that allows the [REDACTED] to run in a simulation mode for testing only. This does not commit the generated numbers. This feature is being used by QA to automate the revrec engine testing in QA sandboxes.

[REDACTED]

## Recommendations

### [REDACTED] Director Product Management, Oracle Data Cloud

[REDACTED] should absolutely be promoted to IC4. He has been critical for the team to make major advances in the [REDACTED]. The complexity of the business model and the challenges that continue to be thrown at [REDACTED] never seem to phase him. He takes these challenges and always finds a better, more simple way to present them. He is very strong at not only solving the current problem, but also looking forward, building things in such a way that they scale very well as new challenges present themselves. Couldn't ask for a more talented engineer who goes out of his way to really dig deep and understand the business needs prior to building the solution.

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Jace Hopper | Director, Product Management  
Desk +1.303.272.3095 | Cell +1.702.245.8274  
Oracle Data Cloud

**██████████ Manager, Oracle Data Cloud Finance**

██████████ I haven't worked as much with directly, but I know he's always there fixing bugs and building out new calculation functionality that makes what we do possible. When there are fire-drill bugs we are able to trust that ██████████ will be able to step up and resolve them in time for us to meet important deadlines.

Thanks,  
Brian

[brian.watkins@oracle.com](mailto:brian.watkins@oracle.com)  
M 701.793.1287 | D 303.272.3043  
500 Eldorado Blvd Building 2,  
Broomfield, CO 80021  
[LinkedIn Profile](#)  
Got data Questions? Ask the Data Hotline

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