

IC Product Development Promotion Template

Employee Name: [REDACTED]

Current Position: SMTS

of Years in Current Position: 4.8 years

of Years in Industry: 4.8 years

Manager: [REDACTED]

Proposed Position: PMTS

Location: 4OP14 Office 1469

Group VP: Juan Loaiza

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

SUMMARY OF EXPERIENCE

[REDACTED] has a strong background in Computer Science with a Master of Engineering (ECE) degree from Cornell (2012). [REDACTED] has been with Oracle for nearly 5 years and has worked across several areas of the transaction layer.

SCOPE OF POSITION

[REDACTED] plays a significant role in the [REDACTED] area and is the Go-To person for [REDACTED] such as, [REDACTED]. Currently she is playing a very important role in the implementation of [REDACTED] and her efforts will help to significantly improve the performance of [REDACTED].

TECHNICAL ABILITY

[REDACTED] is a technically strong engineer who is solidly grounded in the fundamentals of computing, concurrency control, and [REDACTED]. She has worked in several areas of the [REDACTED] including [REDACTED] and [REDACTED].

TEAMWORK AND INFLUENCE WITHIN ORACLE

[REDACTED] is a very diligent and hardworking developer who does thorough investigation and analysis, and follows good coding principles in her code development. She also follows up with verification tests to ensure correctness. [REDACTED] is meticulous in getting great performance numbers by analyzing and understanding the simple bench results. She is a good team player and has often helped the team members with their projects.

EXTERNAL VISIBILITY

[REDACTED] is well-known and respected both inside the [REDACTED] Group and outside. She has worked with the [REDACTED] and continues to support the [REDACTED] team on [REDACTED] projects and issues.

ACHIEVEMENT

Listed below are the various projects [REDACTED] had worked on during her tenure here at Oracle.

Key contributions

A) [REDACTED]
She has been heavily involved in the design and implementation of the [REDACTED] since the first version [REDACTED] of [REDACTED]. Some of her critical contributions include:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- Performance improvement by [REDACTED]

B) [REDACTED]
She has been an active participant in the effort to improve performance of [REDACTED] through the [REDACTED] releases. As part of this, she has worked on the following projects:

- [REDACTED]

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- She has worked on [REDACTED] which utilizes the [REDACTED] to perform [REDACTED] - including [REDACTED] and [REDACTED].
- Heuristics-based [REDACTED] was an effort to improve performance in mixed workloads.
- For [REDACTED] She has been involved in the design and implementation of the [REDACTED] project. She has worked on designing the [REDACTED] structure, enhancing the [REDACTED] supporting all operations e.g., [REDACTED] and supporting other [REDACTED]

She has been involved in the implementation of the [REDACTED]. [REDACTED] is a different system than the primary, and therefore it was important to explore its idiosyncrasies and design suitable implementations for various [REDACTED] components. She worked on [REDACTED]

- [REDACTED]
- Implemented the workflow during [REDACTED] wherein the [REDACTED]
- [REDACTED]
- Implemented the [REDACTED] - which prevents wrong results and makes [REDACTED] much faster on [REDACTED] than on the primary.
- [REDACTED]

The loading of "unformatted" areas between the [REDACTED] currently aborts the loads on [REDACTED] She is working with [REDACTED] to address the issue.

RECOMMENDATIONS

Listed below are recommendations for [REDACTED] promotion from various senior management staff. These include members of testing and database development organizations.

[REDACTED] (Architect and Director, DST group)

I worked closely with [REDACTED] on a [REDACTED] project called [REDACTED] where she was instrumental in designing and implementing the key transactional components involved with maintaining consistency between [REDACTED]

[REDACTED] Her contributions in this project to date have resulted in [REDACTED] achieving a 1-2X gain in [REDACTED]. She also designed the [REDACTED] that would be required for [REDACTED] being one of the key developers for supporting [REDACTED] on [REDACTED] to begin with. Although her area of expertise is [REDACTED], she's intimately aware and knowledgeable of all components of [REDACTED]. She's known to work tirelessly behind the scenes, completing projects that need to be done without much fuss and attracting a lot of attention. Her work ethic is superb, and she puts significant thought into her designs and code. She's exactly the kind of person you want on a team developing the next generation [REDACTED] - she's smart, thorough, and willing and capable of taking on large visible projects and leading them to completion. She deserves to be promoted to PMTS, and I see a very bright future for her at Oracle.

[REDACTED] (CMTS, DST group)

I highly recommend [REDACTED] to be promoted to PMTS. I have worked with her over the years on various aspects of [REDACTED] and have always found her to be a dedicated worker and strong technically.

One of the primary areas where I've interacted with [REDACTED] has been in various [REDACTED] projects. She has done great work in improving performance in projects like [REDACTED]. Some of this work requires some very intricate manipulation of state and she has shown that she can clearly reason through this to write clear, performant code. I appreciate especially her dedicated efforts to performance testing using [REDACTED]. She has always been

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willing to dig deep into the [REDACTED] results to really understand the underlying causes of the performance issues we see.

When I have interacted with her on bugs, I have been impressed by the level of detail of analysis she goes into to determine the cause of the bugs. I recall she has handed over bugs with many paragraphs of text pointing to all of the relevant line numbers in the trace file, along with theories as to what might be going on.

I know she has only contributed greatly to much of the [REDACTED], especially the [REDACTED]. Although I haven't interacted with her too closely on this aspect, I appreciate her work here on some of the most important [REDACTED] modules.

In general, I feel like [REDACTED] has been one of the key "glue" people that has really held the [REDACTED] together. Without her contributions I think we would have had more difficulties in getting the project working correctly and most especially performing as well as it has. She is not always the most outspoken person, but she is the kind of person you can trust to get things done and done well, and that's what's most important. For these reasons, I think her promotion to PMTS is well deserved.

[REDACTED] (Senior Manager, Test Development)

I sincerely, wholeheartedly and very affirmatively support [REDACTED] promotion to PMTS.

I and my team interfaced with [REDACTED] for following [REDACTED] features since their inception:-

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]

I have observed that [REDACTED] could communicate complex topics including Product Design with great clarity. This has tremendously helped our team to come up with efficient tests, improve quality of the overall [REDACTED] product we are testing.

I have always been impressed by her outstanding diligence, her high level of technical expertise. Working with [REDACTED] is absolutely delightful and she has the ability to give actionable, insights and a complete code tour.

I remember very vividly that for [REDACTED] to perform [REDACTED] we had many intermittent issues manifested by stats during early stages of development. These issues were cross functional in nature and would need to understand and account all moving parts of [REDACTED] internals. She helped me by providing explicit debug events/stats to get to the root cause. Outcome was stunning; we could not only improve the quality and coverage for not only [REDACTED] feature but overall [REDACTED] as a product.

She co-ordinates testing requirements from feature inception to release and provide a foresight to the test team of ongoing developments. This has tremendously helped us plan our test implementation. One particular incidence that I would like to highlight is, when we starting testing [REDACTED] we hit a initial road block on which [REDACTED]. The challenge was to test all variants keeping [REDACTED]. It required understanding on how to orchestrate a intelligence mechanism in the existing [REDACTED] to manifest their [REDACTED] and exercising new code path. [REDACTED] was very instrumental to come up with a innovative way to get a precise set of [REDACTED].

I strongly recommend her to be promoted to Principal Member of Technical Staff.

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Position Criteria

(Senior development positions may include unique requirements, therefore template metrics are general guidelines, not hard rules.)

| FACTOR | SMTS – IC3 | PMTS – IC4 | CMTS – IC5 | ARCHITECT – IC6 |
|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| Summary Of Experience | -BS or MS degree in CS or equivalent experience relevant to functional area. -Typically has 2.5 or more years of related experience. | -BS or MS degree in CS or equivalent experience relevant to functional area. -Typically has five or more years of related experience. Candidates with less than four years experience must be star caliber and require review by DAS staff. | -BS or MS degree in CS or equivalent experience relevant to functional area. -Typically has ten or more years of related experience. Candidates with eight or more years will be considered only if they are star caliber. | Typically has fifteen or more years of related experience. |
| Scope Of Position | Can code with minimal direction. Normally receives no instructions on routine tasks, with limited supervision on new tasks. | -Has full responsibility for the architecture of a significant, self-contained portion of a product or a small product. -Has demonstrated technical leadership for his/her area. This is usually done by being a project lead for a small project team of two to three developers. | Has full responsibility for the architecture of a medium-sized product or a substantial layer or subsystem within a large product | |
| Technical Ability | -Works on projects of moderate conceptual complexity. -Starting to demonstrate ability to write spec's and designs. Specifies, designs and develops software according to provided requirements, with sole responsibility for the design. | -Works on projects of moderate to high conceptual complexity. -Demonstrated ability to write high quality functional spec AND design documents for a major area. Provide url's for these documents. | - Recognized expert in area within division and/or Oracle. - Works on extremely complex problems. Has deep understanding of how his/her area interacts with all related areas. - Models best engineering practices. This includes clarity and completeness of spec's and designs, code cleanliness and quality, thoroughness of testing, attention to documentation, and response to bugs and regressions. -Is highly encouraged to maintain an architecture and detailed design document for his/her area. | |

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| | | Provide url for this document. | |
| External Visibility | Must have good visibility so can be effectively ranked; giving a seminar is good way to do this and is advised. | Represents group within Oracle. | |
| Teamwork and Internal Influence | | -Exhibits effective teamwork with senior developers and senior management within ST and across Oracle. -Is the technical “go-to person” (consultant) for his/her area within the group and across Product Development. -Strongly influences the technical decisions of ten or more developers. | |
| Achievements | Demonstrated ability to take feature/design through software lifecycle to release of robust, high-quality, production code. | - Under broad direction, defines requirements for new projects and specifies, designs and develops software to those requirements. - Has delivered several high-quality, PMTS-scale projects to market that have been successfully used by production customers for several years. - Has delivered innovative and creative solutions to complex problems. - Works effectively with others in managing extremely complex projects | Recognized expert in field inside and outside Oracle |
| Recommendations | Comments supporting above criteria for promotion from outside immediate group from PMTS-level developers or managers | Comments supporting above criteria for promotion from outside of immediate group from ST senior management and three CMTS or architect-level developers. | Approval from the architects club |

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