
From: Shauna Holman Harries
To: Luong, Hoan - OFCCP
CC: Neil Bourque; Charles Nyakundi; Lida Daniel; Kela Moon; Sean Smith
Sent: 10/29/2015 9:25:26 PM
Subject: HQCA 20 of 29
Attachments: HQCA - Personnel File 19 - [REDACTED].zip

Best Regards,
Shauna Holman-Harries

ORACLE

Shauna Holman-Harries - Director Diversity Compliance
Phone: +1 602 333 9112 | Fax: +1 602 333 9112 | Mobile: +1 480 689 1858

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

The Information in this email is confidential and may be legally privileged. It is intended solely for the addressee. Access to this email by anyone else is unauthorized. If you are not the intended recipient, any disclosure, copying, distribution, or any action taken or omitted to be taken in reliance on it, is prohibited and may be unlawful. No internal Oracle email, except that clearly intended for public distribution (e.g. Oracle Press Releases), should be sent to any party outside Oracle.



Oracle is committed to developing practices and products that help protect the environment

IC Product Development Promotion Template

Employee Name:	██████████	Location:	Redwood Shores , USA [HQ]
Current Position:	10530.Software Developer 3	Proposed Position:	10540.Software Developer 4
Previous 3 Performance Ratings:	4, 3 , 5	Manager / Group VP:	██████████
# of Years in Current Position:	4	# of Years in Industry:	7

Executive Summary

██████████ has over 8 years of experience in building scalable and distributed applications including ██████████. After graduating in ██████████ he has Joined Oracle through college hire program. He has been working on the ██████████ and implemented some of the most important functionality into the ██████████ such as ██████████. Most recently he has been working on ██████████ and has added some very important functionality like ██████████. Additionally, he is mentoring new hires like ██████████ and ██████████. These new hires have learned a lot from his experience and success. As part of this promotion, ██████████ and ██████████ has provided his strong recommendation since he has been working with them on ██████████ projects like ██████████ and ██████████. I am confident he will continue to contribute at an exceptional level to the ██████████ Team.

SUMMARY OF EXPERIENCE

██████████ has more than 8 yrs of experience in the software industry. He transitioned into the role of Senior Member of Technical staff in July 2011 . He has been working on various ██████████ project like ██████████ etc which are very important for ██████████. He has been working on ██████████ when he has developed the ██████████ etc. He has a very good knowledge of the ██████████ and other ██████████ components.

February 2009
February 2009

Senior Member of Technical Staff / Member of Technical Staff ([REDACTED]) [Oracle Corp]

[REDACTED]

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

[REDACTED]

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

SCOPE OF POSITION

Following is the scope of this position

- Rest API support for [REDACTED] which is runtime feature. This feature is very important so that user can do [REDACTED] using workspace.
- Responsible for building and leading [REDACTED]
- Responsible for adding [REDACTED]
- Responsible for adding [REDACTED]
- Responsible for making [REDACTED]

TECHNICAL ABILITY

[REDACTED] is diligent and meticulous with his work and he is a fast learner. He is very proactive and can handle any difficult issue without any help from other senior members. He has good attention for detail and sharp when it comes to problem solving. He is one of the top employees in fixing complex bugs. He has shown his design skills while working on [REDACTED]. He has complete all the feature in very short time. He has shown all his talents like fast learning , design skills, communication , mentoring Junior engineers like [REDACTED] and [REDACTED] while working on these projects.

February 2009

February 2009

TEAMWORK AND INFLUENCE WITHIN ORACLE

- ██████████ has worked with various team members while working on ██████████
- During ██████████ project he has to work with ██████████ Team, ██████████ team. He has shown the ability to work with different and Senior team members.
 - During Mobile app development he has working with ██████████ and explaining her about ██████████ He has shown ability to mentor Junior engineers.
 - During ██████████ he has to work with ██████████ where he has shown his ability to work with non technical members.
 - During his development he has to work with QA to add automations.

EXTERNAL VISIBILITY

██████████ has very good knowledge of ██████████ etc. He has worked on various customer escalations like ██████████ related to ██████████ team. Most of the time customer having issues on ██████████ etc used to contact directly as he was always ready to help customer. Due to his hard work and helping nature ██████████ was able to achieve the Case based process within short time.

ACHIEVEMENT

1. ██████████
2. ██████████
3. ██████████
4. ██████████

Recommendations

██████████ Consulting Member Technical Staff ██████████

██████████ had demonstrated best of his abilities in all of ██████████ projects he worked on. He had designed and developed some of the ██████████ projects involving complex page flows with ease. His understanding of ██████████ applications, ██████████ are commendable. His contributions to the newly built ██████████ are immense. He had quickly learned and executed projects in the mobile apps domain involving the evolving technologies like ██████████ His sense of understanding other's work makes him a very good team player. I highly recommend him to the next position in his career and wish him very best for the upcoming projects. .

██████████ Development Manager, ██████████

I will be happy to recommend ██████████ for a PMTS promotion. ██████████ has vastly contributed to the ██████████ product and in particular his work on ██████████ has been of excellent quality. He is quick to respond on critical issues and his knowledge and technical expertise on ██████████ is deep. He is able to quickly diagnoses and pinpoint issues in the code and his code fixes are always well thought out for any side-effects and regressions. He has always handled risk in design and

February 2009
February 2009

ui changes very well and always had a good interaction with our team mates too. Also, his contribution to [REDACTED] is really commendable due to his perseverance to debug and fix tough to reproduce critical intermittent issues in [REDACTED] and other areas.

In all my interactions with [REDACTED] I found him to be very knowledgeable and helpful in has shown excellent understanding of design and focus on how the customer would use the product. I would be happy to see [REDACTED] excel in his new role as PMTS

[REDACTED] Principle Member of Technical Staff [REDACTED]

It is my pleasure to provide recommendation for [REDACTED] to be promoted as Principal Member of Technical Staff (PMTS). I have seen him contributing to various [REDACTED] projects for more than 5 years. and I have particularly worked closely with him for developing [REDACTED] process analytics dashboards over the last two months..

He is a respected member of our [REDACTED] team and is known for his strong software design/technical knowledge and skills. He has contributed significantly towards various critical [REDACTED]. His contributions have been very well appreciated across the team and higher management.

He works in a very planned, modular and structured manner. As our software projects involve complex integration between multiple components, His approach of structured and modularized design/coding helps in developing stable/bug free software components and achieving cleaner integration. His attention to handle corner cases in the software design/coding and his focus on easy diagnosability of code is impressive. Additionally, he is very adaptive and a fast learner. For the [REDACTED] based dashboards, He started out learning [REDACTED] technology and was able to come up with actual working dashboards pretty quickly. He also takes ownership of his modules and tries to resolve customer issues/questions proactively over the [REDACTED] mailing list.

He also has very good communication skills. He provides critical feedback as part of peer-to-peer or group design and review discussions and at the same time, He is also open to receive suggestions towards improving the product. Also, He is an excellent team player and is very amiable & friendly person to work with. As a senior member of our team, He regularly provides mentor-ship/guidance to other team members.

I look forward to continue working with [REDACTED] on future projects and I wish him the very best in all his future roles and responsibilities.

[REDACTED] Principle Member of Technical Staff [REDACTED]

- He is capable of understanding the complexities involved in the task given to him and make commendable code changes to implement new features and fix bugs.
- Quite organized and works with time constraints.
- Has good analytical and communication skills.
- Very approachable and committed to the work at hand.
- Multitasks well.
- Professional and quite pleasant to work with.
- Interested to know in depth, any features that he is working with.

February 2009

February 2009

- Has a good tendency to offer technical help whenever asked for. Even if he does know certain things he figures it out and replies!

Senior Development Manager

I am very happy to recommend [REDACTED] for promotion to PMTS. I have worked with him for close to 5 years right when he joined as an intern from college and then was inducted into [REDACTED] team. During his stint in the [REDACTED] team, he contributed a lot to improve the usability of workspace application on [REDACTED]. The following are some of his major achievements

- [REDACTED]

[REDACTED] This work involved complex [REDACTED] functionality of handling [REDACTED]

He took care of migration fixes in this too
Show/hide left navigation (views, applications) in a pinned (fixed left navigation) or floating popup menu (unpinned view)

- [REDACTED]

- [REDACTED]

He single handedly owned this complex component, and executed it to perfection. I was very impressed by his hard work and focus in delivering this functionality. Whenever customer runs into issues, he helped resolve it. He took care of install scripts and install configurations as well

- [REDACTED]

He owned majority of the [REDACTED] and delivered it in a very short time and took care of all [REDACTED] in a timely manner. He did the following

[REDACTED]

Apart from these, [REDACTED] has also contributed and delivered the following functionality for workspace

[REDACTED]

He has also delivered numerous bug fixes on the product. He is very committed, hard working, a developer with extremely high velocity and productivity. He has impressed me many times with the speed at which he completes the task assigned to him. He is very good in communicating and coordinating functionality with QA,

February 2009
February 2009

PM s and other stake holders. His technical capabilities are excellent. I have seen his design skills mature over the years and he now creates very modular design for new features. He has also debugged multiple performance issues and worked with [REDACTED] teams on this.

I am very confident that [REDACTED] promotion to PMTS is well deserved and I am very happy to recommend him.

February 2009
February 2009

February 2009
February 2009

CONFIDENTIAL

ORACLE_HQCA_0000003210

D-74

74.8

From: [Deanna Fairchild](#)
To: [Yogeshwar Kuntawar](#)
Cc: [Sundar Shenbagam](#); [Avinash Dabholkar](#)
Subject: RE: Promotion request for [REDACTED]
Date: Friday, July 31, 2015 8:06:55 PM
Attachments: [REDACTED]

Yogesh,

Congratulations, this promotion has been approved, effective immediately.

Please enter the promotion into SSA at your earliest convenience and set the Discretionary Title as appropriate.

Attach both this email approval notification and the attached promotion template to the transaction. Please ensure you include in the executive summary in the comment section and add that Vaishnavi Sashikanth has approved this request.

Lastly, please wait to tell the employee about the promotion until all SSA approvals are complete.

Let me know if you have any questions.

Thanks,

Deanna

From: vaishnavi.sashikanth
Sent: Friday, July 31, 2015 4:41 PM
To: Deanna Fairchild
Cc: Sundar Shenbagam; Avinash Dabholkar
Subject: RE: Promotion request for [REDACTED]

Approved

----- Original message -----

From: Deanna Fairchild
Date: 07/31/2015 4:19 PM (GMT-08:00)
To: Vaish Sashikanth
Cc: Sundar Shenbagam, Avinash Dabholkar
Subject: RE: Promotion request for [REDACTED]

Hi Vaish,

Promotion for your review and approval.

Thanks,

Deanna

From: Sundar Shenbagam
Sent: Friday, July 31, 2015 3:29 PM
To: DEANNA.FAIRCHILD
Subject: Fwd: Promotion request for [REDACTED]

Deanna,

I approve. Please help to review this promotion document. It is a PMTS promotion.

Thanks for the help.
Sundar

----- Forwarded Message -----

Subject: Promotion request for [REDACTED]
Date: Fri, 31 Jul 2015 12:44:09 -0700
From: yogeshwar kuntawar <yogeshwar.kuntawar@oracle.com>
Organization: Oracle Corporation
To: Shenbagam, Sundararaman
<SUNDARARAMAN.SHENBAGAM@ORACLE.COM>, Deanna Fairchild
<deanna.fairchild@oracle.com>
CC: AVINASH.DABHOLKAR <avinash.dabholkar@oracle.com>

Hi Sundar

This is a request to promote [REDACTED] to IC4. The executive summary is below and the promotion template is attached.

Executive Summary

[REDACTED] has over 8 years of experience in building scalable and distributed applications including [REDACTED]. After graduating in [REDACTED] he has joined Oracle through college hire program. He has been working on the [REDACTED] and implemented some of the most important functionality into the [REDACTED] such as [REDACTED]. Most recently he has been working on [REDACTED] and has added some very important functionality like [REDACTED]. Additionally, he is mentoring new hires like [REDACTED] and [REDACTED]. These new hires have learned a lot from his experience and success. As part of this promotion, [REDACTED] and [REDACTED] has provided his strong recommendation since he has been working with them on [REDACTED] projects like [REDACTED]. I am confident he will continue to contribute at an exceptional level to the [REDACTED] Team.

Thanks
Yogeshwar

IC Product Development Promotion Template

Employee Name:	██████████	Location:	Redwood Shores , USA [HQ]
Current Position:	10530.Software Developer 3	Proposed Position:	10540.Software Developer 4
Previous 3 Performance Ratings:	4, 3 , 5	Manager / Group VP:	██████████
# of Years in Current Position:	4	# of Years in Industry:	7

Executive Summary

██████████ has over 8 years of experience in building scalable and distributed applications including ██████████. After graduating in ██████████ he has Joined Oracle through college hire program. He has been working on the ██████████ and implemented some of the most important functionality into the ██████████ such as ██████████. Most recently he has been working on ██████████ and has added some very important functionality like ██████████. Additionally, he is mentoring new hires like ██████████ and ██████████. These new hires have learned a lot from his experience and success. As part of this promotion, ██████████ and ██████████ has provided his strong recommendation since he has been working with them on ██████████ projects like ██████████. I am confident he will continue to contribute at an exceptional level to the ██████████ Team.

SUMMARY OF EXPERIENCE

██████████ has more than 8 yrs of experience in the software industry. He transitioned into the role of Senior Member of Technical staff in July 2011 . He has been working on various ██████████ project like ██████████ etc which are very important for ██████████. He has been working on ██████████ when he has developed the ██████████ etc. He has a very good knowledge of the ██████████ and other ██████████ components.

February 2009
February 2009

Senior Member of Technical Staff / Member of Technical Staff ([REDACTED] [Oracle Corp]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

SCOPE OF POSITION

Following is the scope of this position

- Rest API support for [REDACTED] which is runtime feature. This feature is very important so that user can do [REDACTED] using workspace.
- Responsible for building and leading [REDACTED].
- Responsible for adding [REDACTED].
- Responsible for adding [REDACTED].
- Responsible for making [REDACTED].

TECHNICAL ABILITY

[REDACTED] is diligent and meticulous with his work and he is a fast learner. He is very proactive and can handle any difficult issue without any help from other senior members. He has good attention for detail and sharp when it comes to problem solving. He is one of the top employees in fixing complex bugs. He has shown his design skills while working on [REDACTED]. He has complete all the feature in very short time. He has shown all his talents like fast learning , design skills. communication , mentoring Junior engineers like [REDACTED] and [REDACTED] while working on these projects.

February 2009

February 2009

TEAMWORK AND INFLUENCE WITHIN ORACLE

- ██████████ has worked with various team members while working on ██████████
- During ██████████ project he has to work with ██████████ Team, ██████████ team. He has shown the ability to work with different and Senior team members.
 - During Mobile app development he has working with ██████████ and explaining her about ██████████ He has shown ability to mentor Junior engineers.
 - During ██████████ he has to work with ██████████ where he has shown his ability to work with non technical members.
 - During his development he has to work with QA to add automations.

EXTERNAL VISIBILITY

██████████ has very good knowledge of ██████████ etc. He has worked on various customer escalations like ██████████ related to ██████████ team. Most of the time customer having issues on ██████████ etc used to contact directly as he was always ready to help customer. Due to his hard work and helping nature ██████████ was able to achieve the Case based process within short time.

ACHIEVEMENT

1. ██████████
2. ██████████
3. ██████████
4. ██████████

Recommendations

██████████ Consulting Member Technical Staff [██████████]

██████████ had demonstrated best of his abilities in all of ██████████ projects he worked on. He had designed and developed some of the ██████████ projects involving complex page flows with ease. His understanding of ██████████ applications, ██████████ are commendable. His contributions to the newly built ██████████ are immense. He had quickly learned and executed projects in the mobile apps domain involving the evolving technologies like ██████████ His sense of understanding other's work makes him a very good team player. I highly recommend him to the next position in his career and wish him very best for the upcoming projects. .

██████████ Development Manager, [██████████]

I will be happy to recommend ██████████ for a PMTS promotion. ██████████ has vastly contributed to the ██████████ product and in particular his work on ██████████ has been of excellent quality. He is quick to respond on critical issues and his knowledge and technical expertise on ██████████ is deep. He is able to quickly diagnoses and pinpoint issues in the code and his code fixes are always well thought out for any side-effects and regressions. He has always handled risk in design and

February 2009
February 2009

ui changes very well and always had a good interaction with our team mates too. Also, his contribution to [REDACTED] is really commendable due to his perseverance to debug and fix tough to reproduce critical intermittent issues in [REDACTED] and other areas.

In all my interactions with [REDACTED] I found him to be very knowledgeable and helpful in has shown excellent understanding of design and focus on how the customer would use the product. I would be happy to see [REDACTED] excel in his new role as PMTS

[REDACTED] Principle Member of Technical Staff | [REDACTED]

It is my pleasure to provide recommendation for [REDACTED] to be promoted as Principal Member of Technical Staff (PMTS). I have seen him contributing to various [REDACTED] projects for more than 5 years. and I have particularly worked closely with him for developing [REDACTED] process analytics dashboards over the last two months..

He is a respected member of our [REDACTED] team and is known for his strong software design/technical knowledge and skills. He has contributed significantly towards various critical [REDACTED]. His contributions have been very well appreciated across the team and higher management.

He works in a very planned, modular and structured manner. As our software projects involve complex integration between multiple components, His approach of structured and modularized design/coding helps in developing stable/bug free software components and achieving cleaner integration. His attention to handle corner cases in the software design/coding and his focus on easy diagnosability of code is impressive. Additionally, he is very adaptive and a fast learner. For the [REDACTED] based dashboards, He started out learning [REDACTED] technology and was able to come up with actual working dashboards pretty quickly. He also takes ownership of his modules and tries to resolve customer issues/questions proactively over the [REDACTED] mailing list.

He also has very good communication skills. He provides critical feedback as part of peer-to-peer or group design and review discussions and at the same time, He is also open to receive suggestions towards improving the product. Also, He is an excellent team player and is very amiable & friendly person to work with. As a senior member of our team, He regularly provides mentor-ship/guidance to other team members.

I look forward to continue working with [REDACTED] on future projects and I wish him the very best in all his future roles and responsibilities.

[REDACTED] Principle Member of Technical Staff | [REDACTED]

- He is capable of understanding the complexities involved in the task given to him and make commendable code changes to implement new features and fix bugs.
- Quite organized and works with time constraints.
- Has good analytical and communication skills.
- Very approachable and committed to the work at hand.
- Multitasks well.
- Professional and quite pleasant to work with.
- Interested to know in depth, any features that he is working with.

February 2009

February 2009

- Has a good tendency to offer technical help whenever asked for. Even if he does know certain things he figures it out and replies!

Senior Development Manager

I am very happy to recommend [REDACTED] for promotion to PMTS. I have worked with him for close to 5 years right when he joined as an intern from college and then was inducted into [REDACTED] team. During his stint in the [REDACTED] team, he contributed a lot to improve the usability of workspace application on [REDACTED]. The following are some of his major achievements

- [REDACTED]
[REDACTED] This work involved complex [REDACTED] functionality of handling [REDACTED].
He took care of migration fixes in this too
Show/hide left navigation (views, applications) in a pinned (fixed left navigation) or floating popup menu (unpinned view)

- [REDACTED]
- [REDACTED]
He single handedly owned this complex component, and executed it to perfection. I was very impressed by his hard work and focus in delivering this functionality. Whenever customer runs into issues, he helped resolve it. He took care of install scripts and install configurations as well

- [REDACTED]
He owned majority of the [REDACTED] and delivered it in a very short time and took care of all [REDACTED] in a timely manner. He did the following
[REDACTED]

Apart from these, [REDACTED] has also contributed and delivered the following functionality for workspace

[REDACTED]

He has also delivered numerous bug fixes on the product. He is very committed, hard working, a developer with extremely high velocity and productivity. He has impressed me many times with the speed at which he completes the task assigned to him. He is very good in communicating and coordinating functionality with QA,

February 2009
February 2009

PM s and other stake holders. His technical capabilities are excellent. I have seen his design skills mature over the years and he now creates very modular design for new features. He has also debugged multiple performance issues and worked with [REDACTED] teams on this.

I am very confident that [REDACTED] promotion to PMTS is well deserved and I am very happy to recommend him.

February 2009
February 2009

February 2009
February 2009

CONFIDENTIAL

ORACLE_HQCA_0000003219



Oracle Applications - GSIAP

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

Birth Date

Age

Town of Birth

Status Single

Region of Birth

Nationality

Country of Birth India

Registered Disabled No

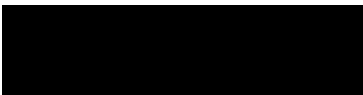
Effective Dates

From

To

Latest Start Date [No]

Address Assignment Special Info Others...



Oracle Applications - OSIAP

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

Child Support Obligation

Opted for Medicare

I-9 Status

I-9 Expiration

New Hire

Exception Reason

Vets 100A

Include in New Hire Rep

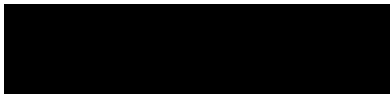
Effective Dates

From

To

Latest Start Date [No]

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Schools and Colleges Attended

Full Time

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



Assignment

Organization	2593 - Process Cloud - ORCL USA	Group	Oracle.No.Standard.
Job	10540.Software Developer 4.PRODEV.SWE	Position	
Grade		Payroll	Semi-Monthly
Location	US-CA-Redwood City-500 Oracle Parkway	Status	Active Assignment
Assignment Number		Vacancy	
Assignment Category	Full Time - Regular	Collective Agreement	
Employee Category			

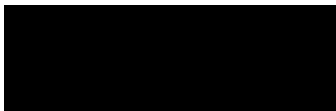
Salary Information | Supervisor | Probation & Notice Period | Standard Conditions | Statutory Information

Review Salary	Salary Basis	Annual	Review Performance
Every			Every

Effective Dates

From [] To [] [Pr]

Salary | Entries | Others...



Oracle Applications - GSIAP

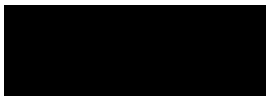
File Edit View Folder Tools Window Help

People

Salary Administration

Previous Proposal		Salary Basis Annual		Grade Salary Limits	
Date		Last Value		Grade	
Currency	USD	Annual Salary		Currency	USD
Bases/Year	1	Converted Salary		Min Salary	
Conversion Rate	1.00			Max Salary	
Salary Proposal		Currency	USD	Comparatio	103.435
Change Date		New Value		Salary Information	
Change Value		Annual Salary		Salary Basis	Annual
Change %	2.899			Pay Basis	Annual Salary
Reason	Annual Salary Review		<input checked="" type="checkbox"/> Approved	Bases/Year	1
Ranking		Next Review			
		Performance Review			
Proposal Components			Change		
Reason		Value	Change %	Approved	<input type="checkbox"/>
				<input type="checkbox"/>	
				<input type="checkbox"/>	

Performance



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Performance

Interview

Type Performance Review

Location

Date 01-JUN-2014

Rating 3 - Meets Expectations

Next Date []

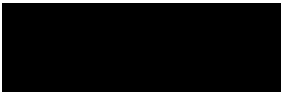
Every

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

ORACLE

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Headly	Payroll	Monthly	Annual
		Annual Salary Review		USD			2.889							103.44					
		Annual Salary Review		USD			2.222							114.172					
		Transfer/Adjustment		USD										112.277					



Oracle Applications - G51AP

File Edit View Folder Tools Window Help

Assignment

Organization: 2593 - Process Cloud - ORCL USA
 Job: 10540 - Software Developer 4.PRODEV SWE
 Grade: [Redacted]
 Location: US-CA-Redwood City-500 Oracle Parkway

Group: Oracle No Standard
 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] [Pr]

Salary Entries Others...

Employee History

Oracle Applications - G51AP

Oracle

Table: History of Assignments

From Date	To Date	Assnmt	Contract	Employment Category	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Pri
05-AUG-2015	05-AUG-2015	[Redacted]	[Redacted]	Full Time - Regular	[Redacted]	[Redacted]	10540 Software Developer 4.PRODEV SWENG IC4	HRUPDATES_US	05-AUG-2015 09:23	US-CA-Redwood C	No	17.00	40	09.00	2593 - Process Clo	Semi-Monthly	Oracle No Standard	Yes	
03-AUG-2015	02-AUG-2015	[Redacted]	[Redacted]	Full Time - Regular	[Redacted]	[Redacted]	10530 Software Developer 3.PRODEV SWENG IC3	SUNDARAMAN	03-AUG-2015 15:22	US-CA-Redwood C	No	17.00	40	09.00	2593 - Process Clo	Semi-Monthly	Oracle No Standard	Yes	
29-APR-2014	24-JUL-2015	[Redacted]	[Redacted]	Full Time - Regular	[Redacted]	[Redacted]	10530 Software Developer 3.PRODEV SWENG IC3	HL_PROCESS_US	23-JUL-2015 16:48	US-CA-Redwood C	No	17.00	40	09.00	2593 - BPM - Clou	Semi-Monthly	Oracle No Standard	Yes	
11-MAR-2014	28-APR-2014	[Redacted]	[Redacted]	Full Time - Regular	[Redacted]	[Redacted]	10530 Software Developer 3.PRODEV SWENG IC3	BALAJI YELAMAN	28-APR-2014 18:31	US-CA-Redwood C	No	17.00	40	09.00	2593 - BPM - Clou	Semi-Monthly	Oracle No Standard	Yes	

Oracle Applications - G51AP

Oracle

Table: History of Assignments

Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probati	Probati	Probati	Reason	Recruit	Recruit	Salary Basis	Special	Status	Statutory Informati	Supervisor	Title	Vacancy	Working	Effective
0	09.00	2593 - Process Clo	Semi-Monthly	Oracle No Standard		Yes				International Transf			Annual		Active Assignment	Payroll Oracle Am	[Redacted]	[Redacted]	[Redacted]	Week	
0	09.00	2593 - Process Clo	Semi-Monthly	Oracle No Standard		Yes				International Transf			Annual		Active Assignment	Payroll Oracle Am	[Redacted]	[Redacted]	[Redacted]	Week	
0	09.00	2593 - BPM - Clou	Semi-Monthly	Oracle No Standard		Yes				International Transf			Annual		Active Assignment	Payroll Oracle Am	[Redacted]	[Redacted]	[Redacted]	Week	
0	09.00	2593 - BPM - Clou	Semi-Monthly	Oracle No Standard		Yes				International Transf			Annual		Active Assignment	Payroll Oracle Am	[Redacted]	[Redacted]	[Redacted]	Week	



From Date	To Date	Assignment Contract	Employment Category	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Pin
25-JUL-2015	02-AUG-2015		Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	SUNDARARAMAN	03-AUG-2015 15:2	US-CA-Redwood C	No	17.00	40	09.00	2593 - Process Clo	Semi-Monthly	Oracle No Standan		Yes
29-APR-2014	24-JUL-2015		Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US	23-JUL-2015 15:48	US-CA-Redwood C	No	17.00	40	09.00	2593 - BPM - Clou	Semi-Monthly	Oracle No Standan		Yes
19-MAR-2014	28-APR-2014		Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	BALAJI YELAMAN	29-APR-2014 19:31	US-CA-Redwood C	No	17.00	40	09.00	2593 - BPM - Clou	Semi-Monthly	Oracle No Standan		Yes
10-DEC-2013	10-MAR-2014		Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	DILPREET PUREV	03-MAR-2014 11:2	US-CA-Redwood C	No	17.00	40	09.00	2593 - BPM - Clou	Semi-Monthly	Oracle No Standan		No
10-NOV-2013	09-DEC-2013		Full Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	AMY X.BAQUERA	10-DEC-2013 10:55	US-CA-Redwood C	No	17.00	40	09.00	Oracle America, In	Semi-Monthly	Oracle No Standan		No

Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probati	Probati	Reason	Recruit	Recruit	Salary Basis	Special	Status	Statutory Informati	Supervisor	Title	Vacancy	Working	Effective
0	09.00	2593 - Process Clo	Semi-Monthly	Oracle No Standan		Yes			International Transf			Annual		Active Assignment	Payroll Oracle Am				Week	
0	09.00	2593 - BPM - Clou	Semi-Monthly	Oracle No Standan		Yes			International Transf			Annual		Active Assignment	Payroll Oracle Am				Week	
0	09.00	2593 - BPM - Clou	Semi-Monthly	Oracle No Standan		No						Annual		Accepted	Payroll Oracle Am				Week	
0	09.00	Oracle America, In	Semi-Monthly	Oracle No Standan		No						Annual		Active Application	Payroll Oracle Am				Week	

IC Product Development Promotion Template

Employee Name:	██████████	Location:	Redwood Shores , USA [HQ]
Current Position:	10530.Software Developer 3	Proposed Position:	10540.Software Developer 4
Previous 3 Performance Ratings:	4, 3 , 5	Manager / Group VP:	██████████
# of Years in Current Position:	4	# of Years in Industry:	7

Executive Summary

██████████ has over 7 years of experience in building scalable and distributed applications including ██████████. After graduating in ██████████ he has joined Oracle through college hire program. He has been working on the ██████████ and implemented some of the most important functionality into the ██████████ such as ██████████. Most recently he has been working on ██████████ and has added some very important functionality like ██████████. Additionally, he is mentoring new hires like ██████████ and ██████████. These new hires have learned a lot from his experience and success. As part of this promotion, ██████████ and ██████████ has provided his strong recommendation since he has been working with them on ██████████ projects like ██████████. I am confident he will continue to contribute at an exceptional level to the ██████████ Team.

SUMMARY OF EXPERIENCE

██████████ has more than 8 yrs of experience in the software industry. He transitioned into the role of Senior Member of Technical staff in July 2011 . He has been working on various ██████████ project like ██████████ etc which are very important for ██████████. He has been working on ██████████ when he has developed the ██████████ etc. He has a very good knowledge of the ██████████ and other ██████████ components.

Senior Member of Technical Staff / Member of Technical Staff (██████████) [Oracle Corp]



[REDACTED]

[REDACTED]

[REDACTED]

SCOPE OF POSITION

Following is the scope of this position

- Rest API support for [REDACTED] which is runtime feature. This feature is very important so that user can do [REDACTED] using workspace.
- Responsible for building and leading [REDACTED]
- Responsible for adding [REDACTED]
- Responsible for adding [REDACTED]
- Responsible for making [REDACTED]

TECHNICAL ABILITY

[REDACTED] is diligent and meticulous with his work and he is a fast learner. He is very proactive and can handle any difficult issue without any help from other senior members. He has good attention for detail and sharp when it comes to problem solving. He is one of the top employees in fixing complex bugs. He has shown his design skills while working on [REDACTED]. He has complete all the feature in very short time. He has shown all his talents like fast learning , design skills. communication , mentoring Junior engineers like [REDACTED] and [REDACTED] while working on these projects.

TEAMWORK AND INFLUENCE WITHIN ORACLE

██████████ has worked with various team members while working on ██████████

- During ██████████ project he has to work with ██████████ Team, ██████████ team. He has shown the ability to work with different and Senior team members.
- During Mobile app development he has working with ██████████ and explaining her about ██████████ He has shown ability to mentor Junior engineers.
- During ██████████ he has to work with ██████████ where he has shown his ability to work with non technical members.
- During his development he has to work with QA to add automations.

EXTERNAL VISIBILITY

██████████ has very good knowledge of ██████████ etc. He has worked on various customer escalations like ██████████ related to ██████████ team. Most of the time customer having issues on ██████████ etc used to contact directly as he was always ready to help customer. Due to his hard work and helping nature ██████████ was able to achieve the Case based process within short time.

ACHIEVEMENT

1. ██████████
2. ██████████
3. ██████████
4. ██████████

Recommendations

██████████ Consulting Member Technical Staff ██████████

██████████ had demonstrated best of his abilities in all of ██████████ projects he worked on. He had designed and developed some of the ██████████ projects involving complex page flows with ease. His understanding of ██████████ applications ██████████ are commendable. His contributions to the newly built ██████████ are immense. He had quickly learned and executed projects in the mobile apps domain involving the evolving technologies like ██████████ His sense of understanding other's work makes him a very good team player. I highly recommend him to the next position in his career and wish him very best for the upcoming projects. .

██████████ Development Manager, ██████████

I will be happy to recommend ██████████ for a PMTS promotion. ██████████ has vastly contributed to the ██████████ product and in particular his work on ██████████ has been of excellent quality. He is quick to respond on critical issues and his knowledge and technical expertise on ██████████ is deep. He is able to quickly diagnoses and pinpoint issues in the code and his code fixes are always well thought out for any side-effects and regressions. He has always handled risk in design and ui changes very well and always had a good interaction with our team mates too. Also, his contribution to ██████████ is really commendable due to his perseverance to debug and fix tough to reproduce critical intermittent issues in ██████████ and other areas.

In all my interactions with [REDACTED] I found him to be very knowledgeable and helpful in has shown excellent understanding of design and focus on how the customer would use the product. I would be happy to see [REDACTED] excel in his new role as PMTS

[REDACTED] Principle Member of Technical Staff [REDACTED]

It is my pleasure to provide recommendation for [REDACTED] to be promoted as Principal Member of Technical Staff (PMTS). I have seen him contributing to various [REDACTED] projects for more than 5 years. and I have particularly worked closely with him for developing [REDACTED] process analytics dashboards over the last two months..

He is a respected member of our [REDACTED] team and is known for his strong software design/technical knowledge and skills. He has contributed significantly towards various critical [REDACTED] His contributions have been very well appreciated across the team and higher management.

He works in a very planned , modular and structured manner . As our software projects involve complex integration between multiple components, His approach of structured and modularized design/coding helps in developing stable/bug free software components and achieving cleaner integration. His attention to handle corner cases in the software design/coding and his focus on easy diagnosability of code is impressive. Additionally, he is very adaptive and a fast learner. For the [REDACTED] based dashboards, He started out learning [REDACTED] technology and was able to come up with actual working dashboards pretty quickly. He also takes ownership of his modules and tries to resolve customer issues/questions proactively over the [REDACTED] mailing list.

He also has very good communication skills. He provides critical feedback as part of peer-to-peer or group design and review discussions and at the same time, He is also open to receive suggestions towards improving the product. Also, He is an excellent team player and is very amiable & friendly person to work with. As a senior member of our team, He regularly provides mentor-ship/guidance to other team members.

I look forward to continue working with [REDACTED] on future projects and I wish him the very best in all his future roles and responsibilities.

[REDACTED] Principle Member of Technical Staff [REDACTED]

- He is capable of understanding the complexities involved in the task given to him and make commendable code changes to implement new features and fix bugs.
- Quite organized and works with time constraints.
- Has good analytical and communication skills.
- Very approachable and committed to the work at hand.
- Multitasks well.
- Professional and quite pleasant to work with.
- Interested to know in depth, any features that he is working with.
- Has a good tendency to offer technical help whenever asked for. Even if he does know certain things he figures it out and replies!

Senior Development Manager

I am very happy to recommend [REDACTED] for promotion to PMTS. I have worked with him for close to 5 years right when he joined as an intern from college and then was inducted into [REDACTED] team. During his stint in the [REDACTED] team, he contributed a lot to improve the usability of workspace application on [REDACTED]. The following are some of his major achievements

- [REDACTED]
[REDACTED]
[REDACTED] This work involved complex [REDACTED] functionality of handling [REDACTED]
He took care of migration fixes in this too
Show/hide left navigation (views, applications) in a pinned (fixed left navigation) or floating popup menu (unpinned view)

- [REDACTED]
- [REDACTED]
He single handedly owned this complex component, and executed it to perfection. I was very impressed by his hard work and focus in delivering this functionality. Whenever customer runs into issues, he helped resolve it. He took care of install scripts and install configurations as well

- [REDACTED]
He owned majority of the [REDACTED] and delivered it in a very short time and took care of all [REDACTED] in a timely manner. He did the following [REDACTED]

Apart from these, [REDACTED] has also contributed and delivered the following functionality for workspace

[REDACTED]

He has also delivered numerous bug fixes on the product. He is very committed, hard working, a developer with extremely high velocity and productivity. He has impressed me many times with the speed at which he completes the task assigned to him. He is very good in communicating and coordinating functionality with QA, PM s and other stake holders. His technical capabilities are excellent. I have seen his design skills mature over the years and he now creates very modular design for new features. He has also debugged multiple performance issues and worked with [REDACTED] teams on this.

I am very confident that [REDACTED] promotion to PMTS is well deserved and I am very happy to recommend him.

New Employee Paperwork

Candidate's Name _____

- | | |
|--|--|
| <input type="checkbox"/> Rehire | <input type="checkbox"/> New Hire |
| <input checked="" type="checkbox"/> International Transfer | <input type="checkbox"/> Contractor to Regular |
| <input type="checkbox"/> Temp | <input type="checkbox"/> Internal Transfer |
| <input type="checkbox"/> VISA Required - Email _____ | <input type="checkbox"/> Temp to Regular |
| <input type="checkbox"/> Visa Type: Needs SSN/Work Auth_ | <input type="checkbox"/> Part Time |
| o Dates: <u>LI</u> | |
| <input type="checkbox"/> Student/Intern | <input type="checkbox"/> Student/Intern to Regular |
| <input type="checkbox"/> Int'l Address - Email _____ | <input type="checkbox"/> Cont. Serv. Hire Date |
| <input type="checkbox"/> Veteran | <input type="checkbox"/> SS# Missing - Email _____ |

- Offer Cover Letter
- Completed Personal Information Sheet
- Employee Self-Identification Form
- Employee Eligibility Questionnaire
- Signed Employment Agreement & Agreement to Arbitrate
- Signed Proprietary Information Agreement

VISA/SSN email sent: 12/12 (P)
 L Int. transfer
 LIB recd 2/19 (P)
 start email 2/19 (P)
 term recd 2/24 (P)
 update SSN email sent (DP)
 3/3

	<u>Date</u>	<u>Initials</u>
Logged:	_12/12/2013_	_SC_
Sent Email:	_12/12/2013_	_SC_
Con. Email:	_12/12/2013_	_SC_
Entered:	<u>3-314</u>	<u>DP</u>
Scanned:	_____	_____
Imaged:	x	

Comments:

 International Transfer _____
 Imaged _____
 10-DEC-13 11.00.22.000000 PM _____
 10-DEC-13 10.59.38.000000 PM _____
 10-DEC-13 10.59.47.000000 PM _____

Start Date: _____

Employee # _____



iRecruitment Administrator

Home Logout Preferences Chat Now

Home | **Vacancies & Offers**

Offers Workbench >

Candidate Details:

		Background Check	Back	Candidate 39	Next
Applicant Number		Preferred Language	English		
Name		Current Applications	1		
Email Address	@oracle.com	Organization			
Location		Application Date			
Current Employer		Offer Status	Approved		
Home Phone Number					
Last Degree Completed	Bachelor's				
Vacancy					
Job Title	10530.Software Developer 3.PRODEV.SWENG.IC3				
Offer Extended Date					

Candidate Profile | **Qualifications** | **Jobs Considered For** | **Applications** | **Offers**

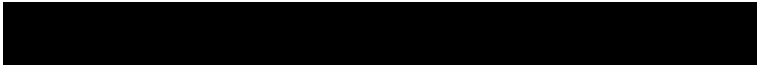
Select Offer:		View Details				
Select	Vacancy	Posting Name	Expiry Date	Proposed Start Date	Offer Creation Date	Offer Status
*		Software Developer 3				Approved

Below is the summary of the offer created for this application. Select any one of the available options and click Go to process the task.

Action **Go**

Basic Offer Details

Business Group	Oracle America, Inc.	Replaced Employee	
Vacancy Number		Previous Email Address	
Proposed Start Date		Justification for this hire	We are in the process of building specifically for offering. has very good Development skills.
Job	10530.Software Developer 3.PRODEV.SWENG.IC3	Candidate Source	
Grade		Employee Referral Name	
Organization	2593 - BPM - Cloud - ORCL USA	Hire Type	International Transfer
Location	US-CA-Redwood City-500 Oracle Parkway	Work Schedule	1 Schedule: 8-8-8-8-0-0
Manager		Vacation Plan	Standard Vacation Plan
Manager Email		Temporary Assignment End Date	
Manager Employee Number		Channel	
Recruiter		University Degree	
Employment Status	Full Time - Regular	Romania Local Job Grade	
Work Hours	40	Italy Local Job Grade	
Discretionary Job Title	Senior Member of Technical Staff		
Product Association	N/A		
Rep Type	N/A		
Product Descriptor	N/A		
Industry	Not Applicable		
Budgeted Headcount	Yes		
Salary in Budget	Yes		
Replacement Hire	No		



France Local Job Grade
Current Employment Local Grade
Candidate's Current Job Title **Senior Member of Technical Staff**

Candidate's Current Salary/ATV

Commission Draw Duration
Former Acquired Company Name
Shift/Premium Eligible
Display Salary as Hourly?
Eligible to work where job is posted **Y**

Salary Information

Salary Basis **Annual**
Proposed Salary
Grade Range
Comparatio **112.277**
Quartile **3**
Annualized FTE Salary
Annualized Salary

TIP Conversion rate as on 31-May-2013 from USD to USD: 1 USD =

Additional Offer Details

Individual Compensation Plans for Offers

Stock Justification
Car Allowance Justification
Relocation Amount
Justification We would like to provide him with a lump sum of to cover travel from India to US and two weeks hotel/car rental accommodations until he is able to find a place to live / and buy a car of his own.
Sign On Bonus Justification

Attachments

Internal Documents



Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
Job Justification	File	This document provides executive summary and details on the job as well as explaining why he is the best candidate.	Miscellaneous	[Redacted]@ORACLE.COM	25-Nov-2013	One-Time		

External Documents

Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
No results found.								

Offer History

Offer Status	User	Date/Time
Approved	[Redacted]	09-Dec-2013 21:43:00
Pending For Approval	[Redacted]	25-Nov-2013 16:15:35

Approval History

Line number	Approver	Approver Type	Category	Approval Status	Date	Comment
1	Johns, Daniel	HR People	Approver	Approved	25-Nov-2013 17:02:54	Approved
2	CORPCOMP	HR People	Approver	Approved	26-Nov-2013 09:19:16	
3	Yelamanchili, Balaji	HR People	Approver	Approved	08-Dec-2013 00:11:50	
4	Kurian, Thomas	HR People	Approver	Approved	09-Dec-2013 13:51:53	
5	Ellison, Lawrence	HR People	Approver	Approved	09-Dec-2013 20:30:42	
6	Shenbagam, Sundar	HR People	Approver	Approved	09-Dec-2013 21:28:02	
7	HROFFERS	HR People	For Your Information	Notified	09-Dec-2013 21:28:04	

Approval History

Sequence	Name	Action	Date	Comments
1	[Redacted]	Submit	25-Nov-2013 16:15:40	[Redacted] is at critical juncture where we are not only expanding our [Redacted] business in on-premise environment but also we are also planning on significantly increasing [Redacted] business on [Redacted] which are designed and implemented by [Redacted] will play a significant role in this expansion. We need to fill this position very soon since we want to deliver [Redacted] features by early next year [Redacted] to achieve the first milestone for [Redacted]. We are looking for a person with very strong Composer knowledge to lead the development efforts - [Redacted] is an ideal candidate for this position. [Redacted] has significant knowledge not only in UI development using latest technologies but also very familiar with [Redacted]. This is essential because we do not have time to train and we have very aggressive delivery schedules to meet. In addition, we must have [Redacted] based in HQ as all architects and lead developers working on [Redacted] are based there and having them being side by side is important. We need to fill this position very soon since we want to deliver [Redacted] features by early next year [Redacted] to achieve the first milestone for [Redacted]. To provide you some background on [Redacted] we recruited him from a top school

██████████ and he has been with Oracle since. ██████████ has always been an outstanding contributor throughout his tenure in Oracle. ██████████ proved his excellence in many areas of ██████████ and over the last few years and has become the top most performing person in entire ██████████ teams in IDC. He has contributed to many critical areas in ██████████. His key contributions including (1) key engineer who has contributed extensively to numerous new initiatives including ██████████ (2) he has significant domain knowledge related to tasks, processes and case and hence can create very good designs and implement them very quickly, (3) he has had a great positive influence on the team resulting in engineers giving more thoughts to design UI components based on where their components will be embedded and (4) he pays particular attention to good user experience design patterns. ██████████ has an excellent attitude to match his technical expertise. He has always stepped up during crunch situations. We are offering ██████████ a base salary of ██████████ which has been reviewed by HR and Comp. In addition, we would like to offer him ██████████ in relocation expenses for airfare to US and hotel/car accommodations for a 2 week period.

2	Johns, Daniel	Approved 25-Nov-2013 17:02:53	Approved
3	CORPCOMP	Approved 26-Nov-2013 09:19:14	
4	Yelamanchilli, Balaji	Approved 08-Dec-2013 00:11:49	
5	Kurian, Thomas	Approved 09-Dec-2013 13:51:52	
6	Ellison, Lawrence	Approved 09-Dec-2013 20:30:41	
7	Shenbagam, Sundar	Approved 09-Dec-2013 21:28:02	

[Return To Search](#)

[Background Check](#)

[Back](#)

Candidate 39

[Next](#)

[Home](#) [Vacancies & Offers](#) [Home](#) [Logout](#) [Preferences](#)

[Privacy Statement](#)

Copyright (c) 2006, Oracle. All rights reserved.

[REDACTED]
B.E. (Hons.) Computer Science
[REDACTED]

TECHNICAL SKILLS

- Primary Skills : Data structures & Algorithms , Design Patterns
- Programming Languages : Java, Jython, C
- UI Technologies : ADF , JSP, JSF, Javascript , JQUERY, XML,HTML, CSS , Oracle JET, Backbone.JS , Knockout.js
- Operating Systems : DOS,Windows, Linux
- Databases : ORACLE, MySQL
- Other Tools : Dreamweaver, Netbeans, JDeveloper ,Eclipse, Ant, Maven, Jira

PROFESSIONAL EXPERIENCE : 4 YEARS 10 MONTHS IN JAVA – J2EE & UI DEVELOPMENT

[REDACTED]
Senior Member Technical Staff

July 2009 - Present

BPM-SOA Team

Description

- Working in [REDACTED] team. The team, geographically distributed over India, US and Argentina, deals with automation of human-interaction-needed-activities that come into picture in any kind of Business process.

Key Responsibilities

- Work mainly revolves around object oriented analysis and design; architecture and design of foundational components and frameworks. Demanding an in-depth knowledge of various **J2EE technologies**, to come up with user interfaces, which work across different platforms.
- **Product Lead of** [REDACTED] which includes out-of-box collaborative spaces built on top of Oracle [REDACTED]. Responsibilities include complete development of the product along with providing support to the Oracle sales consultants.
- **Development Lead,** [REDACTED] enables a business user to handle unstructured, ad-hoc processes and their contents and information so that they can make optimal business decision.
- Collaborate with Oracle's A-Team and Project Managers for customer POC's and provide technical know-how to other software developers.
- **Lead** [REDACTED] team was formed to give suggestions for the enhancements of the various UI's in the BPM suite making them more robust and user friendly.
- Specify, design and implement modest changes to existing software architecture to meet changing requirements.

Technologies used:

- **Java, Jython, JSP, JSF ,ADF, XML, Javascript, CSS, Ant, Maven, Jira**

Achievements

- Received a rating of 4 out of 5 (Exceeds Expectation), 5 out of 5(Outstanding), 4 out of 5 (Exceeds Expectation) and 5 out of 5(Outstanding) in first, second, third and fourth year respectively.
- Given a [REDACTED] in 2013 as a token of appreciation for excellent work done

Project Description

- Learning, formulating and implementing an [REDACTED]
- Converting existing [REDACTED] to enable cross platform usage of Worklist (Oracle Product which come as part of ORACLE SOA suite).
- Designing [REDACTED] website for Oracle’s internal usage.

Technologies used:

- JSF, Portlets ,HTML, CSS, JSP, Javascript



Intern

Project Description

- Designed and developed an interactive website for company’s sports club. Site included many features such as Polls, Discussion Forums, ticker and Slide Shows.
- Using JAVA implemented NTLM authentication, worked on Apache Tomcat server, MySQL Database, and Netbeans IDE.

Technologies used:

- JSP, HTML , JAVASCRIPT ,JAVA and MySQL

EDUCATION

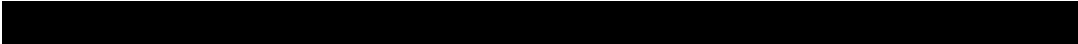
Bachelor of Engineering (Honours) from [REDACTED] in Computer Science with a CGPA of 8.76/10 [REDACTED]

Formal Project

Project Netfirst, Prof. [REDACTED] - Designed and Implemented a real network research laboratory being built atop ‘NetFirst Architecture’ set-up with a pool of resources accessible over the Internet; a research and development project under the BITS-MIT iCampus collaboration programme. [REDACTED]

Informal Projects

- **Spell Checker:-** Designed a spell checker, using TRIES as the Data Structure to store words of the dictionary and used Levenshtein Distance to find suggestions for misspelled words.
- **Query Evaluation & Optimization of Join Operation:-** Implemented C code for both materialized and pipelined (wherever applicable) approach for various Join Algorithms.
- Designed a gambling game using JAVA event handling, multithreading and AWT
- Developed and implemented a fully functional compiler for the language “MONSTER” as a project assignment during the course “Programming Languages and Compiler Construction”.



- Central Board Of Secondary Education, 12th Grade Exam, [REDACTED] Marks Obtained: 88.8%
- Central Board Of Secondary Education, 10th Grade Exam, [REDACTED] Marks Obtained: 89.7%
- Head Prefect of school from [REDACTED]
- Awarded school colour for academic excellence from Class-1 to Class X in [REDACTED]
- Awarded ‘Golden Boy’ of the passing batch of year [REDACTED]

LEADERSHIP AND EXTRA-CURRICULAR ACTIVITIES

- **President,** [REDACTED] Played an instrumental role in coordinating and organizing cultural events & festivities of the association which comprised of more than 100 members.
- **Group Leader,** [REDACTED] Involved in organizing [REDACTED]
- **Coordinator,** [REDACTED] Apart from walking on Ramp played proactive role in designing clothes, choreographing the fashion shows and managing the budget.
- **Volunteer Employee's Club Oracle:** As a member of the club organized many Cultural and Sports Events. Also Choreographed fashion Shows for Oracle Cultural night.
- Worked as a Co-Instructor in [REDACTED]
- Taught C, JAVA in Noble Education Society (ITI Haryana affiliated) for two months in summer 2008.
- Member of college Weightlifting and Body Building team
- Member of winning team of two Institute Premier League Cricket tournaments (2006) and Inter-Hostel Cricket tournament (2007) at BITS-Pilani

PERSONAL DETAILS

- **Hobbies** : Gym, Reading and Music.
- **Date of Birth** : 27th Aug 1987
- **Assets** : Excellent communication skills, affable, highly energetic, Innovative, A team player and easy to work with person, Ability and willingness to learn new technologies and domains quickly.
- **Permanent Address** : [REDACTED]

Fwd: Re: [REDACTED]

Subject: Fwd: Re: [REDACTED]
From: Oracle Offers <oracle-offers_us@oracle.com>
Date: 2/19/2014 11:33 AM
To: HRSSC-NEW-HIRES_US <hrssc-new-hires_us@oracle.com>

----- Original Message -----

Subject: Re: [REDACTED]
Date: Wed, 19 Feb 2014 15:39:55 +0530
From: [REDACTED]@oracle.com>
Organization: Oracle Corporation
To: oracle-offers_us@oracle.com
CC: sundararaman shenbagam <sundararaman.shenbagam@oracle.com>

Hi,

Please find attached a copy of (in a single file)

- Passport first and last page
- L1 B visa
- Form I-129S
- I-797

Can you please confirm that the joining date is [REDACTED]

Regards
[REDACTED]

On 12/12/2013 11:00 PM, [REDACTED] wrote:

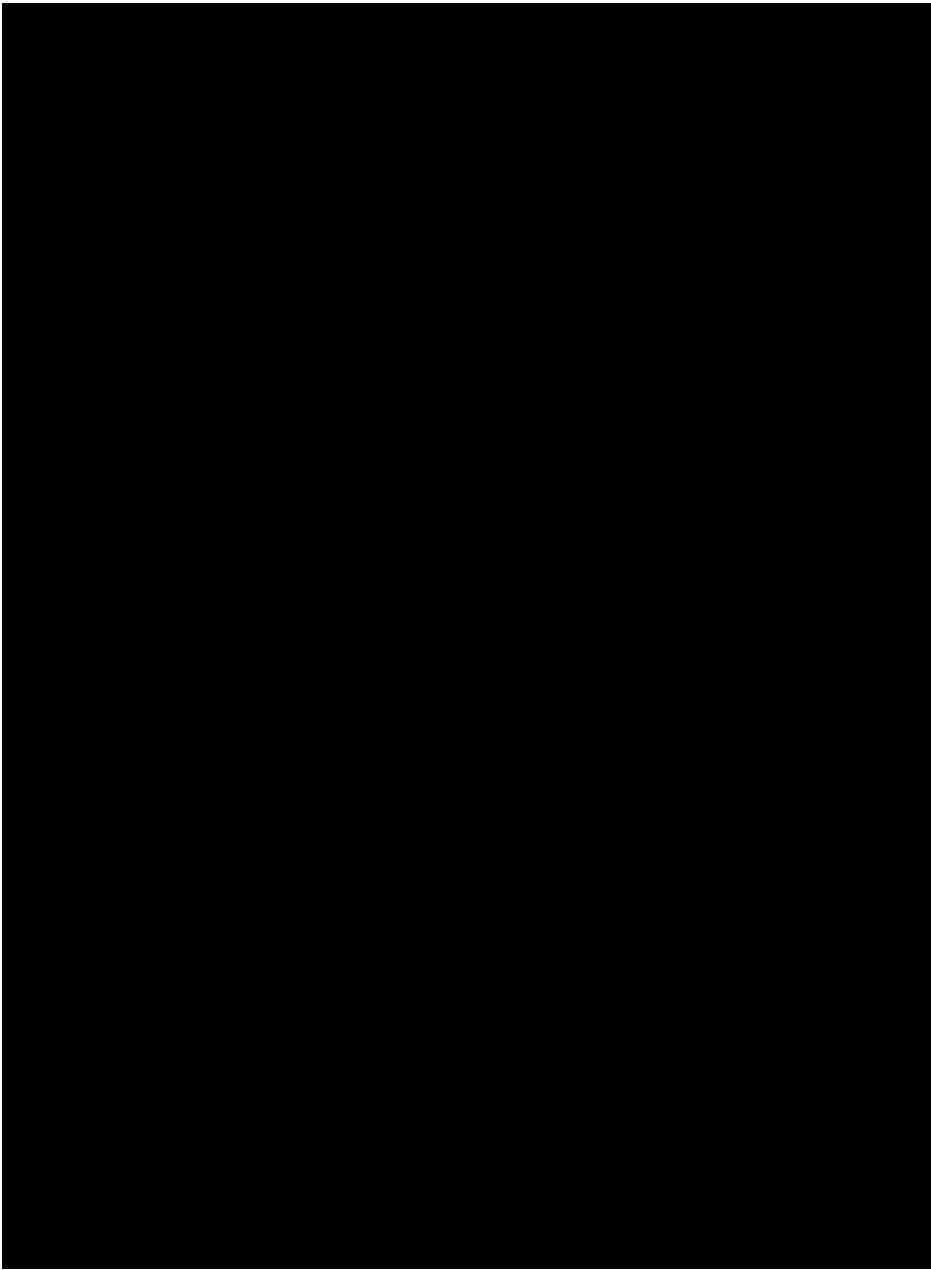
- > Hi,
- >
- > Please find the attached document which have the following files .
- >
- > Copy of your Offer Letter
- > Personal Information Sheet
- > Employee Self-ID Form
- > Employee Eligibility Questionnaire
- >
- > For the address I have given my hiring manager's address as I will be
- > relocating from India so don't have a US address.
- >
- > Regards
- > [REDACTED]

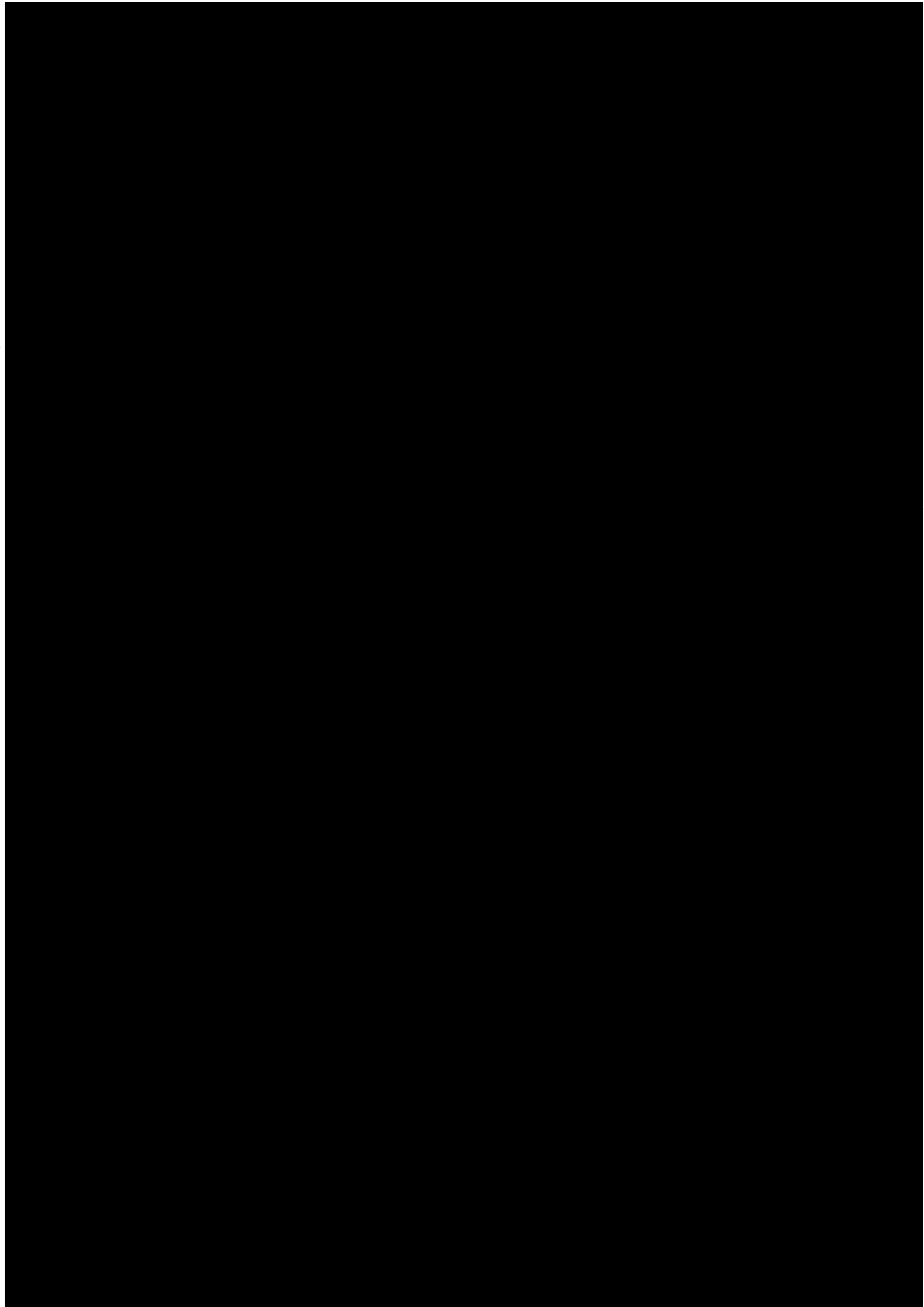
Fwd: Re: [REDACTED]

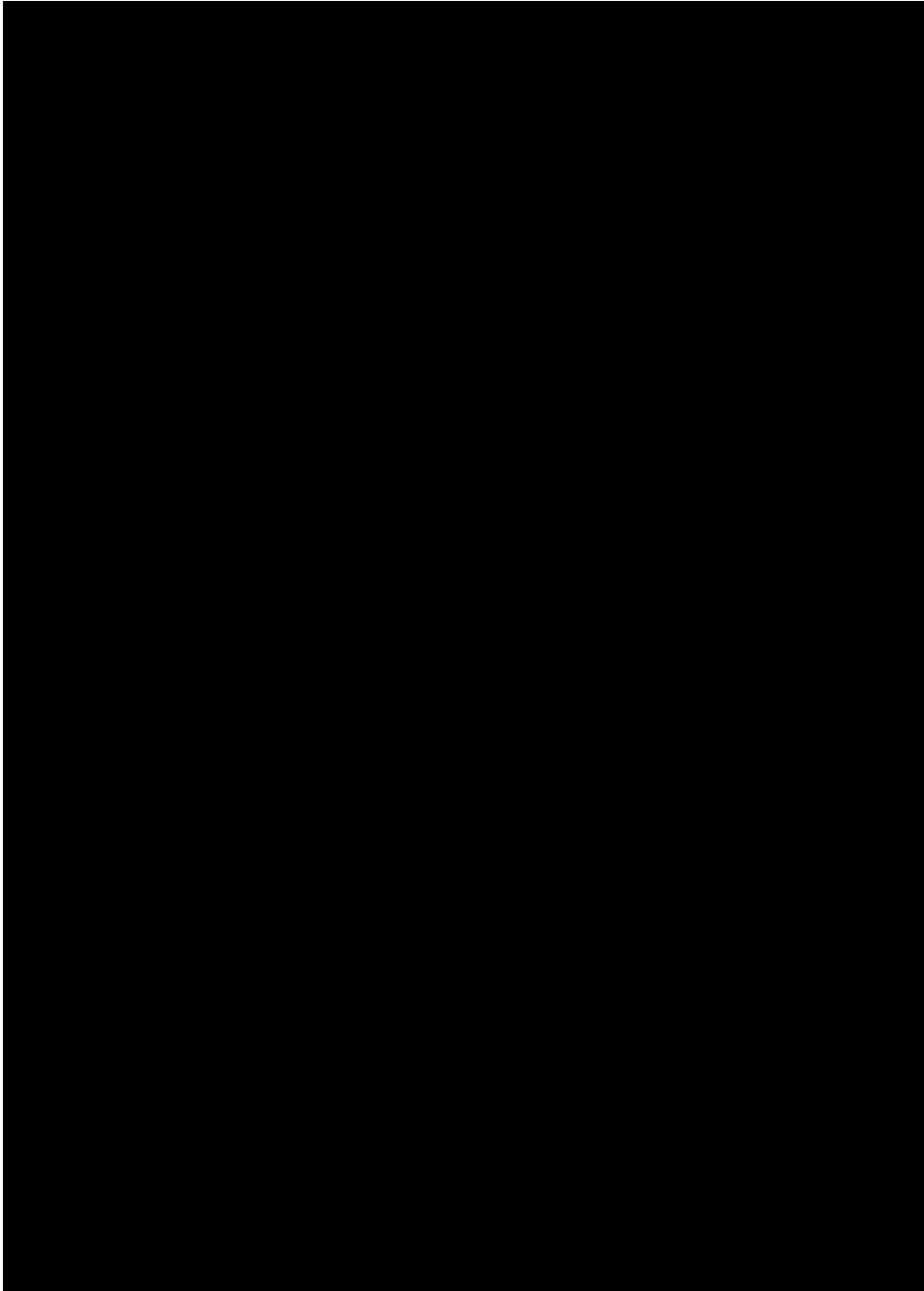
— Attachments: _____

[REDACTED]

1.2 MB







Department of Homeland Security
U.S. Citizenship and Immigration Services

**Form I-129S, Nonimmigrant Petition
Based on Blanket L Petition**

START HERE - Please type or print in black ink.

Part 1. Information About the Employer

Sponsoring Company or Organization's Name

Oracle America, Inc.

Addressee - ATTN:

Richard Nagase, Immigration Specialist

Street Number and Name

Room/Suite Number

500 Oracle Parkway

City or Town

State or Province

Redwood Shores

CA

Country

Zip/Postal Code

USA

94065

Part 1A. Data Collection

Does the petitioner employ 50 or more individuals in the United States? Yes No

If yes, are more than 50% of those employees in H-1B, L-1A, or L-1B nonimmigrant status? Yes No

Part 2. Information About the Proposed Employment

This alien will be a:

- a. Manager or Executive (L-1A)
- b. Specialized Knowledge Professional (L-1B)

Blanket petition approval number:

Part 3. Information About the Employee

Family Name Given Name Middle Name

Address Outside the United States: Street Number and Name Room/Suite Number

City or Town State or Province

Country Zip/Postal Code Date of Birth (mm/dd/yyyy)

Country of Birth Country of Citizenship/Nationality

India

India

For USCIS Use Only

Returned	Receipt
Date	
Date	
Resubmitted	
Date	
Date	
Relocated Sent	
Date	
Date	
Relocated Received	
Date	
Date	

Petitioner Interviewed _____ on _____

Beneficiary Interviewed _____ on _____

Approved as:

Manager/Executive Specialized Knowledge

on _____

Validity Dates:

From: _____ To: _____

Action Block

US Consulate General Chennai

Approved.....Blanket L1 A/B

11 FEB 2014

Valid until.....3 years from above date.

Approving Officer.....

Denial Reason

To Be Completed by Attorney or Accredited Representative, if any.

Fill in box if G-28 is attached to represent the petition.

ATTY State License Number

CA 205255

Part 4. Additional Information About the Proposed Employment

a. Employment Address: Street Number and Name Room/Suite Number City or Town
500 Oracle Parkway [] Redwood Shores

b. State or Province Country Zip/Postal Code
CA USA 94065

c. Dates of intended employment and wage
From (mm/dd/yyyy) To (mm/dd/yyyy) Weekly Wage Hours Per Week
[] [] [] []

d. Job title and detailed description of duties to be performed.
Software Developer 3
Please see attached letter.

e. Provide the alien's dates of prior periods of stay in the United States in a work authorized capacity and the type of visa.
None.

f. Provide the name and address of the alien's foreign employers, dates of employment, and job duties for the last 3 years.
Please see attached letter.

g. Summarize the alien's education and other work experience.
Please see attached letter.

Part 4. Additional Information About the Proposed Employment *Continued*

- h. If you are seeking L-1B specialized knowledge professional status for the alien, will the beneficiary be stationed primarily offsite (at the worksite of an employer other than the petitioner or its affiliate, subsidiary, or parent)?

Yes No

If you answered "Yes" to the preceding question, describe how and by whom the beneficiary's work will be controlled and supervised. Include a description of the amount of time each supervisor is expected to control and supervise the work. Use an attachment if needed.

If you answered "Yes" to the preceding question, also describe the reasons why placement at another worksite outside the petitioner, subsidiary, or parent is needed. Include a description of how the beneficiary's duties at another worksite relate to the need for the specialized knowledge he or she possesses. Use an attachment if needed.

Part 5. Certification Regarding the Release of Controlled Technology or Technical Data to Foreign Persons in the United States

Check Box 1 or Box 2 as appropriate:

With respect to the technology or technical data the petitioner will release or otherwise provide access to the alien beneficiary, the petitioner certifies that it has reviewed the Export Administration Regulations (EAR) and the International Traffic in Arms Regulations (ITAR) and has determined that:

1. A license is not required from either the U.S. Department of Commerce or the U.S. Department of State to release such technology or technical data to the foreign person; or
2. A license is required from the U.S. Department of Commerce and/or the U.S. Department of State to release such technology or technical data to the alien beneficiary and the petitioner will prevent access to the controlled technology or technical data by the alien beneficiary until and unless the petitioner has received the required license or other authorization to release it to the alien beneficiary.

Part 6. Signature of Petitioner *Read the information on penalties in the instructions before completing this section.*

I certify, under penalty of perjury under the laws of the United States of America, that this petition and the evidence submitted with it are all true and correct. I am filing this on behalf of an organization, and I certify that I am empowered to do so by that organization. If this petition is to extend a prior petition, I certify that the proposed employment is under the same terms and conditions as in the prior approved petition. I authorize the release of any information from my records, or from the petitioning organizations records that U.S. Citizenship and Immigration Services needs to determine eligibility for the benefit being sought.

Signature of Petitioner

Printed Name of Petitioner

[Redacted Signature] [Redacted Name]

Date (mm/dd/yyyy)

Daytime Telephone Number (with area code)

E-Mail Address (if any)

1/31/2014 [Redacted Phone] [Redacted Email]

NOTE: If you do not completely fill out this form or fail to submit required documents listed in the instructions, the employee for whom you are petitioning may not be found eligible for the requested benefit and this petition may be denied.

Part 7. Signature and Contact Information of Person Preparing Form, If Other Than Above

Declaration of Preparer

I declare that this document was prepared by me at the request of the petitioner, and it is based on all information of which I have knowledge and/or was provided to me by the above named person in response to the exact questions contained on this form. I have not knowingly withheld any information or provided responses for the petitioner.

Signature of Preparer

Printed Name of the Preparer

[Signature] Delya Ghosh

Date (mm/dd/yyyy)

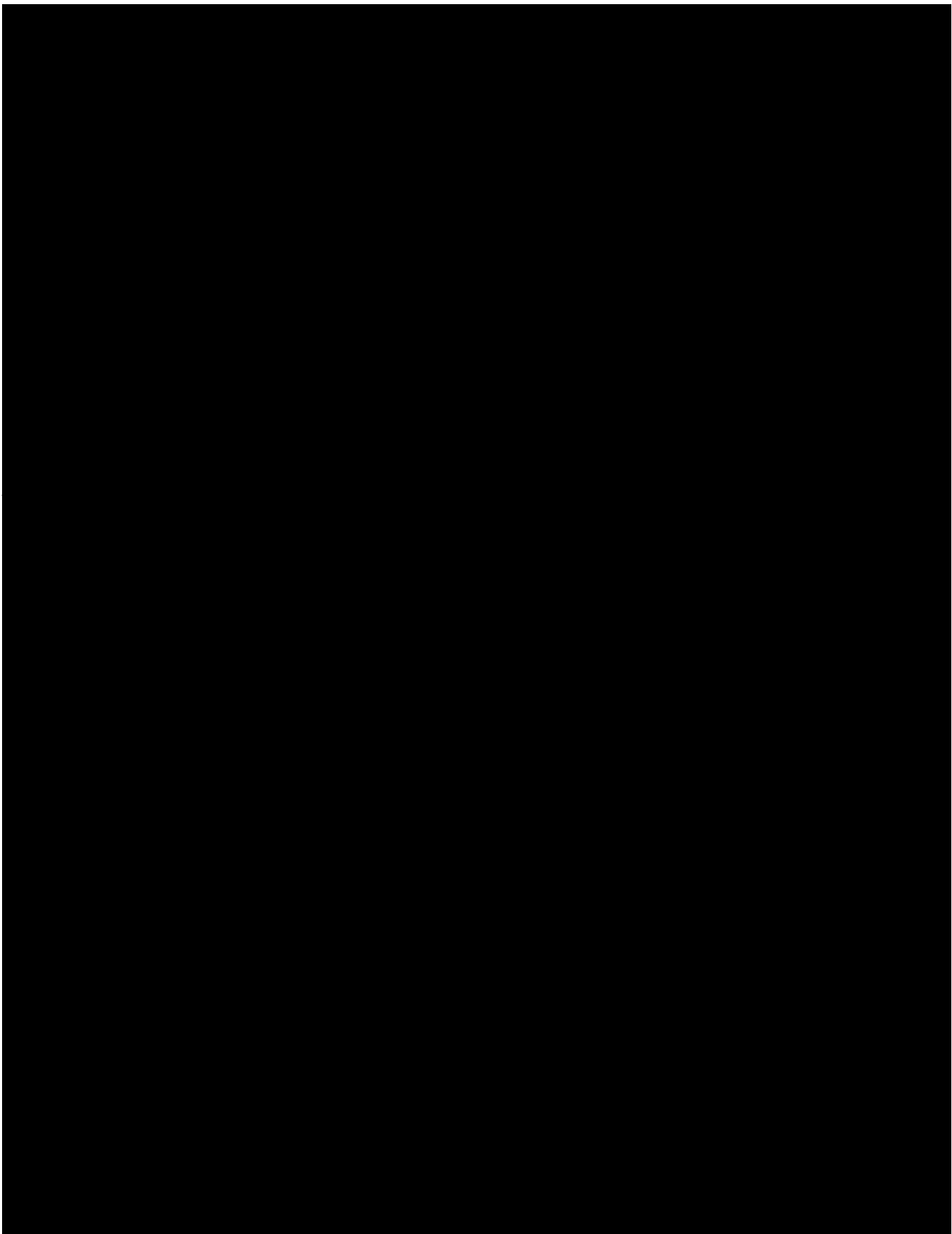
Daytime Telephone Number (with area code)

E-Mail Address (if any)

01/30/2014 [Redacted Phone] [Redacted Email]

Preparer's Firm Name and Address

Berry Appleman & Leiden LLP
353 Sacramento Street, Suite 1300, San Francisco, CA 94111-3633



Re: URGENT ACTION REQD: New Hire Start Date: [REDACTED]

Subject: Re: URGENT ACTION REQD: New Hire Start Date: [REDACTED]

From: sundararaman shenbagam <sundararaman.shenbagam@oracle.com>

Date: 2/19/2014 1:52 PM

To: New Hires <hrssc-new-hires_us@oracle.com>, [REDACTED]
<[REDACTED]@ORACLE.COM>

Hi,

[REDACTED] start date will be [REDACTED]. [REDACTED] will be [REDACTED] manager.

Thanks
Sundar

On 2/19/2014 12:19 PM, New Hires wrote:

Manager,

We have received the acceptance paperwork for your new hire, [REDACTED] received on 19FEB2014.

Please respond by replying to this email with his/her official Oracle start date. If you respond today the earliest acceptable start date would be 26FEB2014.

****The start date must be 5 or more business days out from the date you respond, to allow time for processing.****

Please advise if this candidate is a rehire. If the candidate is an international transfer, please provide the original start date for vacation and vesting purposes, the employees previous email address and the country code. Please let us know if you have any additional questions.

Thank You,
Americas HRSSC

ORACLE

Hardware and Software, Engineered to Work Together

Ref sundararaman.shenbagam@oracle.com

Subject: Re: Urgent Action Req'd - International Transfer Previous Country Termination:

From: [REDACTED]

Date: 2/24/2014 8:46 AM

To: Solomon Chen <solomon.chen@oracle.com>

Hi Solomon,

This is to confirm that The termination process has started in IDC . The effective date of termination is [REDACTED] and I will be joining Oracle America on [REDACTED]

Regards
[REDACTED]

On 2/24/2014 10:05 PM, Solomon Chen wrote:

ORACLE

Americas HRSSC

Hello International Transfer,

Please ensure your termination has been processed in the releasing country. The termination date must be **one day before your start date** in Oracle America, Inc. We will not be able to proceed with the hiring until we receive confirmation that the termination has been processed.

Please confirm this action has been completed and the effective date of the termination in the previous country by replying to this email.

Thank You,
Solomon/Americas HRSSC



Oracle America, Inc

500 Oracle Parkway phone +1 650.506.7000
Redwood Shores oracle.com
California 94065

[REDACTED]

[REDACTED]

Dear [REDACTED]

We are pleased to offer you the position of Senior Member of Technical Staff with Oracle America, Inc. We offer you starting compensation at an annual rate of [REDACTED]. In addition, you will be eligible to participate in the standard compensation plan for your position.

Transferring from one country to another may have an impact on your ESPP, stock options and taxes. In order to ensure you are aware of the potential impact and have the most current information, we strongly encourage you to review the following site: http://my.oracle.com/site/hr/working_worldwide/InternationalTransfers/index.htm. This site will provide you with an overview of the potential impact, as well as action items and the correct group(s) to contact with any questions. Please ensure you perform any noted action items. Please feel free to contact the appropriate group(s) with any questions or concerns.

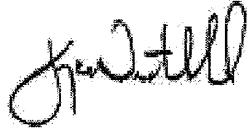
If you accept this offer, Oracle has agreed to pay a portion of your relocation costs under our Relocation Program. Oracle's Relocation Program does NOT generally cover 100% of relocation costs, the reimbursement of which is at the discretion of management. Before receiving any relocation reimbursement you will be required to sign a Repayment Agreement. In addition, you should not take any steps to initiate your relocation, including listing a home for sale or engaging a real estate agent, without talking to Oracle's relocation provider (Lexicon Relocation). Your manager will initiate your relocation with Lexicon and you will be contacted if there is any additional information they need from you. If you are not contacted by Lexicon, please get in touch with your Oracle manager.

If your new job is at a different location, please schedule the move by following the instructions provided [here](#).

To accept this offer, please electronically accept the Employment Agreement, the Proprietary Information Agreement, and all other documents required in iRecruitment. In addition, there are documents located in the Offer Packet that must be completed and returned to Oracle. Employment and employee benefits can only begin after you have completed the required documents and they have been received by our Americas HR Shared Services Center. If you have any questions regarding these documents, please feel free to call our Americas HR Shared Services Center at (888) 404-2494. Before transferring, you are responsible for making sure your current Manager or your Local Country HR has initiated your termination from the leaving country.

If you have any questions regarding the conditions of your offer, please feel free to call your manager, [REDACTED] or the Americas HR Shared Services Center at 888-404-2494. This offer remains open until [REDACTED]. We look forward to having you begin work with us.

Sincerely,



Joyce E. Westerdahl
Senior Vice President, Human Resources

Ref: [REDACTED]

PERSONAL INFORMATION FORM

[\(Back to Top\)](#)

EMPLOYEE INFORMATION		
Last Name	First Name	Middle Name
[REDACTED]	[REDACTED]	
Street Address		Apartment/Unit #
[REDACTED]		[REDACTED]
City	County	
[REDACTED]	[REDACTED]	
State	Zip Code	
[REDACTED]	[REDACTED]	
Preferred First Name (optional)	[REDACTED]	
Date of Birth (month-date-yea	Social Security No.	- -
[REDACTED]		

ORACLE EMPLOYMENT INFORMATION	
Initial Oracle Point of Contact in the Recruiting Process	<input checked="" type="checkbox"/> Hiring Manager <input type="checkbox"/> Oracle Recruiter <input type="checkbox"/> Employment Agency
If your initial Oracle Point of Contact was a Hiring Manager or an Oracle Recruiter, choose one of the following that best describes how you found out about the position:	
<input type="checkbox"/> Oracle Recruiter <input checked="" type="checkbox"/> Oracle Hiring Manager <input type="checkbox"/> Employee Referral <input type="checkbox"/> Job Fair <input type="checkbox"/> Print Ad	
<input type="checkbox"/> Oracle Career Website (www.oracle.com) <input type="checkbox"/> Online Career Website (Monster, CareerBuilder, etc.)	
<input type="checkbox"/> Rehire (if so, please provide Oracle email address) _____	
<input type="checkbox"/> Other (please specify) _____	
Are you an international transfer or contractor currently working for Oracle? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	If yes, what country INDIA If yes, Oracle Email Address: [REDACTED]

ORACLE.com

COMPLETE AND RETURN THE PERSONAL INFORMATION FORM TO ORACLE
[CLICK HERE FOR INSTRUCTIONS](#)

EMPLOYEE SELF-IDENTIFICATION FORM

(Back to Top)

Oracle America is an Equal Opportunity Employer. State and Federal regulations require us to obtain information from each applicant for statistical analysis of our compliance with fair employment practices. We request your cooperation in voluntarily providing information, which is confidential and used only in accordance with the regulations governing Equal Employment Opportunity and Affirmative Action. If you do not wish to provide this information, you will not be subject to any adverse treatment.

EMPLOYEE INFORMATION	
Last Name	First Name
Date	Position with Oracle
Sex	

Last Name: [REDACTED] First Name: [REDACTED]
 Date: 12/12/2013 Position with Oracle: SENIOR MEMBER TECHNICAL STAFF
 Sex: Male Female

Race/Ethnic Origin

Please check whether or not you are 'Hispanic or Latino' or 'Two or More Races'. If you identify with either of these categories, no further action is needed. If you do not identify with 'Hispanic or Latino' or 'Two or More Races' continue to Part 2 of the form. The designations do not denote scientific definitions of anthropological origins. You may be included in the group to which you belong, with which you identify, or to which you are regarded in the community as belonging.

PART 1: SELECT ONE OF THE FOLLOWING OR GO TO PART 2

<input type="checkbox"/> HISPANIC OR LATINO	A person of Mexican, Puerto Rican, Cuban, Central South American, or other Spanish culture or origin, regardless of race. (Note: Persons from Brazil, Guyana, Surinam or Trinidad, for example, are classified according to race because they are not Spanish origin, culture, or descent.) If you select 'Hispanic or Latino', DO NOT select another race designation.
<input type="checkbox"/> TWO OR MORE RACES	A person who identifies with more than one of the five races (see below). If you select 'Two or More Races', DO NOT select another race designation.

PART 2: SELECT ONE OF THE FOLLOWING IF YOU DID NOT SELECT A CATEGORY IN PART 1

<input type="checkbox"/> AMERICAN INDIAN OR ALASKAN NATIVE	A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.
<input checked="" type="checkbox"/> ASIAN	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. This area includes, for example, China, Japan, and Korea.
<input type="checkbox"/> BLACK (not of Hispanic origin)	A person having origins in any of the Black racial groups of Africa, American, or other Spanish or origin, regardless of race. (Note: persons from Brazil, Guyana, Surinam, or Trinidad, for example, are classified according to race because they are not of Spanish origin, culture, or descent.)
<input type="checkbox"/> NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	A person having origins in original peoples of Hawaii, Guam, Samoa, Philippines, or other Pacific Islands.
<input type="checkbox"/> WHITE (not of Hispanic origin):	A person having origins in original peoples of Europe, North Africa, or the Middle East.

PART 3: SELECT ALL THAT APPLY

<input type="checkbox"/> DISABLED INDIVIDUAL	A person having a physical or mental impairment which substantially limits one or more of the person (s) major life activities, or having a record of such an impairment. (**Note: If accommodation is needed to perform the essential functions of your job please contact your Human Resources Representative).
<input type="checkbox"/> RECENTLY SEPARATED VETERAN	A person who left the military within 12 months of current date. Departure Date:
<input type="checkbox"/> DISABLED VETERAN	A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or was discharged or released from active duty because of a service-connected disability.
<input type="checkbox"/> ARMED FORCES SERVICES MEDAL VETERAN	A veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.
<input type="checkbox"/> OTHER PROTECTED VETERAN	A veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
<input type="checkbox"/> VETERAN	Not Included in Above Categories

COMPLETE AND RETURN ALL PAGES OF THE EMPLOYEE SELF-IDENTIFICATION FORM TO ORACLE
[CLICK HERE FOR INSTRUCTIONS](#)

EMPLOYEE ELIGIBILITY QUESTIONNAIRE

[\(Back to Top\)](#)

MANDATORY: ALL NEW EMPLOYEES MUST COMPLETE AND SIGN THIS FORM

Federal law requires Oracle to hire individuals who are authorized to work in the United States. To ensure compliance, all prospective employees must answer the following questions and sign and date this form.

EMPLOYEE INFORMATION

Are you authorized to work in the U.S.? Yes No

Which one of the following applies to you (check one only)?

U.S. Citizen U.S. Permanent Resident Foreign National with/without temporary status in the U.S.

If you checked U.S. Citizen or U.S. Permanent Resident, *skip to Section 2 - Signature.*

If you checked Foreign National with/without temporary status, *complete Section 1 - Work Authorization and Section 2.*

SECTION 1 - WORK AUTHORIZATION

Which one of the following (A, B or C) describes your current status and/or work authorization?

- A) I have valid U.S. work authorization based on:
 - F-1 with valid EAD or valid/properly endorsed Form 1-20
 - J-1 with valid and properly endorsed DS-2019
 - Valid EAD work card issued to me based on some other immigration sponsorship or filing

Date issued: _____

Date of expiration: _____

- B) I already have work authorization sponsored by Oracle and can begin employed based on this.

Describe your work authorization document: _____

Note: U.S. visa stamps are NOT work documents; Forms I-94 ARE work documents

Date issued: _____

Date of expiration: _____

- C) I do not have U.S. work authorization with Oracle, and require sponsorship for work authorization.

SECTION 2 - SIGNATURE

Print Name Signature Date

Policy Note: Oracle files F-1 to H-1B petitions requesting "change of status" with the closest immediate effective date. Deferment of H-1B start date is not possible.

COMPLETE AND RETURN THE EMPLOYEE ELIGIBILITY QUESTIONNAIRE TO ORACLE
[CLICK HERE FOR INSTRUCTIONS](#)

Subject: Confidential-Oracle Highly Restricted: Re: CSHD - [REDACTED] - US Employee
[REDACTED]

From: "hrssc-japac-requests_ww@oracle.com" <hrssc-japac-requests_ww@oracle.com>

Date: 3/4/2014 1:34 AM

To: "hrssc-new-hires_us@oracle.com" <hrssc-new-hires_us@oracle.com>

CC: hrssc-japac-requests_ww@oracle.com

Hi Team,

Please find the details as below.

Previous Employee ID: [REDACTED]

Previous Country Code: Oracle India Private Limited, IDC

Start Date: [REDACTED]

End Date: [REDACTED]

Reason for Leaving: V - Permanent Transfer to Another Oracle Subsidiary

Thanks & Regards,

Praveen Krishna

HRSSC.

On 3/4/2014 3:30 AM, hrssc-new-hires_us@oracle.com wrote:

ORACLE[®]

Americas HRSSC

Hello,

[REDACTED] is transferring to the US from Oracle **India**. I ask for your assistance in obtaining prior employment information so that we may adjust his/her continuous service hire date.

Employee Email Address: [REDACTED]@oracle.com

Please provide the following:

Previous Employee ID:

Previous Country Code:

Start Date:

End Date:

Reason for Leaving:

Kind Regards,

Americas HRSSC

--

Thanks & Regards, Praveen Krishna

ORACLE

Praveen Krishna | HRSSC Support Consultant
Phone: [+65 64361946](tel:+6564361946) | VOIP: [+65 64361946](tel:+6564361946)
Oracle HR Shared Service - Asia Pacific & Japan

ORACLE Singapore | 6 Temasek Boulevard | 038986 Singapore

Orchestrating HRSSC Process Efficiencies!

Visit our home page for more <http://my.oracle.com/site/hr/RegionalSites/APACRegion/JapanHRSSC/JapanHRSSC>

The information contained in this email may be privileged information and/or confidential. If you are not the intended recipient, use of this information (including disclosure, copying or distribution) may be unlawful. Please inform the sender and delete the email immediately.



| Oracle is committed to developing practices and products that help protect the environment