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To: Luong, Hoan - OFCCP
CC: Neil Bourque; Lida Daniel; Charles Nyakundi; Sean Smith; Kela Moon
Sent: 10/29/2015 9:15:18 PM
Subject: HQCA 12 of 29
Attachments: HQCA - Personnel File 11 - [REDACTED].zip

Best Regards,
Shauna Holman-Harries

ORACLE

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"Working to create an inclusive, diverse culture that drives innovation and business success."

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Employee Name:	[REDACTED]	Location:	Redwood Shores
Current Position:	IC4	Proposed Position:	M2 (Development Manager)
Current # of Directs:	0	Proposed # of Directs:	Will manage 5 virtual team + plan to have two directs in next 6 months
Current # of EEs in Org:	0	Proposed # of EEs in Org:	Will manage 5 virtual team in + plan to have two direct reports in next 6 months
Previous 3 Performance Ratings:	4 (2010), 5 (2011), 4 (2012)	Manager / Group VP:	[REDACTED]
# of Years in Current Position:	9	# of Years in Industry:	15

SUMMARY OF EXPERIENCE

[REDACTED] is a smart, hard working, and disciplined engineering lead. He has an M.S. in Computer Science from [REDACTED] University. [REDACTED] has 15 years of product development experience and has been in Oracle since 1997. He has been performing consistently and has been rated 4 or 5 last 8 years. [REDACTED] has [REDACTED] in the final review process. He has been leading [REDACTED] projects for last one year. He has done an excellent job in: 1) Coordinating and delivering [REDACTED] projects; and 2) handling [REDACTED] on-premise customer and SaaS customer escalations. As a [REDACTED] projects lead, [REDACTED] has excelled in establishing a productive working environment where each member is enabled to be productive as well as has opportunity to grow.

[REDACTED] demonstrated expertise in multiple [REDACTED] products: [REDACTED] He implemented many features that are successfully used by thousands of customers. Key deliverables include:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

Education: [REDACTED]

Revised November 17, 2011

MS in Computer Science, June, [REDACTED]

[REDACTED]
BS in Computer Sciences, August [REDACTED]

MANAGEMENT SKILLS

[REDACTED] has been leading a team of 5 OES engineers that are spread across 2 locations (HQ, CDC). Last one year, he was responsible for delivering enhancements, one-off and cumulative patches for several [REDACTED] releases including Cloud related projects. This is a multi-faced assignment that combines team management, working on multiple release branches, using different development environments, keeping customer escalations in control etc. Despite significant challenges of such position, [REDACTED] always remained calm and focused, never losing temper, and ensuring that the team constantly meets the goals.

[REDACTED] has been very successful in coaching and helping new developers to come to speed on [REDACTED] processes. He travelled to CDC for 4 weeks and trained new CDC developers to work on [REDACTED] projects. With [REDACTED] help, CDC developers are very productive and able to work with [REDACTED] teams directly on many bugs/ERs.

SCOPE OF POSITION

[REDACTED] will manage OES projects, bugs, and escalations for [REDACTED] releases. In this role, he will train developers to become experts in [REDACTED] projects. As part of that process, [REDACTED] will coordinate with [REDACTED] teams for on-time delivery of projects. [REDACTED] has been the primary point of contact for technical aspects for [REDACTED] projects. In addition to [REDACTED] projects, he is currently managing [REDACTED] project for [REDACTED]. Moving forward we expect [REDACTED] to take on additional responsibilities in up-coming releases ([REDACTED]).

In addition to the virtual team (5 engineers) he is managing today, we plan to have [REDACTED] engineers report to [REDACTED] in 6 months (i.e. by end of October).

[REDACTED] is managing the following [REDACTED] team within the [REDACTED] area:

1. [REDACTED]@oracle.com) – Senior Member of Technical Staff
2. [REDACTED]@oracle.com) - Senior Member of Technical Staff
3. [REDACTED]@oracle.com) – Senior Member of Technical Staff
4. [REDACTED]@oracle.com) - Senior Member of Technical Staff
5. [REDACTED]@oracle.com) - Principal Member of Technical Staff

We plan to assign [REDACTED] direct reports (MTS to PMTS level) to [REDACTED] before October 2013.

SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

OES is key platform component used by majority of Oracle products [REDACTED]. It is very important for OES team to meet various Oracle products requirements and provide a dedicated support for uptake and integration with OES. Managing customer requirements, supporting integration, and escalations need a dedicated and smart manager. [REDACTED] will play a key role in delivering [REDACTED] support and integration projects.

EXTERNAL VISIBILITY

Revised November 17, 2011

[REDACTED] has been a primary OES contact for [REDACTED] teams for last one year. He worked with multiple teams: [REDACTED] teams, [REDACTED] team, [REDACTED] team, [REDACTED] and [REDACTED] teams. All these teams/customers have gotten an excellent support and help from [REDACTED] in various projects. The references listed below provide strong support for [REDACTED] and all of them are looking forward to working with [REDACTED] in future projects.

TEAMWORK AND INFLUENCE WITHIN ORACLE

[REDACTED] has been working with multiple teams within Oracle. As being solely responsible for OES [REDACTED] projects he coordinated with OES [REDACTED], helping [REDACTED] team to triage difficult customer problems, helped [REDACTED], provided tools to make [REDACTED] successful, helped [REDACTED] teams with prototype code, and helped [REDACTED] teams with scripts to monitor/debug OID policy store. His involvement always contributed to success of projects. He established excellent working relationship with [REDACTED] teams. Both [REDACTED] teams in [REDACTED] locations trust and depend on [REDACTED] for his help and guidance on [REDACTED] projects.

ACHIEVEMENT

The following is the list of significant accomplishments:

[REDACTED]

- [REDACTED]
- [REDACTED]

[REDACTED]

- [REDACTED]

OES Projects:

- Lead a dev team cross time zones with up to five developers to support [REDACTED], and customer escalations.
- Coordinated with [REDACTED] for project planning, execution, and provide in-depth functional and technical instructions
- Implemented Oracle Entitlement Services (OES) authorization projects: [REDACTED]
- Worked on [REDACTED] integration - authorization policy distribution from OES engine to Triton database.

LDAP/OID Projects:

- Led and implemented [REDACTED] projects with [REDACTED] and [REDACTED] so that the DB user can be centrally managed in a cooperate directory server
- Implemented [REDACTED]
- Led and implementing [REDACTED] projects
- Implemented [REDACTED] project
- Implemented [REDACTED] projects
- Worked on [REDACTED] performance enhancement and tuning
- Implemented [REDACTED]

Revised November 17, 2011

RECOMMENDATIONS

[REDACTED], Sr. Director, [REDACTED]

I have worked with [REDACTED] closely for several years on ODS development that included [REDACTED] clients. And, I continued to work with him as he transitioned to [REDACTED] development since [REDACTED] has a good amount of dependency on [REDACTED] and then [REDACTED] has a good amount of dependency on [REDACTED]. In the past couple of years, I have worked closely with [REDACTED] mainly on [REDACTED] related [REDACTED] activities wherein he is the key point of contact for platform security. [REDACTED] has contributed significantly to the development of several products and technologies that are part of our [REDACTED] portfolio today. He has been an innovator and things like [REDACTED] and [REDACTED] [REDACTED] which is a 'C' server are some of his patented work from his early days in the group. He has contributed to early product initiatives like [REDACTED] wherein he was the first technical lead exploring and prototyping potential solutions. The point about his technical contributions that I am trying to make is that the breadth and level of expertise across our current [REDACTED] enables him to be very effective in a leadership role that is being proposed. Apart from his technical skills and contributions, I have seen him to be a consistent hard worker all these years, always going the extra mile to get things done and never shying away from challenges that demand more time at the office. This work ethic is a requirement for a leader in our current development environment. In his role as the go-to person for [REDACTED] [REDACTED] for everything related to [REDACTED] he has proven to be one of the most reliable 'points of contact' across [REDACTED]. Again, this is a result of his technical depth and work ethic, both are required and just one of them won't do. He is professional in his inter-personal interaction, composed under stress and objective in bringing about resolution to issues. His excellent academic credentials will come in handy as well. Based on all the above, I am convinced that [REDACTED] will do well as a Development Manager and will be an asset to the [REDACTED] as a leader. I fully support and recommend this proposal to promote him to Development Manager.

[REDACTED], Director, [REDACTED]

I have had the pleasure of working with [REDACTED] for both [REDACTED] areas. [REDACTED] has an excellent technical background in both of these. He has worked on a variety of new projects for Directory Services and completed them very effectively. The [REDACTED] framework, [REDACTED] projects clearly stand out. His understanding of the product, understanding of the requirements and design concepts helped him deliver significant features quickly. All these features have been well received by the internal and external customers with minimum number of issues.

In the [REDACTED] group, [REDACTED] was the lead developer for [REDACTED] requirements. He played a key role in getting this feature used effectively in [REDACTED] release for [REDACTED]. [REDACTED] stayed focused and resolved key blocking functional and performance issues quickly to ensure that the release deadlines are not impacted. He was very pro-active in identifying, understanding and resolving the issues. The project Functional Specifications were very well written and was the key integration document.

I also worked with [REDACTED] on [REDACTED] escalations and he was always able to resolve the issues quickly. The understanding of the product, external dependencies and integration points and his experience across more than one area really stands out.

Overall, I have found [REDACTED] technical abilities to be outstanding, his communication skills excellent, an excellent team player and a highly

Revised November 17, 2011

motivated individual. I have seen him playing the lead role in various projects very effectively.

I strongly recommend his promotion to the Development Manager position.

Director,

The team has been working with for a few years since he joined team. We worked closely on several key OES features, including advanced policy, global policy and Triton. is a strong developer and a great dev lead. We're impressed by his clear design and solid implementation. The projects that he led were finished on time with high quality. Since last year, has been in charge of support for OES team. It's a challenging job given the demanding of requirements and complexity of the system. We have engineers working with him on this effort. showed great leadership and communication skills and handled this effort excellently. He provided a lot of guidance and support to help the developers ramp up quickly and respond quickly. He works at late night and on weekends to ensure the prompt response for multiple upgrades. His commitment, diligence and leadership were key to the success of this effort. is a great team worker, and is always willing to help fellow team members and share his knowledge, not only on OES, but also on other products.

technical/communication skills and strong leadership are highly appreciated and respected in the CDC team. I strongly support promoting him to software development manager.

CMTS,

has been a key contributor to the component of OPSS aka OES. From the beginning, he took an active interest in help setting up the test infrastructure for OES and helped create the groups. His prior knowledge in OID and setting it up in the view based OID helped immensely.

Subsequently, he participated in engineering activities to help design and develop requested by and a few middleware teams. The

During he played a key role of optimizing the authorization runtime. He worked with the team, obtaining heap dumps and hot spot reports and going back and fixing the code to improve it.

More recently, he has been managing escalations reported by. He has done a fantastic job here. The load on other team members has greatly reduced, while he has shouldered the issues. His patience while going through the issues, either reported by the internal teams, or external customers is a virtue. He listens to the problems, and drives the issues to a closure. Further, while researching the reported issue, he has the foresight to 'poke' around the data in the that are there in these pods, and identify if there any potential problems we might have in the authorization code. This is dedication to the customer.

I would definitely recommend a promotion for and he is an asset to our team.

Sr. Manager,

I have been working with from the past 4 years and more on various projects mainly in OPSS authorization and recent being support. is very technical and has depth of knowledge to deal with the issue to the core and has proven track record of debugging bugs in a very quick time. is one of the few folks who has great sense of QA. Especially for the bugs, he takes good amount of time to explain to QA all the

Revised November 17, 2011

details so QA can implement proper test cases and test them in a timely fashion. [REDACTED] also coordinates the [REDACTED] and sets everyone expectations clearly accounting both Dev and QA effort as well. [REDACTED] is also has a good clarity in communication to make sure everyone on the same page.

It is my pleasure to recommend [REDACTED] to Software Development Manager(M2) position, I am sure he will do well in his new position and wish him a great success.

[REDACTED] Senior Principal Product Manager, [REDACTED]

I have been working with [REDACTED] for the past 8 months on various projects, [REDACTED] & improving the reliability of the upgrade. I must say it is a pleasure to work with [REDACTED] as he is technically strong, professional, and accommodating.

- **Technical Strengths:** [REDACTED] is extremely technical both architecturally and hands on. There are multiple examples that exhibit his skill sets:
 - During our [REDACTED] upgrades, we encountered some serious issues with [REDACTED] upgrade. [REDACTED] worked with [REDACTED] team & his fellow OPSS members to get to the root cause, he provided an immediate and effective workaround to get the customer out of downtime and he provided a long term solution which has been working beautifully for all upgrades ever since. He suggested that we should simulate the [REDACTED] in offline mode prior to the upgrade to ensure the environment is healthy and does not have any unexpected data in [REDACTED] he also fixed some critical bugs in OPSS code to make it more robust and provide better error handling
 - I also worked with him on the reliability initiative where he supported our team to build some critical health checks to detect problems upfront and prevent customer from running into unexpected errors during downtime. Some examples are, [REDACTED] etc.
- **Communication:** [REDACTED] is very good at both written and oral communication, he is crystal clear while explaining a problem statement, impact and resolution and spelling out action items, which is an important skill set of a manager to have. [REDACTED] follows through on the tasks he is working, I would not have to worry about sending a reminder to [REDACTED] asking him to respond back to me. One example is during [REDACTED] upgrades from [REDACTED] we were running into multiple OPSS issues where he handled them effectively to address the immediate problem but at the same time, he followed through to make sure the problem is fixed from its root cause and provided a patch on all applicable releases.
- **Proactive, Responsive & Great Attitude:** I find [REDACTED] to be extremely responsive and on top of all requests. He has a great attitude and has never heard him say, "it is not my problem". For even when a particular issue was not directly his problem, he ensures that it reaches the right hands and someone could take it forward from there. He does everything in his capacity to resolve issues before escalating or sending them over the wall. [REDACTED] has great work ethics and is honest in his communications to upper management.

I strongly recommend [REDACTED] to be promoted as a Manager as he has the right skills and attitude a manager should have.

[REDACTED] Director, [REDACTED]

[REDACTED] has worked with my team on the [REDACTED] for the [REDACTED] project for the last few months.

[REDACTED] has demonstrated his technical depth on multiple occasions in different ways. [REDACTED] proposed, pocd and reviewed multiple design options for OPSS and evaluated the trade-offs involved. He found novel ways to significantly improve on performance on existing designs in a very short time frame. He facilitated technical discussion and collaboration across the teams involved.

[REDACTED] has demonstrated his leadership skills by continuously collaborating with apps and techstack teams to come to a resolution on the [REDACTED] OPSS redesign and find a path forward. His dedication and determination to reach a resolution are a key reason why were able to come to technical solution and

Revised November 17, 2011

plan for [REDACTED]

I recommend [REDACTED] for promotion to M2 and I would look forward to working with him again in the future.

[REDACTED] Senior Product Manager, [REDACTED]

I would like to recommend promotion for [REDACTED]. I have been working with him on various OPSS issues for [REDACTED] and am impressed with his technical, communication and management skills working on this diverse and difficult area. [REDACTED] has been helping [REDACTED] teams during upgrades as well as tackling customer issues.

Technical Capability: [REDACTED] understands all aspects of the project. He is key architect for OPSS. He has been [REDACTED]. His work writing OPSS backup and migration utilities for upgrades has been very helpful. He has been always ready to help with critical customer issues and provided timely help.

Management Skills: [REDACTED] is highly organized in his activities. OPSS is a key component used in various parts of [REDACTED]. [REDACTED] does a great job managing features, APIs as well as critical issues. He is involved in design, testing and helping with bugs across each area. He escalates right issues at right time. Prioritization of various job functions he handles has been his strength.

Team Work and Internal Influence: [REDACTED] is a great team player. With his effective communication skills, He has managed to establish great working relationship with development teams. This contributes a lot to project success. He is always ready to juggle his schedule around to fit various needs. He has been a great mentor to team around him.

[REDACTED] Dev Manager, [REDACTED]

I have worked periodically with [REDACTED] on [REDACTED] and OPSS integration design aspects and issue resolution. [REDACTED] is technically strong and thorough in his approach to solving problems and implementing requirements.

He takes up responsibility for getting the job done and follows through.

[REDACTED] has worked with [REDACTED] on several preflight and customer issues and been an asset in the process. He has also worked on audit requirements and providing utilities that RUP can leverage.

I would recommend giving [REDACTED] more management responsibility and look forward to working with him in the future.

[REDACTED] Sr. Manager, [REDACTED]

I worked with [REDACTED] whenever we had OPSS issues in [REDACTED] environments. I found him very knowledgeable and very attentive to his customer's needs. He did a wonderful job in getting many issues resolved with quick action with OPSS issues as well as other [REDACTED] in general. I always found him fully focussed, diligent, very smart and result oriented. I also observed that he is a team player and worked without inhibitions with all other teams very amicably. He has people management skills apart from excellent project management ability. Many times during crucial issues, he was setting the correct direction and getting right people involved with his quick action.

Overall he has lot of potential and has many leadership qualities. I strongly recommend him to be promoted to management role.

Revised November 17, 2011

Employee Name:	[REDACTED]	Location:	Redwood Shores
Current Position:	M2 (Development Manager)	Proposed Position:	M3 (Senior Development Manager)
Current # of Directs:	11	Proposed # of Directs:	11
Current # of EEs in Org:	11 (+ 14 in IDC and CDC)	Proposed # of EEs in Org:	11 (+ 14 in IDC and CDC)
Previous 3 Performance Ratings:	5 (2011), 4 (2012), 5 (2013)	Manager / Group VP:	[REDACTED]
# of Years in Current Position:	1 yr 3 months	# of Years in Industry:	17

SUMMARY OF EXPERIENCE

[REDACTED] is an effective, smart, hard working, and disciplined engineering manager. He has an M.S. in Computer Science from [REDACTED] University. [REDACTED] has 17 years of product development experience and has been in Oracle since 1997. He has been performing consistently well, and has been rated 4 or 5 for the last 8 years. [REDACTED] has received [REDACTED]. [REDACTED] has been managing the OPSS and Sec Infra teams since November of 2013, in this capacity he has done an excellent job in

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED] has demonstrated expertise in multiple [REDACTED]. He implemented many features that are successfully used by thousands of customers. Key deliverables include:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

Education:

MS in Computer Science, June, [REDACTED]

BS in Computer Sciences, GPA 3.97, August [REDACTED]

BA in Mathematics, August [REDACTED]

MANAGEMENT SKILLS

[REDACTED] has been leading a team of [REDACTED] and [REDACTED] engineers that are spread across [REDACTED]. Since his promotion to Manager last year, [REDACTED] has been in charge of running the [REDACTED] escalations team, delivering enhancements, and one-off and cumulative patches for several [REDACTED] releases including [REDACTED] related projects. This is a multi-faced assignment that combines team management, working on multiple release branches, using different development environments, keeping customer escalations in control etc. Despite significant challenges of such a role, [REDACTED] always remains calm and focused, and ensures that his team constantly meets its goals.

In November 2013 [REDACTED] took over managing of [REDACTED] teams. He quickly came up to speed on all key aspects of [REDACTED] products, and has managed both teams effectively, resulting in steady progress. On the [REDACTED] side [REDACTED] has faced special challenges of dealing with demanding internal customers, such as the [REDACTED] group, as well as dealing with vendor issues with [REDACTED]. [REDACTED] has established excellent working relationships on both sides, and managed the delivery process effectively and transparently, to get the best possible results.

[REDACTED] has been very successful in coaching and helping new developers to come to speed on [REDACTED] processes. He travelled to [REDACTED] and trained new [REDACTED] developers to work on [REDACTED] projects. With [REDACTED] help, [REDACTED] developers are very productive and able to work with [REDACTED] teams directly on many bugs/ERs.

SCOPE OF POSITION

[REDACTED] will continue to manage [REDACTED] teams, as well as deal with escalations for [REDACTED] releases. In this role, he will drive [REDACTED] ongoing releases, conduct planning for future releases, allocate and train engineers, and deal with internal and external customers and vendors. He will also coordinate with QA and Support teams, and manage [REDACTED] escalations.

[REDACTED] is currently managing a team of [REDACTED] engineers, distributed among [REDACTED] locations:

- [REDACTED]

SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

[REDACTED] are key [REDACTED] components, used by the majority of Oracle products, including [REDACTED]. It is extremely important to make sure these components remain stable, highly performant, and are able to satisfy the requirements of the diverse internal customers. In addition to delivering [REDACTED] and projects, [REDACTED] will play a key role in ensuring continuing success of [REDACTED]

EXTERNAL VISIBILITY

█ has been a primary █ contact to the rest of the company. He has worked with multiple teams: █ teams, █ team, █ team, █ team, █ team and █ teams, and others. All these teams/customers have gotten an excellent support and help from █ in various projects. The references listed below provide strong support for █ and all of them are looking forward to working with █ in future projects.

TEAMWORK AND INFLUENCE WITHIN ORACLE

█ has been working with multiple teams within Oracle. As the main point of contact for █ he's worked closely with various █ teams to manage █ issues and escalations, come up with solutions to complex issues, set correct expectations, and timely delivery of solutions. As the main █ customers, which include most of Oracle product teams, █ has also performed an excellent job. For █ █ has worked closely with the █ team, earning their trust and respect, and helping resolve difficult issues with outside vendors like █

ACHIEVEMENTS

The following is the list of significant accomplishments:

█

█



RECOMMENDATIONS

[REDACTED], Sr. Director, [REDACTED]
I have worked with [REDACTED] closely for several years on [REDACTED] that included [REDACTED] clients. And, I continued to work with him as he transitioned to [REDACTED] development since [REDACTED] has a good amount of dependency on [REDACTED] has a good amount of dependency on [REDACTED]. In the past couple of years, I have worked closely with [REDACTED] mainly on [REDACTED] wherein he is the key point of contact for [REDACTED]. [REDACTED] has contributed significantly to the development of several products and technologies that are part of our [REDACTED] today. He has been an innovator and things like [REDACTED] which is a 'C' server are some of his patented work from his early days in the group. He has contributed to early product initiatives like [REDACTED] wherein he was the first technical lead exploring and prototyping potential solutions. The point about his technical contributions that I am trying to make is that the breadth and level of expertise across our current [REDACTED] products enables him to be very effective in a leadership role that is being proposed. Apart from his technical skills and contributions, I have seen him to be a consistent hard worker all these years, always going the extra mile to get things done and never shying away from challenges that demand more time at the office. This work ethic is a requirement for a leader in our current development environment. In his role as the go-to person for platform security for everything related to [REDACTED], he has proven to be one of the most reliable 'points of contact' across [REDACTED]. Again, this is a result of his technical depth and work ethic, both are required and just one of them won't do. He is professional in his inter-personal interaction, composed under stress and objective in bringing about resolution to issues. His excellent academic credentials will come in handy as well. Based on all the above, I am convinced that [REDACTED] will do well as a Senior Development Manager and will be an asset to the [REDACTED] group as a leader. I fully support and recommend this proposal to promote him to Development Manager.

[REDACTED], Director, [REDACTED]
I have had the pleasure of working with [REDACTED] for both [REDACTED] areas. [REDACTED] has an excellent technical background in both of these. He has worked on a variety of new projects for [REDACTED] and completed them very effectively. The [REDACTED] projects clearly stand out. His understanding of the product, understanding of the requirements and design concepts helped him deliver significant features quickly. All these features have been well received by the internal and external customers with minimum number of issues.

In the [REDACTED] was the lead developer for [REDACTED] requirements. He played a key role in getting this feature used effectively in [REDACTED]. [REDACTED] stayed focused and resolved key blocking functional and performance issues quickly to ensure that the release deadlines are not impacted. He was very pro-active in identifying, understanding and resolving the issues. The project Functional Specifications were very well written and was the key integration document.

I also worked with [REDACTED] on [REDACTED] escalations and he was always able to resolve the issues quickly. The understanding of the product, external dependencies and integration points and his experience across more than one area really stands out.

Overall, I have found [REDACTED] technical abilities to be outstanding, his communication skills excellent, an excellent team player and a highly motivated individual. I have seen him playing the lead role in various projects very effectively.

I strongly recommend his promotion to the Senior Development Manager position.

[REDACTED] **Senior Director,** [REDACTED]

We've been working with [REDACTED] for several years since he joined the OES team in HQ. The [REDACTED] team has been working closely with him on several big features like [REDACTED] etc. On those projects, [REDACTED] already showed strong technical leadership. His technical insight, team work spirit and strong communication skills are the key to the success of these projects. Then [REDACTED] was in charge of escalations from [REDACTED] and other upper layer products. This is a challenging job given the complexity and tight schedule. We have a couple of engineers working on this area under his leadership. I was very impressed how well [REDACTED] handled this tasks. And I keep receiving positive feedbacks from our engineers. They're very appreciative to [REDACTED] guidance, clear communication and always keeps things under control. Recently [REDACTED] is in charge of managing non-authorization parts of OPSS, including sec infrastructure, which is an important component of the company's security services.

[REDACTED] is very competent manager, yet he is also very open minded. He shares his thoughts and listens to feedbacks from [REDACTED] team. Based on his strong track record, I'm confident that he will achieve more success on the new challenges. I fully support prompting [REDACTED] to Senior Development Manager.

[REDACTED] **CMTS,** [REDACTED]

[REDACTED] has been a key contributor to the authorization infrastructure component of [REDACTED]. From the beginning, he took an active interest in help setting up the test infrastructure for OES and helped create the [REDACTED]. His prior knowledge in OID and setting it up in the view based OID helped immensely.

Subsequently, he participated in engineering activities to help design and develop [REDACTED] and a few middleware teams.

During [REDACTED] he played a key role of optimizing the authorization runtime. He worked with the [REDACTED] team, obtaining heap dumps and hot spot reports and going back and fixing the code to improve it.

More recently, he has been managing escalations reported by [REDACTED]. He has done a fantastic job here. The load on other team members has greatly reduced, while he has shouldered the issues. His patience while going through the issues, either reported by the [REDACTED] internal teams, or external customers is a virtue. He listens to the problems, and drives the issues to a closure. Further, while researching the reported issue, he has the foresight to 'poke' around the data in the PolicyStore that are there in these pods, and identify if there any potential problems we might have in the authorization code. This is dedication to the customer.

I would definitely recommend a promotion for [REDACTED] and he is an asset to our team.

[REDACTED] **Sr. Manager,** [REDACTED]

I have the opportunity of working with [REDACTED] for the last few years in his roles as [REDACTED] at HQ. I have found [REDACTED] to be very responsible to take the product to the next level. He is one of the managers who has very good understanding of QA process in general and also well acquainted with Oracle processes. He is also demonstrated as very quality conscious during his time as [REDACTED] lead and [REDACTED] lead manager. [REDACTED] also maintains inter-team relations quite well and found him as very disciplined and professional. He also manages and collaborates with the teams spread in [REDACTED]. I have found [REDACTED] to be proactive in raising issues that require attention from Dev and working and collaborating closely with QA team. He has encouraged QA developers to work directly with Dev Developers to resolve issues. He has also been positive in taking feedback/concerns raised by the QA team.

I am very happy with the job [REDACTED] is doing and support his promotion to Senior Development Manager. It is my pleasure to recommend for his promotion.

[REDACTED] Senior Product Manager, [REDACTED]

I would like to recommend promotion for [REDACTED]. I have been working with him on various OPSS issues for [REDACTED] and am impressed with his technical, communication and management skills working on this diverse and difficult area. [REDACTED] has been helping [REDACTED] teams during upgrades, patching as well as tackling customer issues.

Technical Capability: [REDACTED] understands all aspects of the project. He is [REDACTED]. He has been [REDACTED] related issues for [REDACTED]. His work writing OPSS backup and migration utilities for upgrades has been very helpful. He has been helping [REDACTED] issues that popup during patching and also after HC runs. He has been always ready to help with critical customer issues and provided timely help.

Management Skills: [REDACTED] is highly organized in his activities. OPSS is a key component used in various parts of [REDACTED]. [REDACTED] does a great job managing features, APIs as well as critical issues. He is involved in design, testing and helping with bugs across each area. He escalates right issues at right time. He identified and delegates issues to his team members across all timezones. Prioritization of various job functions he handles has been his strength.

Team Work and Internal Influence: [REDACTED] is a great team player. With his effective communication skills, He has managed to establish great working relationship with development teams. This contributes a lot to project success. He is always ready to juggle his schedule around to fit various needs. He has been a great mentor to team around him.

[REDACTED] Security Architect, [REDACTED]

As the [REDACTED] I have a consumer-producer relationship with [REDACTED]. Under [REDACTED] leadership, the immediate change we have experienced are his extremely quick response times for any queries we had regarding OPSS or [REDACTED].

[REDACTED] was instrumental in getting the [REDACTED] report only the relevant and applicable conflicts in [REDACTED]. Before he achieved this, I had to spend lot of time explaining why the conflicts can be ignored every single time a customer pod is uploaded. [REDACTED] understood my pain points, evaluated [REDACTED] business requirements and proactively effected a change to the [REDACTED] s to mask the innocuous conflicts which resulted in immediate productivity gains in my work and [REDACTED] work.

Another commendable trait that [REDACTED] displayed is his patience and willingness to educate me in how things work in OPSS and [REDACTED]. He enabled me to be more independent in fielding question from fusion apps or debugging authorization issues in fusion apps and as a result reducing the number of bugs and questions that would have been directed at OPSS team directly.

Overall, it is always a pleasure to work with [REDACTED] and I strongly support his promotion as a Senior Manager since he has been demonstrating his responsibilities above and beyond what is expected at that level.

[REDACTED], Director, [REDACTED]

[REDACTED] had 15 years development experiences in [REDACTED] before becoming a development manager so he knew the Oracle development process very well and had very strong hands-on development experiences before taking the manager role. This has helped him become an effective manager very quickly. He knows what it takes to complete a project and produce a quality product in Oracle inside and out.

[REDACTED] was a developer and technical lead in my team for a number of years before transferring to the OPSS development team 5 years ago. I found him very technical, organized and hard working since I first met him more than 10 year ago. He is a mature person and a team player who follows process very well and does a very complete job on any tasks assigned to him.

In the past 2 years I had close working relationship with [REDACTED] again on the joint [REDACTED] and [REDACTED] integration and support requirements with OPSS and OID. He has transformed in my eyes from a resourceful engineer to a very effective development manager.

I always appreciated [REDACTED] technical ability and organization skills and have no doubt that he will be very successful taking the senior development manager role. I strongly support his well deserved promotion to the Senior Manager role.

Oracle Element Adjustment Form

Employee Information							
Last Name: [REDACTED]		First Name: [REDACTED]					
Employee Number: [REDACTED]		Effective Date: [REDACTED]			<input type="checkbox"/> Retroactive		
Deductions							
Deduction Name	One Time Deduct ⁿ	Adjustment Credit	Recurring Amount	Limit	End Date Deduction	Withdraw/Balance Adj	
Medical Pre Tax							
Dental Pre Tax							
Vision Pre Tax							
Life Ins Pre Tax							
Accidental Death							
LTD Pre Tax							
Health Pre Tax							
Dep Care Contrib.							
After Tax LTD							
After Tax GTL							
Dep Life Child							
Dep Life Spouse							
Group Legal							
Stock Purchase Plan				XXX	[REDACTED]	✓	
Loan 401K							
Earnings							
Earnings Name	One Time Earning	Adjustment Credit	Recurring Amount	Limit	End Date Deduction		
Stock Balance Adjustments							
Earnings Name	Amount	Federal Tax Amt.	State Postal Code	State Tax Amount	Social Security	Medicare	Withdraw
Stock Purchase		XXX	XXX	XXX	XXX	XXX	
ESSAL					XXX	XXX	-XXX-
ISO					XXX	XXX	
NQ							
Deferred Compensation							
Earnings Name	1997 or Regular Element	Bonus/Salary	One Time Amount	Recurring Amount			
Deduction					0*	c	
Pay out					0*	c	
Comments							
CARRYFWD 21.03 ESPP WITHDRAWAL							
Authorization							
Signature: [REDACTED]				Date: [REDACTED]			

Date: [REDACTED]

Employee Status Change Processing Form

[REDACTED]

Batch ID 3162

Transfer	Yes	Promotion	No	Change	Yes	
Approvals:		<u>OK</u>				Audit Data Verify
Employee ID:		[REDACTED]				Prep Entry
Social Security #		[REDACTED]				
Employee Last Name		[REDACTED]				
Employee First Name		[REDACTED]				
Effective Date						
ASSIGNMENT:	Current		New			
Cost Center	E23		685			/✓/ /✓/ /✓/
✓ Change effective date to		16-OCT-88				/✓/ /✓/ /✓/
Job Code	10720✓		10720			/ / / /
Location	30P10 ✓	300 Oracle Parkway	30P5	300 Oracle park		/✓/ /✓/ /✓/
___ Location of HOME not in HRMS (Complete HOME Location Form)						
___ State Change:						
___ Go to HRMS Tax Info to activate						
Employment Category						/ / / /
Discretionary Title						
Current Title	Applications Engineer					
New Title	Application Engineer					/ / / /
Hours: (not > 40)						/ / / /
___ Vacation Accrual Change						/ / / /
		Full to Part				/ / / /
		Part to Full				

Employee Status Change Processing Form
Current

New

Work Schedule - - - - - / / /

___ Add new work schedule to HRMS / / /

___ Total Hours + Work Schedule Match

Salary Basis Annual Salary / / /

___ Change Timecard Req In HRMS

Base Salary: (current req) / / /

Percentage Change: / / /

___ Difference between Current and New = Pct. Ch

Car Allowance: / / /

Bonus: Type Amount

Cost Center / / /

/ / /

/ / /

Manager Change:

Last Name First Name

Employee ID

Current Manager:

[Redacted]

/ / /

New Manager:

[Redacted]

/ / /

Direct Reports:

- 1. / / /
- 2. / / /
- 3. / / /
- 4. / / /
- 5. / / /
- 6. / / /
- 7. / / /
- 8. / / /
- 9. / / /
- 10. / / /

ASR Tara

PSR Tara

VERIFICATION SV

Current Business Unit: Development - Larry Ellison
New Business Unit: Development - Larry Ellison
Approval's Approval Order



Date: [REDACTED] Employee Status Change [REDACTED]

Batch ID 3162

Is this a transfer? Yes
Is this a promotion? No
Is this an individual employee change in cost center, manager, or location? Yes
Is Regular to Temp? No
Will you be filling this employee's previous role? No

B. Employment Data

Last Name: [REDACTED]
First Name: [REDACTED]
Employee Number: [REDACTED]
Current Cost Cent E23
New Cost Center 685
Current Hours:
New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]
Current Title: Applications Engineer
New Title: Applications Engineer
Current Jobcode: 10720
New Jobcode: 10720
Current Location: 300 Oracle Parkway 10th Floor
New Location: 300 Oracle parkway 5th Floor
Current Mgr L Name: [REDACTED]
Current Mgr F Name: [REDACTED]
Current Mgr Emp No.: [REDACTED]
New Mgr Last Name: [REDACTED]
New Mgr First Name: [REDACTED]
New Mgr Emp No.: [REDACTED]

Does this employee have direct reports? No
Direct Reports

	Last Name	First Name	Employee ID
1.			
2.			
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10.			

C. Compensation

Salary Basis: Annual Salary
Current Base Salary:
New Base Salary:
Current Base Salary Chg %:

Date: [REDACTED] Employee Status Change [REDACTED]

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Current Variable*:
New Variable*:

Variable* % Change:
Current Total Target

New Total Target:
Target* % Change:

Current Quota \$*:
New Quota \$*:

Quota \$* % Change:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Hiring manager approached current manager

Date: [REDACTED] Employee Status Change [REDACTED]

Provide three reasons why this candidate is the most qualified for this position:

1. [REDACTED] is a very intelligent and analytical developer
2. He is a fast learner and a tireless worker as we discovered in our interview with him.
3. He is a strong individual contributor and team player.

F. Releasing Managers Comments

The current releasing manager must provide brief written comments regarding the employee's job performance:

G. Position Information [REDACTED]

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:
You will be a member of the [REDACTED] team that is part of Oracle's [REDACTED].

[REDACTED] is among the [REDACTED] division's newest products and is rapidly growing its functionality. The newest version of the product is being developed in [REDACTED] business object approach. Its features will support [REDACTED] and [REDACTED] and [REDACTED] transactions.

In this position you will:

- be thoroughly trained in the
 - o existing and future functionality of [REDACTED]
 - o functionality of other product teams we integrate with (many!)
 - o technical foundation layer
- become familiar with the entire software life cycle

- analyze, design, develop, implement, and maintain modules (forms, reports, PL/SQL, C, and Pro*C programs) for [REDACTED]
- design unit tests and perform module testing

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

New Business Unit: Development - Larry Ellison
Approval's Approval Order



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3

CW



Date: [Redacted]

Employee Status Change Processing Form

[Redacted]

Batch ID 13016

Transfer Yes Promotion No Change Yes

Approvals: _____ CW _____

Audit Data Verify
Prep Entry

Employee ID: [Redacted]

Social Security # _____

Employee Last Name [Redacted]
Employee First Name [Redacted]

Effective Date
ASSIGNMENT: Current New

✓ Cost Center 685 615 2/1 1/1 1/1 1/1
___ Change effective date to 1/1 1/1 1/1

✓ Job Code 10720 10520 1/1 1/1 1/1
✓ Location 3op505a 4op549 1/1 1/1 1/1
___ Location of HOME not in HRMS
(Complete HOME Location Form)
___ State Change:
___ Go to HRMS Tax Info to activate

Employment Category _____ 1/1 1/1 1/1

Discretionary Title
✓ Current Title Applications Engineer
New Title Software Developer II 1/1 1/1 1/1

Hours: (not > 40) 1/1 1/1 1/1
___ Vacation Accrual Change 1/1 1/1 1/1
___ Full to Part
___ Part to Full

2000 JAN 30 AM 9:35

HRM DEPT
PERSONNEL SERVICES

Employee Status Change Processing Form
Current

New

Work Schedule - - - - - / / /
__ Add new work schedule to HRMS / / /
__ Total Hours + Work Schedule Match / / /
Salary Basis Annual Salary / / /
__ Change Timecard Req In HRMS / / /
Base Salary: / / /
(current req) / / /
Percentage Change: / / /
Difference between Current and New = Pct. Ch / / /
Car Allowance: / / /
Bonus: Type Amount / / /
Cost Center / / /

Manager Change: Last Name First Name Employee ID
Current Manager:

[Redacted]

New Manager:

[Redacted]

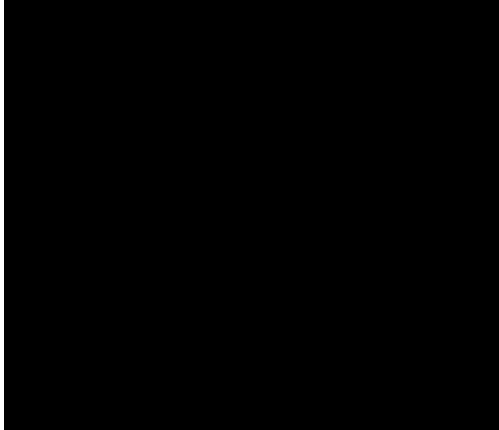
Direct Reports:

- 1.
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ASR CW PSR CW VERIFICATION [Signature]

Current Business Unit: Development - Larry Ellison
New Business Unit: Development - Larry Ellison
Approval's Approval Order



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Date: [REDACTED]

Employee Status Change [REDACTED]

Batch ID 13016

Is this a transfer? Yes
Is this a promotion? No
Is this an individual employee change in cost center, manager, or location? Yes
Is Regular to Temp? No
Will you be filling this employee's previous role? No

B. Employment Data

Last Name: [REDACTED]
First Name: [REDACTED]
Employee Number: [REDACTED]
Current Cost Cent 685
New Cost Center 615
Current Hours:
New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title: Applications Engineer

New Title: Software Developer II
Current Jobcode: 10720

New Jobcode: 10520
Current Location: 3op505a

Current Product Association: Applications-Mfg
New Product Association: Database

New Location: 4op549
Current Mgr L Name: [REDACTED]

Current Mgr F Name:
Current Mgr Emp No.:

New Mgr Last Name:
New Mgr First Name:

New Mgr Emp No.:
LOB Supervisor L Name:

LOB Supervisor F Name:
LOB Supervisor ID:
Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports? No
Direct Reports

	Last Name	First Name	Employee ID
1.			
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C. Compensation

Annual Salary

Salary Basis:
Current Base Salary:

Date: [REDACTED] Employee Status Change [REDACTED]

New Base Salary:

Current Base Salary Chg %:
Emp Comp Plan Eligibility: No

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date: [REDACTED] Employee Status Change [REDACTED]

Provide three reasons why this candidate is the most qualified for this position:

1. [REDACTED] knows Oracle technology very well, especially in PL/SQL. He will be an ideal engineer to create new tools and provide database interface for [REDACTED] Servers.
2. [REDACTED] is a highly motivated engineer and he also has very good communication skill. We believe such quality would speed up his learning process
3. in OID.

[REDACTED] has very good education backgroup in U.S. as well as oversea. In the interview process, he's able to quickly grasp new ideas and ask good questions. We believe that he can be a major contributor in OID in the near future.

F. Releasing Managers Comments

The current releasing manager must provide brief written comments regarding the employee's job performance:

- Has interacted very well with fellow team members
- Has communicated his problems and concerns effectively
- Has reported task completion and progress in a timely manner.
- Understands his tasks well and completes them quickly.
- Has been very keen on following task priorities sets for him.
- Has helped his team members, testers and other teams with issues
- Has undertaken all his tasks very seriously and diligently.
- Has asked a lot of questions on the modules he was working on to develop the desired behavior.
- Needed to expand his core application knowledge

G. Position Information [REDACTED]

Job Post #: [REDACTED]
Date Posted: 22-OCT-99

Job Description - provide a brief description of the position:

- Solve complex multi-system challenges in development and deployment of [REDACTED]
- Design and develop [REDACTED] and other components for Oracle Internet Directory.

Comments:need job code and discretionary title

12/21/99-[REDACTED]-[REDACTED]
Manager change in Development requires approval from Lowest
Common Manager.
Please submit with an additional approval from G.Bloom. Thank
you, CKW.

Resume highlights --
[REDACTED] BSCS+BSMa, perfect GPA.
[REDACTED] MSCS

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

New Business Unit: Development - Larry Ellison
Approval's Approval Order



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Date: [REDACTED]

Employee Status Change Processing Form



Batch ID 17969

Transfer No Promotion Yes Change No

Approvals:

OKAY

Audit Data Verify
Prep Entry

Employee ID: [REDACTED]

Social Security # [REDACTED]

Employee Last Name [REDACTED]
Employee First Name [REDACTED]

Effective Date
ASSIGNMENT: Current New

Cost Center

/ / /

Change effective date to

/ / /

Job Code 10520 10530 ✓

/ / /

Location

/ / /

Location of HOME not in HRMS
(Complete HOME Location Form)

State Change:

Go to HRMS Tax Info to activate

Employment Category

/ / /

Discretionary Title

Current Title Software Developer 11

New Title Senior Member of Technical Staff

Hours: (not > 40)

/ / /

Vacation Accrual Change

/ / /

Full to Part
Part to Full

/ / /

2000 AUG - 7 PM 5:09

STABILITY INVESTMENTS
PAYROLL DEPT
HUMAN RESOURCES

Employee Status Change Processing Form
 Current [REDACTED] New

Work Schedule - - - - - /_/_/_/_/_

__ Add new work schedule to HRMS /_/_/_/_/_

__ Total Hours + Work Schedule Match

Salary Basis Annual Salary /_/_/_/_/_

__ Change Timecard Req In HRMS /_/_/_/_/_

Base Salary: (current req) /_/_/_/_/_

Percentage Change: /_/_/_/_/_

__ Difference between Current and New = Pct. Ch

Car Allowance: /_/_/_/_/_

Bonus: Type Amount

Cost Center /_/_/_/_/_

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Manager Change: Last Name First Name Employee ID

Current Manager: /_/_/_/_/_

/_/_/_/_/_

New Manager: /_/_/_/_/_

Direct Reports: /_/_/_/_/_

1. /_/_/_/_/_

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6. /_/_/_/_/_

7. /_/_/_/_/_

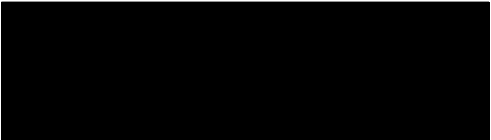
8. /_/_/_/_/_

9. /_/_/_/_/_

10. /_/_/_/_/_

ASR Cac PSR Cac VERIFICATION DMP

Current Business Unit: Development - Larry Ellison
New Business Unit: Development - Larry Ellison
Approval's Approval Order



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Date:



Employee Status Change



Batch ID 17969

Is this a transfer? No
Is this a promotion? Yes
Is this an individual employee change in cost center, manager, or location? No
Is Regular to Temp? No
Will you be filling this employee's previous role? No

B. Employment Data

Last Name:

First Name:

Employee Number:

Current Cost Cent

New Cost Center

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]
Current Title: Software Developer 11
New Title: Senior Member of Technical Staff
Current Jobcode: 10520
New Jobcode: 10530
Current Location:
Current Product Association:
New Product Association:

New Location:
Current Mgr L Name:
Current Mgr F Name:
Current Mgr Emp No.:

New Mgr Last Name:
New Mgr First Name:

New Mgr Emp No. :
LOB Supervisor L Name:

LOB Supervisor F Name:
LOB Supervisor ID:
Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports? No
Direct Reports

	Last Name	First Name	Employee ID
1.			
2.			
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C. Compensation

Annual Salary
Salary Basis:
Current Base Salary:

Date: [REDACTED] Employee Status Change [REDACTED]

New Base Salary:

Current Base Salary Chg %:
Emp Comp Plan Eligibility: No

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date: [REDACTED] Employee Status Change [REDACTED]

Provide three reasons why this candidate is the most qualified for this position:

1. [REDACTED] is the reason behind our success on the [REDACTED] front. He has worked in almost all aspects of the project, starting from coding to regression testing and code coverage. He also
2. interacted with the release team, supported users and produced excellent demos for the project.
3. He is very mature and reliable, he can grasp new concepts very easily and has a strong work-ethic. All of these combined make him a very good person to work with. His communication skills and dedication to work shows that he also has the potential of becoming a good leader.

[REDACTED] was rated as the number one performer among four engineers in same level by his previous manager, [REDACTED]. He was to be promoted to SMTS eight months ago by [REDACTED] but the promotion was not completing in time because of his transferring to OID.

[REDACTED] outstanding performance in the past eight months with OID has reassured that he is indeed a senior member of technical staff material.

F. Releasing Managers Comments

The current releasing manager must provide brief written comments regarding the employee's job performance:

G. Position Information

Job Post #:
Date Posted:

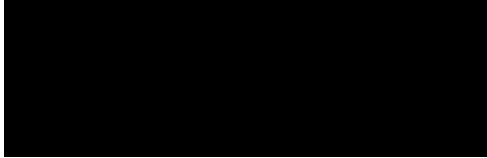
Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

New Business Unit: Development - Larry Ellison
Approval's Approval Order



0
1
2

Performance Review Process

- Every employee fills out a Self Evaluation Form and mails it to their manager.
- Every manager fills out a Performance Short Form for each of their employees and mails them to their manager for review.
- Managers discuss with their LOB head as appropriate.
- Employee and manager have the one-on-one performance review meeting.

Self Evaluation Form

Name: [REDACTED]
Title: PMTS
Manager's Name: [REDACTED]
Date: 6/20/2005
Employee ID#: [REDACTED]

Please provide input for the period of December 1 – May 31st, 2005 / Q3-Q4

Results

Please list your key accomplishments for this review period sorted by impact (highest impact first):

- **Major Accomplishments:**

1. [REDACTED] Project:
 - Competitor product analysis [REDACTED]
 - Requirement documentation
 - Functional Specification
 - Various implementation designs [REDACTED]
 - Technical research ([REDACTED])
 - Prototyping ([REDACTED])
 - Discussions and Meetings
2. [REDACTED] framework
 - Lead design engineer
 - Project planning and requirement defining
 - Project status
3. [REDACTED] framework enhancement
4. Referential Integrity for both internal and external customers
5. Data center [REDACTED] roll out support
6. Plug-in support for both internal and external customers

- **Minor Accomplishments:**

1. [REDACTED] System test requirement
2. Participated in several functional and design specification reviews
3. Helped new members with OID and test environment setup/knowledge
4. Diff resolution and other testing
5. Hiring, recruiting, screening, and interviewing new hires
6. Hardware resource planning and management

Areas for Improvement or Development

Please list any key areas that you would like to improve or skills that you would like to develop in subsequent review periods:

1. Broaden my knowledge in the areas on which I currently work and other OID server related areas
2. [REDACTED]
3. Lead projects with multiple developers or joint effort between two or three teams
4. Resource planning and management for large scale projects

Motivators

Please list the top three (or fewer) items that have made you feel motivated about working at Oracle during this review period:

1. Interesting project with visibility
2. Great team members to work with
3. Great management team in OID
4. Benefit consideration

Demotivators

Please list the top three (or fewer) items that have made you feel demotivated about working at Oracle during this review period:

1. No clear project direction
2. Not enough dev and QA resource
3. Complicated release cycles

Personal Career Development Objectives

Please list the top three (or fewer) suggestions for enhancing your career development:

1. To communicate with customers or specialists in the field more to understand the real customer requirement better
2. Advanced technical training, and management and leadership skills
3. Enhance technical writing and communication skills

Suggestions

Please list any changes you'd like to see in your Group, your Division, or at Oracle and include any ideas you might have for how to implement those changes:

1. Request for more QA resources
2. Reduce the release cycle complexity
3. Work / Life balanced
4. Raise and bonus, if possible.

Name : ██████████
 Career Level : IC4
 Title : Principal Member of Technical Staff
 Proposed Overall Rating : 4

The employee's performance should be rated according to the rating scale below:

- 5: Outstanding
- 4: Exceeds Expectations
- 3: Meets Expectations
- 2: Needs Improvement
- 1: Does Not Meet Expectations

Rating History (if available):

Accomplishments listed in order of impact (highest first):

1. Implemented ██████████ and contributed to the evaluation of other vendors' ██████████ products.
2. Led ██████████ framework design and implementation and made very good progress. It is much more performing and provides richer functionalities than ██████████ framework.
3. Provided excellent help to ██████████ consultants on ██████████ related issues/inquiries.

Key Areas of Strength:

1. Very technical and productive
2. Very systematic in handling technical challenges
3. Very resourceful in coordinating group and inter group activities

Key Areas for Improvement/Growth:

1. Be able to give technical advice outside of the ownership areas in technical review meetings or during coordination works.
2. Be able to propose what ██████████ can do to improve ██████████ positions in the market.

Performance Objectives for the Next Period:

1. Requirement analysis for integrating ██████████ with Oracle technology stack.
2. ██████████ functional and performance enhancements.
3. Good best practice documents to promote the above mentioned features.

Career Development Objectives:

1. Technically leading the development of a big project such as ██████████ and its integration with ██████████
2. Work more closely with PM on planning and promoting ██████████ and ██████████
- 3.

Development Core Competencies	Manager's Rating (1-5)	Manager's Comments
Design Skills (Functional Specs, Design Specs, etc.)	4	Does very good research and write very good spec.
Coding Skills (Quality of Code, Number of bugs fixed, Types of features developed)	4	Very good programming style and high quality code.
Problem Solving Skills (Ability to handle larger projects and break down vs smaller)	5	Excellent troubling shooting skill. Very good at breaking down large projects to smaller ones with sensible prioritization.
Leadership/Mentorship (Innovation vs just doing task assigned – a "go-to" person)	4	A go to guy in ██████████. Does a very good job mentoring a junior engineer in IDC.

Core Management & Leadership Competencies (for managerial employees only)

	Manager's Rating (1-5)	Manager's Comments
Workforce Management Selects, organizes and oversees employees effectively		
Business Planning & Execution Plans, prioritizes, mobilizes and controls time and resources to fulfill team/business goals		
Team Building/Alignment Develops high performance work teams by focusing on productive team practices and motivating members to aspire and adhere to them		
Integration/Influence Coordinates team efforts across organizational boundaries and networks of people to improve work effectiveness		

 *Employee Signature

 Manager Signature

*Please note: Employee's signature signifies receipt of evaluation only and does not necessarily indicate agreement with the evaluation.

Performance Review Process

- Every employee fills out a Self Evaluation Form and mails it to their manager.
- Every manager fills out a Performance Short Form for each of their employees and mails them to their manager for review.
- Managers discuss with their LOB head as appropriate.
- Employee and manager have the one-on-one performance review meeting.

Self Evaluation Form

Name: [REDACTED]
Title: PMTS
Manager's Name: [REDACTED]
Date: 6/20/2005
Employee ID#: [REDACTED]

Please provide input for the period of December 1 – May 31st, 2005 / Q3-Q4

Results

Please list your key accomplishments for this review period sorted by impact (highest impact first):

- Major Accomplishments:

1. [REDACTED]
 - Competitor product analysis ([REDACTED])
 - Requirement documentation
 - Functional Specification
 - Various implementation designs ([REDACTED])
 - Technical research ([REDACTED])
 - Prototyping ([REDACTED])
 - Discussions and Meetings
2. [REDACTED] framework
 - Lead design engineer
 - Project planning and requirement defining
 - Project status
3. [REDACTED] framework enhancement
4. Referential Integrity for both internal and external customers
5. Data center [REDACTED] roll out support
6. Plug-in support for both internal and external customers

- Minor Accomplishments:

1. [REDACTED] System test requirement
2. Participated in several functional and design specification reviews
3. Helped new members with OID and test environment setup/knowledge
4. Diff resolution and other testing
5. Hiring, recruiting, screening, and interviewing new hires
6. Hardware resource planning and management

Areas for Improvement or Development

Please list any key areas that you would like to improve or skills that you would like to develop in subsequent review periods:

1. Broaden my knowledge in the areas on which I currently work and other OID server related areas
2. [REDACTED]
3. Lead projects with multiple developers or joint effort between two or three teams
4. Resource planning and management for large scale projects

Motivators

Please list the top three (or fewer) items that have made you feel motivated about working at Oracle during this review period:

1. Interesting project with visibility
2. Great team members to work with
3. Great management team in OID
4. Benefit consideration

Demotivators

Please list the top three (or fewer) items that have made you feel demotivated about working at Oracle during this review period:

1. No clear project direction
2. Not enough dev and QA resource
3. Complicated release cycles

Personal Career Development Objectives

Please list the top three (or fewer) suggestions for enhancing your career development:

1. To communicate with customers or specialists in the field more to understand the real customer requirement better
2. Advanced technical training, and management and leadership skills
3. Enhance technical writing and communication skills

Suggestions

Please list any changes you'd like to see in your Group, your Division, or at Oracle and include any ideas you might have for how to implement those changes:

1. Request for more QA resources
2. Reduce the release cycle complexity
3. Work / Life balanced
4. Raise and bonus, if possible.

Name : [REDACTED]
 Career Level : IC4
 Title : Principal Member of Technical Staff
 Proposed Overall Rating : 4

The employee's performance should be rated according to the rating scale below:

- 5: Outstanding
- 4: Exceeds Expectations
- 3: Meets Expectations
- 2: Needs Improvement
- 1: Does Not Meet Expectations

Rating History (if available):

Accomplishments listed in order of impact (highest first):

1. Implemented [REDACTED] solution and contributed to the evaluation of other vendors' [REDACTED] products.
2. Led [REDACTED] framework design and implementation and made very good progress. It is much more performing and provides richer functionalities than [REDACTED] framework.
3. Provided excellent help to [REDACTED] consultants on OID plug-in related issues/inquiries.

Key Areas of Strength:

1. Very technical and productive
2. Very systematic in handling technical challenges
3. Very resourceful in coordinating group and inter group activities

Key Areas for Improvement/Growth:

1. Be able to give technical advice outside of the ownership areas in technical review meetings or during coordination works.
2. Be able to propose what [REDACTED] can do to improve [REDACTED] positions in the market.

Performance Objectives for the Next Period:

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Development Core Competencies	Manager's Rating (1-5)	Manager's Comments
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- 3.

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 *Employee Signature

 Manager Signature

*Please note: Employee's signature signifies receipt of evaluation only and does not necessarily indicate agreement with the evaluation.



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name

Last [Redacted] Gender Male Action [Redacted]

First [Redacted] Person Type for Action [Redacted]

Title Mr Person Types Employee.Ex-applicant

Prefix [Redacted] Identification Employee [Redacted]

Suffix [Redacted] Social Security [Redacted]

Middle [Redacted]

Personal Employment Office Details Applicant Further Name Other Benefits

Birth Date [Redacted] Age [Redacted]

Town of Birth [Redacted] Status Married

Region of Birth [Redacted] Nationality [Redacted]

Country of Birth [Redacted] Registered Disabled No

Effective Dates

From [Redacted] To [Redacted] Latest Start Date [Redacted] [Nc]

Address Assignment Special Info Others...



Oracle Applications - GS1AP

File Edit View Folder Tools Window Help

People

Name

Last

First

Title Mr

Prefix

Suffix

Middle

Gender Male

Action

Person Type for Action

Person Types

Employee, Ex-applicant

Identification

Employee

Social Security

Personal Employment Office Details Applicant Further Name Other Benefits

Ethnic Origin Asian

Ethnicity Disclosed

VETS100 Not a Veteran

Child Support Obligation

Opted for Medicare

I-9 Status Yes

I-9 Expiration

New Hire Already Reported

Exception Reason

Vets 100A Not a Veteran

Effective Dates

From To

Latest Start Date [Nc]

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name
Last [Redacted]
First [Redacted]
Title Mr
Prefix
Suffix
Middle [Redacted]

Gender Male Action
Person Type for Action
Employee.Ex-applicant

Identification
Employee [Redacted]
Social Security [Redacted]

Personal Employment **Office Details** Applicant Further Name Other Benefits

Office 400 Oracle Parkway Email [Redacted]@oracle.com
Location 5th Floor/Cube 549 Mail To
Mailstop

Effective Dates
From [Redacted] To [Redacted] Latest Start Date [Redacted] [No]

Address Assignment Special Info Others...



People

Previous Employment Information

Previous Employer

Employer		Start Date	
Address		End Date	
Country		Years	
Type	Unknown	Months	
Sub Type		Days	
Description		Further Information	

All Assignments []

Previous Job

Start Date	End Date	Job	Employee Category	Years	Months

Extra Information

Assignment - Previous Job Mappings

Assignment	Job	Start Date	End Date	Years	Months



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Schools and Colleges Attended

Full Time

School or College	Start Date	End Date	<input type="checkbox"/>	[]
			<input type="checkbox"/>	▲
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	▼
			<input type="checkbox"/>	▼
			<input type="checkbox"/>	▼
			<input type="checkbox"/>	▼
			<input type="checkbox"/>	▼
			<input type="checkbox"/>	▼
			<input type="checkbox"/>	▼
			<input type="checkbox"/>	▼



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization: QDF1 - IDaaS Cloud - ORCL USA
 Job: 10030.Software Development Snr Manager.F
 Grade: [Redacted]
 Location: 2OP6

Group: Oracle.No.Standard.No
 Position: [Redacted]
 Payroll: Semi-Monthly
 Status: Active Assignment
 Vacancy: [Redacted]

Assignment Number: [Redacted]
 Assignment Category: Full Time - Regular
 Collective Agreement: [Redacted]
 Employee Category: [Redacted]

Salary Information | Supervisor | Probation & Notice Period | Standard Conditions | Statutory Information

Salary Basis: Annual

Review Salary Every [Redacted]
 Review Performance Every [Redacted]

Effective Dates
 From [Redacted] To [Redacted] [Se]

Salary | Entries | Others...

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Salary Administration

Previous Proposal

Date [REDACTED]

Currency USD

Bases/Year 1

Conversion Rate 1.00

Salary Basis Annual

Last Value [REDACTED]

Annual Salary [REDACTED]

Converted Salary [REDACTED]

Grade Salary Limits

Grade [REDACTED]

Currency USD

Min Salary [REDACTED]

Max Salary [REDACTED]

Comparatio 91.91

Salary Proposal

Change Date [REDACTED]

Change Value [REDACTED]

Change % 2.258

Reason Annual Salary Review

Ranking [REDACTED]

Currency USD

New Value [REDACTED]

Annual Salary [REDACTED]

Performance Review [REDACTED]

Salary Information

Salary Basis Annual

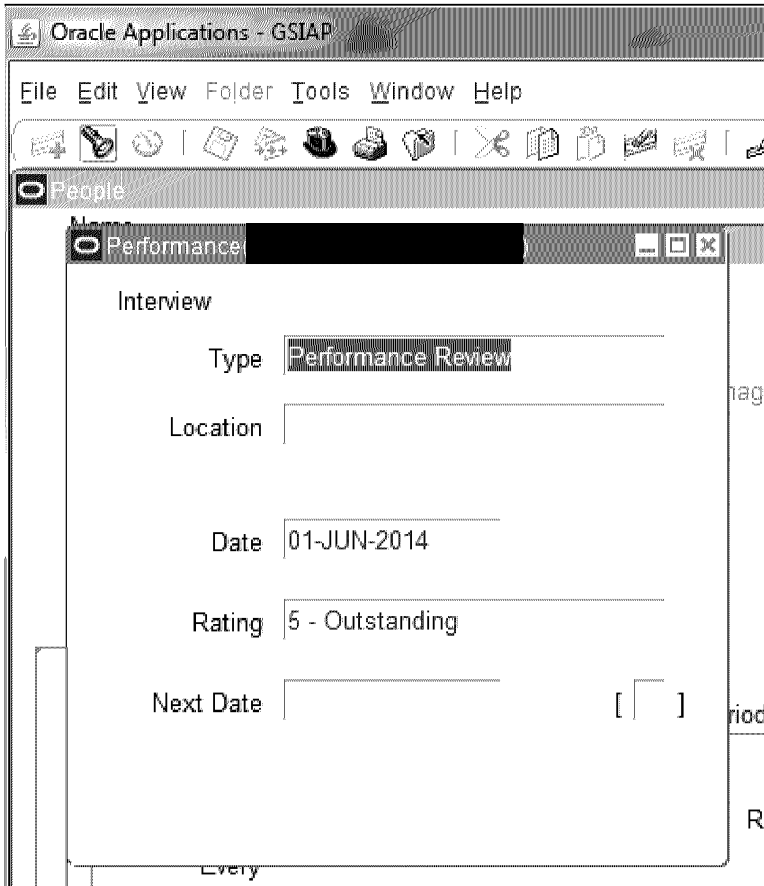
Pay Basis Annual Salary

Bases/Year 1

Proposal Components

Reason	Change Value	Change %	Approved
[REDACTED]			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>

Performance





Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization: ODF1 - IDaaS Cloud - ORCL USA
 Job: 10030 Software Development Snr Manager.F
 Grade: [Redacted]
 Location: 20P6

Group: Oracle.No.Standard.No
 Position: [Redacted]
 Payroll: Semi-Monthly
 Status: Active Assignment
 Vacancy: [Redacted]

Assignment Number: [Redacted]
 Assignment Category: Full Time - Regular
 Collective Agreement: [Redacted]
 Employee Category: [Redacted]

Salary Information | Supervisor | Probation & Notice Period | Standard Conditions | Statutory Information

Name: [Redacted]
 Worker Number: [Redacted]
 Assignment Number: [Redacted]

Effective Dates
 From: [Redacted] To: [Redacted] [Se]

Salary Entries Others...

Salary History

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

Salary History

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparato	Minimum	Hourly	Payroll	Monthly	Annual
[Redacted]		Annual Salary Re	✓	USD	[Redacted]	2,258		[Redacted]			[Redacted]	[Redacted]	[Redacted]	31.81	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]		Annual Salary Re	✓	USD	[Redacted]	10.32		[Redacted]			[Redacted]	[Redacted]	[Redacted]	31.678	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]		Annual Salary Re	✓	USD	[Redacted]	3.68		[Redacted]			[Redacted]	[Redacted]	[Redacted]	33.073	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]		Annual Salary Re	✓	USD	[Redacted]	2,264		[Redacted]			[Redacted]	[Redacted]	[Redacted]	193.695	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]		Annual Salary Re	✓	USD	[Redacted]	3,515		[Redacted]			[Redacted]	[Redacted]	[Redacted]	195.45	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

Salary History

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparato	Minimum	Hourly	Payroll	Monthly	Annual
[Redacted]		Annual Salary Re	✓	USD	[Redacted]	6,067		[Redacted]			[Redacted]	[Redacted]	[Redacted]	104.93	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]		Annual Salary Re	✓	USD	[Redacted]	9,091		[Redacted]			[Redacted]	[Redacted]	[Redacted]	100.339	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]		Annual Salary Re	✓	USD	[Redacted]	4,762		[Redacted]			[Redacted]	[Redacted]	[Redacted]	95.197	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]		Annual Salary Re	✓	USD	[Redacted]	10,525		[Redacted]			[Redacted]	[Redacted]	[Redacted]	94.889	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
[Redacted]		Annual Salary Re	✓	USD	[Redacted]	7,955		[Redacted]			[Redacted]	[Redacted]	[Redacted]	95.044	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]



Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
		Salary Increase	✓	USD		7,317								33.1					
			✓	USD		5,128								113,668					
			✓	USD		26,829								108,123					
			✓	USD		11,818								101,821					
			✓	USD		10.0								95.16					

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
		Salary Increase	✓	USD		5,128								113,668					
			✓	USD		26,829								108,123					
			✓	USD		11,818								101,821					
			✓	USD		10.0								95.16					

Assignment History

From Date	To Date	Assignment Numbr	Contract	Employment Categ	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Norm	Normal	Organization	Payroll	People Group
20-JUL-2014	24-JUL-2015			Full Time - Regular		Yes	10030 Software Development Sml Manager PRODEV SWENG M3	HR_PROCESS_US	23-JUL-2015 15:46	20P6	No	17.00	40	08.00	RD1 - Identity & F	Semi-Monthly	Oracle No Standan
01-JUL-2014	19-AUG-2014			Full Time - Regular		Yes	10020 Software Development Manager PRODEV SWENG M2	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	RD1 - Identity & F	Semi-Monthly	Oracle No Standan
24-OCT-2013	30-JUN-2014			Full Time - Regular		Yes	10020 Software Development Manager PRODEV SWENG M2	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	RD1 - Identity & F	Semi-Monthly	Oracle No Standan
19-APR-2013	23-OCT-2013			Full Time - Regular		Yes	10020 Software Development Manager PRODEV SWENG M2	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	CW01 - Entitemen	Semi-Monthly	Oracle No Standan

Location	Manager	Normal	Norm	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probator	Probator	Reason	Recruite	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacanc	Working	Effective
20P6	No	17.00	40	08.00	RD1 - Identity & F	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week	
20P6	No	17.00	40	08.00	RD1 - Identity & F	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week	
20P6	No	17.00	40	08.00	RD1 - Identity & F	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week	
20P6	No	17.00	40	08.00	CW01 - Entitemen	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week	

From Date	To Date	Assignment Numbr	Contract	Employment Categ	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Norm	Normal	Organization	Payroll	People Group	Position
15-SEP-2012	18-APR-2013			Full Time - Regular		Yes	10540 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	CW01 - Entitemen	Semi-Monthly	Oracle No Standan	
16-JUN-2012	30-NOV-2012			Full Time - Regular		Yes	10540 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	CW01 - Entitemen	Semi-Monthly	Oracle No Standan	
25-APR-2010	15-JUN-2012			Full Time - Regular		Yes	10540 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	CW01 - Entitemen	Semi-Monthly	Oracle No Standan	
16-FEB-2010	24-APR-2010			Full Time - Regular		Yes	10540 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	CW71 - Virtual Dire	Semi-Monthly	Oracle No Standan	
27-APR-2009	15-FEB-2010			Full Time - Regular		Yes	10540 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	CW71 - Virtual Dire	Semi-Monthly	Oracle No Standan	

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20P6	No	17.00	40	08.00	CW01 - Entitemen	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week	
20P6	No	17.00	40	08.00	CW01 - Entitemen	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week	
20P6	No	17.00	40	08.00	CW71 - Virtual Dire	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week	
20P6	No	17.00	40	08.00	CW71 - Virtual Dire	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle USA				Week	

From Date	To Date	Assignment Number	Contract	Employment Category	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Norms	Normal	Organization	Payroll	People Group	Position
09-APR-2005	29-APR-2005			Full Time - Regular			10540 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	CW71 - Virtual Dir	Semi-Monthly	Oracle No Standan	
11-JUN-2007	15-JUL-2008			Full Time - Regular			10540 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	CW42 - LDAP Dir	Semi-Monthly	Oracle No Standan	
08-JUN-2007	10-JUN-2007			Full Time - Regular			10540 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	CW42 - LDAP Dir	Semi-Monthly	Oracle No Standan	
01-MAR-2005	07-JUN-2007			Full Time - Regular			10540 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0227 - Identity Man	Semi-Monthly	Oracle No Standan	
21-JUN-2004	28-FEB-2005			Full Time - Regular			10540 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0227 - Identity Man	Semi-Monthly	Oracle No Standan	

Location	Manager	Normal	Norms	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probator	Probatio	Reason	Recruite	Recruiter	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacanc	Working	Effective
20P6	No	17.00	40	08.00	CW71 - Virtual Dir	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USF				Week	<input type="checkbox"/>
20P6	No	17.00	40	08.00	CW42 - LDAP Dir	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USF				Week	<input type="checkbox"/>
20P6	No	17.00	40	08.00	CW42 - LDAP Dir	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USF				Week	<input type="checkbox"/>
20P6	No	17.00	40	08.00	0227 - Identity Man	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USF				Week	<input type="checkbox"/>
20P6	No	17.00	40	08.00	0227 - Identity Man	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>

From Date	To Date	Assignment Number	Contract	Employment Category	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Norms	Normal	Organization	Payroll	People Group	Position
01-APR-2004	04-MAY-2004			Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0227 - Identity Man	Semi-Monthly	Oracle No Standan	
01-JUL-2003	01-MAR-2004			Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0635 - ST IAS Mar	Semi-Monthly	Oracle No Standan	
18-FEB-2003	08-JUN-2003			Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0635 - ST IAS Mar	Semi-Monthly	Oracle No Standan	
15-OCT-2002	17-FEB-2003			Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0635 - ST IAS Mar	Semi-Monthly	Oracle No Standan	

Location	Manager	Normal	Norms	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probator	Probatio	Reason	Recruite	Recruiter	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacanc	Working	Effective
20P6	No	17.00	40	08.00	0227 - Identity Man	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>
20P6	No	17.00	40	08.00	0227 - Identity Man	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>
20P6	No	17.00	40	08.00	0635 - ST IAS Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>
20P6	No	17.00	40	08.00	0635 - ST IAS Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>
20P6	No	17.00	40	08.00	0635 - ST IAS Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>

From Date	To Date	Assignment Number	Contract	Employment Category	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Norms	Normal	Organization	Payroll	People Group	Position
08-MAR-2006	14-OCT-2002			Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0602 - Server Platf	Semi-Monthly	Oracle No Standan	
01-NOV-2000	28-FEB-2001			Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0602 - Server Platf	Semi-Monthly	Oracle No Standan	
16-AUG-2000	01-OCT-2000			Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0615 - Database S	Semi-Monthly	Oracle No Standan	
01-FEB-2000	15-AUG-2000			Full Time - Regular			10530 Software Developer 2 PRODEV SWENG IC2	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0615 - Database S	Semi-Monthly	Oracle No Standan	
04-DEC-1999	01-JAN-2000			Full Time - Regular			10720 Applications Developer 2 PRODEV SWENG IC2	HR_PROCESS_US	01-FEB-2015 15:02	20P6	No	17.00	40	08.00	0685 - Order Mana	Semi-Monthly	Oracle No Standan	

Location	Manager	Normal	Norms	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probator	Probatio	Reason	Recruite	Recruiter	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacanc	Working	Effective
20P6	No	17.00	40	08.00	0602 - Server Platf	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>
40P5	No	17.00	40	08.00	0602 - Server Platf	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>
40P5	No	17.00	40	08.00	0615 - Database S	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>
40P5	No	17.00	40	08.00	0615 - Database S	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>
30P5	No	17.00	40	08.00	0685 - Order Mana	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	<input type="checkbox"/>

Oracle Applications 11.5.9

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Back History of Assignments

From Date	To Date	Assignment Number	Contract	Employment Category	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Norm	Normal	Organization	Payroll	People Group	Position
15-NOV-1999	03-DEC-1999			Full Time - Regular			10720 Applications Developer 2 PRODEV SWENG IC2	HR_PROCESS_UR	01-FEB-2015 15:02	30P5	No	17.00	40	08.00	0685 - Order Mana	Semi-Monthly	Oracle No Standan	
15-OCT-1998	29-NOV-1999			Full Time - Regular			10720 Applications Developer 2 PRODEV SWENG IC2	HR_PROCESS_UR	01-FEB-2015 15:02	30P5	No	17.00	40	08.00	0685 - Order Mana	Semi-Monthly	Oracle No Standan	
05-OCT-1998	15-OCT-1998			Full Time - Regular			10720 Applications Developer 2 PRODEV SWENG IC2	HR_PROCESS_UR	01-FEB-2015 15:02	30P5	No	17.00	40	09.00	0E23 - Planning Ag	Semi-Monthly	Oracle No Standan	
16-MAR-1999	04-OCT-1998			Full Time - Regular			10720 Applications Developer 2 PRODEV SWENG IC2	HR_PROCESS_UR	01-FEB-2015 15:02	30P10	No	17.00	40	09.00	0E23 - Planning Ag	Semi-Monthly	Oracle No Standan	
03-MAR-1999	15-MAR-1999			Full Time - Regular			10720 Applications Developer 2 PRODEV SWENG IC2	HR_PROCESS_UR	01-FEB-2015 15:02	30P10	No	17.00	40	09.00	0A42 - (INACTIVE)	Semi-Monthly	Oracle No Standan	

Oracle Applications 11.5.9

File Edit View Folder Tools Window Help

ORACLE

Back History of Assignments

Location	Manager	Normal	Norm	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probator	Probator	Reason	Recruite	Recruiter	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacanc	Working	Effective
30P5	No	17.00	40	08.00	0685 - Order Mana	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In			Week		
30P5	No	17.00	40	08.00	0685 - Order Mana	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In			Week		
30P5	No	17.00	40	09.00	0E23 - Planning Ag	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In			Week		
30P10	No	17.00	40	09.00	0E23 - Planning Ag	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In			Week		
30P10	No	17.00	40	09.00	0A42 - (INACTIVE)	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In			Week		

Oracle Applications 11.5.9

File Edit View Folder Tools Window Help

ORACLE

Back History of Assignments

From Date	To Date	Assignment Number	Contract	Employment Category	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Norm	Normal	Organization	Payroll	People Group	Position
28-AUG-1997	08-MAR-1998						10520 Software Developer 2 PRODEV SWENG IC2	HR_PROCESS_UR	01-FEB-2015 15:02	20P4	No	17.00	40	09.00	0A42 - (INACTIVE)	Semi-Monthly	Oracle No Standan	
06-MAY-1997	24-AUG-1997						10520 Software Developer 2 PRODEV SWENG IC2	HR_PROCESS_UR	01-FEB-2015 15:02	20P4	No				0A42 - (INACTIVE)		Oracle No Standan	
10-APR-1997	05-MAY-1997						10520 Software Developer 2 PRODEV SWENG IC2	HR_PROCESS_UR	01-FEB-2015 15:02	20P4	No				0A42 - (INACTIVE)		Oracle No Standan	
09-APR-1997	05-APR-1997						10520 Software Developer 2 PRODEV SWENG IC2	HR_PROCESS_UR	01-FEB-2015 15:02	20P4	No				0A42 - (INACTIVE)		Oracle No Standan	
04-APR-1997	08-APR-1997						10520 Software Developer 2 PRODEV SWENG IC2	HR_PROCESS_UR	01-FEB-2015 15:02	20P4	No				0A42 - (INACTIVE)		Oracle No Standan	

Oracle Applications 11.5.9

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ORACLE

Back History of Assignments

Location	Manager	Normal	Norm	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probator	Probator	Reason	Recruite	Recruiter	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacanc	Working	Effective
20P4	No	17.00	40	09.00	0A42 - (INACTIVE)	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In			Week		
20P4	No				0A42 - (INACTIVE)		Oracle No Standan		No									Accepted						
20P4	No				0A42 - (INACTIVE)		Oracle No Standan		No									Offer Sent						
20P4	No				0A42 - (INACTIVE)		Oracle No Standan		No									Offer						
20P4	No				0A42 - (INACTIVE)		Oracle No Standan		No									Active Application						