

This is a request to hire [REDACTED] into [REDACTED] as a Principal Solutions Architect. [REDACTED] has 6 years of experience working in the Identity Management and security space with 8 years of total IT consulting experience. [REDACTED]'s current role is that of an architect / technical lead in the Oracle Consulting Services division of Aurionpro Sena. Auriopro Sena is our most strategic SI partner for Identity Management. Prior to that [REDACTED] was a software developer and consultant for Persistent Systems, another important SI partner for Oracle Identity management.

In this new role, [REDACTED] will advise customers on the architecture, deployment topology and overall design of Oracle's Identity Management product suite with a focus on Access Management and Directory Services. Given [REDACTED]'s experience with Oracle Identity Management suite, he is well qualified to assist customers in resolving Identity Management issues, working across product teams to help coordinate resolution of issues. Given his development experience and experience with OAM, OIF, and our directory suite, [REDACTED] will be an ideal resource to assist with our Cloud, Fusion Apps security integration, and Obamacare Exchange projects.

[REDACTED] will be based out of the Bay area and work at Oracle HQ. His current salary as a principal consultant at Sena is \$ [REDACTED] + [REDACTED] in annual incentive compensation (incentive comp payments based on billable productivity per defined plan); which makes his total annual compensation a minimum of \$ [REDACTED]. Based on his extensive experience and critical skills that are difficult to find in the current job market, I am requesting that we hire him at a base salary of \$ [REDACTED] per year. This is a \$ [REDACTED] ([REDACTED]%) increase over his current minimum annual compensation.