
From: Shauna Holman Harries
To: Luong, Hoan - OFCCP
CC: Neil Bourque; Charles Nyakundi; Lida Daniel; Kela Moon; Sean Smith
Sent: 10/29/2015 9:18:46 PM
Subject: HQCA 15 of 29
Attachments: HQCA - Personnek File - 14 - [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."

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



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

Identification

Employee

Social Security

Personal Employment Office Details Applicant Further Name Other Benefits

Birth Date

Age

Town of Birth

Status Married

Region of Birth

Nationality

Country of Birth

Registered Disabled

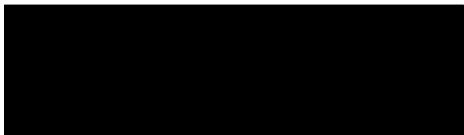
Effective Dates

From

To

Latest Start Date [Yr]

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

Gender Male Action
Person Type for Action
Person Types
Employee
Identification
Employee Social Security [Redacted]

Personal Employment Office Details Applicant Further Name Other Benefits

Ethnic Origin Asian
Ethnicity Disclosed
VETS100
 Child Support Obligation
 Opted for Medicare

I-9 Status Yes
I-9 Expiration
New Hire Already Reported
Exception Reason
Vets 100A

Effective Dates
From [Redacted] To [Redacted] Latest Start Date [Redacted] [Yes]

Address Assignment Special Info Others...



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

Employee

Identification

Employee

Social Security

Personal Employment Office Details Applicant Further Name Other Benefits

Honors

Preferred Name

Previous Last Name

Effective Dates

From To Latest Start Date [Ye]

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

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

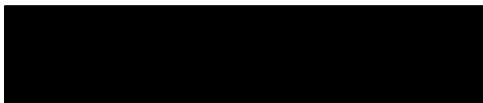
Previous Job

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 - O31AP

File Edit View Folder Tools Window Help

Assignment

Organization	SL66 - Fusion CRM QA - ORCL USA	Group	Oracle.No Standard.No
Job	10943.QA Snr Manager-ProdDev PRODEV	Position	
Grade		Payroll	Semi-Monthly
Location	60P7	Status	Active Assignment
		Vacancy	
Assignment Number		Collective Agreement	
Assignment Category	Full Time - Regular	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	[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 80.646

Salary Proposal

Change Date [Redacted]
Change Value [Redacted]
Change % 6.886
Reason Annual Salary Review
Ranking [Redacted]

Currency USD
New Value [Redacted]
Annual Salary [Redacted]
Approved
Next Review [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

Performance

Interview

Type Performance Review

Location

Date 01-JUN-2014

Rating 4 - Exceeds Expectations

Next Date []

Salary History

Change Date	Review Date	Reason	Approved	Currency	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
		Annual Salary Re	✓	USD			6.886							0.65					
		Annual Salary Re	✓	USD			7.5							6.959					
		Annual Salary Re	✓	USD			7.0							8.294					
		Annual Salary Re	✓	USD			4.741							7.293					
		Annual Salary Re	✓	USD			7.0							6.745					

Change Date	Review Date	Reason	Approved	Currency	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
		Annual Salary Re	✓	USD			5.874							62.7					
		Annual Salary Re	✓	USD			7.042							99.524					
		Annual Salary Re	✓	USD			5.335							65.622					
		Annual Salary Re	✓	USD			9.42							65.389					
		Annual Salary Re	✓	USD			4.545							100.683					



Change Date	Review Date	Reason	Approved	Currency	C Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
		Annual Salary Re		USD			7.842							19.924					
		Annual Salary Re		USD			6.325							16.622					
		Annual Salary Re		USD			9.42							16.389					
		Annual Salary Re		USD			4.545							100.58					
		Annual Salary Re		USD										114.903					

Oracle Applications - GSIAF

File Edit View Folder Tools Window Help

Assignment

Organization: SL66 - Fusion CRM QA - ORCL USA
 Job: 10843 QA Snr Manager-ProdDev PRODEV
 Grade: [Redacted]
 Location: 60P7

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] [Set]

Salary | Entries | Others...

Employment History

From Date	To Date	Assignment Number	Contract	Employment Category	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal Str	Organization	Payroll	People Group	Pr
24-MAR-2014				Full Time - Regular		10843 QA Snr Manager-ProdDev PRODEV.TECHQA.M2	AMIT MANGLIK	16-MAR-2014 14:4	60P7	No	17.00	40	88.00	SL66 - Fusion CRM	Semi-Monthly	Oracle No Standard	
08-DEC-2011	13-MAR-2014			Full Time - Regular		10842 QA Manager-ProdDev PRODEV.TECHQA.M2	AMIT MANGLIK	16-MAR-2014 14:4	60P7	No	17.00	40	88.00	SL66 - Fusion CRM	Semi-Monthly	Oracle No Standard	
24-JUN-2011	07-DEC-2011			Full Time - Regular		10842 QA Manager-ProdDev PRODEV.TECHQA.M2	ANONYMOUS	16-MAR-2013 11:2	60P7	No	17.00	40	88.00	SL66 - Fusion CRM	Semi-Monthly	Oracle No Standard	
15-FEB-2010	23-JUN-2011			Full Time - Regular		10840 QA Analyst 4 ProdDev PRODEV.TECHQA.IC4	ANONYMOUS	16-MAR-2013 11:2	60P7	No	17.00	40	88.00	SL66 - Fusion CRM	Semi-Monthly	Oracle No Standard	
22-AUG-2008	15-FEB-2010			Full Time - Regular		10840 QA Analyst 4 ProdDev PRODEV.TECHQA.IC4	ANONYMOUS	22-DEC-2012 18:0	60P7	No	17.00	40	88.00	SL66 - Fusion CRM	Semi-Monthly	Oracle No Standard	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Database History of Assignments

Normal	Normal St	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working	Effective	
40	08.00	SL68 - Fusion CRB	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle Am					Week	
40	08.00	SL68 - Fusion CRB	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle Am					Week	
40	08.00	SL68 - Fusion CRB	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle Am					Week	
40	08.00	SL68 - Fusion CRB	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle USA					Week	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Database History of Assignments

From Date	To Date	Assignment Numbr	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal St	Organization	Payroll	People Group	Pc
13-AUG-2007	21-AUG-2008			Full Time - Regular		10846 QA Analyst 4 ProdDev TECHQA.IC4	ANONYMOUS	22-DEC-2012 21:15	JOP16	No	17.00	40	08.00	SL68 - Siebel QA	Semi-Monthly	Oracle No Standan	
13-MAR-2007	15-DEC-2007			Full Time - Regular		10830 QA Analyst 3 ProdDev TECHQA.IC3	ANONYMOUS	22-DEC-2012 17:07	JOP16	No	17.00	40	08.00	SL68 - Siebel QA	Semi-Monthly	Oracle No Standan	
17-FEB-2007	12-MAR-2007			Full Time - Regular		10830 QA Analyst 3 ProdDev TECHQA.IC3	ANONYMOUS	22-DEC-2012 16:47	JOP16	No	17.00	40	08.00	SL68 - Siebel QA	Semi-Monthly	Oracle No Standan	
14-FEB-2007	16-FEB-2007			Full Time - Regular		10830 QA Analyst 3 ProdDev TECHQA.IC3	ANONYMOUS	22-DEC-2012 16:47	JOP16	No	17.00	40	08.00	SL68 - Siebel QA	Semi-Monthly	Oracle No Standan	
03-MAR-2006	13-FEB-2007			Full Time - Regular		10830 QA Analyst 3 ProdDev TECHQA.IC3	ANONYMOUS	22-DEC-2012 21:34	JOP16	No	17.00	40	08.00	0U27 - CRM QA - I	Semi-Monthly	Oracle No Standan	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Database History of Assignments

Normal	Normal St	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working	Effective	
40	08.00	SL68 - Siebel QA	Semi-Monthly	Oracle No Standan		Yes				Job Chang		Annual		Active Assignment	Payroll Oracle USA					Week	
40	08.00	SL68 - Siebel QA	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle USA					Week	
40	08.00	SL68 - Siebel QA	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle USA					Week	
40	08.00	SL68 - Siebel QA	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle USA					Week	
40	08.00	0U27 - CRM QA - I	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle USA					Week	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Database History of Assignments

From Date	To Date	Assignment Numbr	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal St	Organization	Payroll	People Group	Pc
02-MAR-2006	02-MAR-2006			Full Time - Regular		10830 QA Analyst 3 ProdDev TECHQA.IC3	ANONYMOUS	22-DEC-2012 21:34	JOP16	No	17.00	40	08.00	0U27 - CRM QA - I	Semi-Monthly	Oracle No Standan	
02-APR-2005	28-FEB-2006			Full Time - Regular		10830 QA Analyst 3 ProdDev TECHQA.IC3	ANONYMOUS	22-DEC-2012 20:54	JOP16	No	17.00	40	08.00	0015 - CRM OSS	Semi-Monthly	Oracle No Standan	
01-APR-2005	01-APR-2005			Full Time - Regular		10830 QA Analyst 3 ProdDev TECHQA.IC3	ANONYMOUS	22-DEC-2012 20:54	JOP16	No	17.00	40	08.00	0015 - CRM OSS	Semi-Monthly	Oracle No Standan	
01-MAR-2005	31-MAR-2005			Full Time - Regular		10830 QA Analyst 3 ProdDev TECHQA.IC3	ANONYMOUS	22-DEC-2012 21:15	JOP17	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	
01-SEP-2004	28-FEB-2005			Full Time - Regular		10830 QA Analyst 3 ProdDev TECHQA.IC3	ANONYMOUS	22-DEC-2012 13:51	JOP17	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Database History of Assignments

Normal	Normal St	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working	Effective	
40	08.00	0U27 - CRM QA - I	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle USA					Week	
40	08.00	0015 - CRM OSS	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle USA					Week	
40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Payroll Oracle USA					Week	
40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In					Week	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Database History of Assignments

From Date	To Date	Assignment Numbr	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal St	Organization	Payroll	People Group	Pc
08-FEB-2005	31-AUG-2004			Full Time - Regular		10820 QA Analyst 2 ProdDev TECHQA.IC2	ANONYMOUS	22-DEC-2012 13:34	6OP7	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	
18-OCT-2001	17-FEB-2003			Full Time - Regular		10820 QA Analyst 2 ProdDev TECHQA.IC2	ANONYMOUS	22-DEC-2012 12:41	6OP7	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	
02-JUL-2001	17-OCT-2001			Full Time - Regular		10810 QA Analyst 1 ProdDev TECHQA.IC1	ANONYMOUS	22-DEC-2012 15:33	6OP2	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	
12-JUN-2001	01-JUL-2001			Full Time - Regular		10810 QA Analyst 1 ProdDev TECHQA.IC1	ANONYMOUS	22-DEC-2012 15:33	6OP2	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	
01-JUN-2001	11-JUN-2001			Full Time - Regular		10810 QA Analyst 1 ProdDev TECHQA.IC1	ANONYMOUS	22-DEC-2012 21:11	6OP2	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	



Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

People Group History of Assignments

Normal	Normal St	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working	Effective
40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	
40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	
40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	
40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Suspend Assignm	Oracle America, In				Week	
40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

People Group History of Assignments

From Date	To Date	Assignment Numbr	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal St	Organization	Payroll	People Group
02-JUL-2001	17-OCT-2001			Full Time - Regulat		10810.QA Analyst 1-ProvDev-PRODEV.TECHQA.IC1	ANONYMOUS	22-DEC-2012 15:3	60P2	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan
12-JUN-2001	01-JUL-2001			Full Time - Regulat		10810.QA Analyst 1-ProvDev-PRODEV.TECHQA.IC1	ANONYMOUS	22-DEC-2012 15:3	60P2	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan
01-JUN-2001	11-JUN-2001			Full Time - Regulat		10810.QA Analyst 1-ProvDev-PRODEV.TECHQA.IC1	ANONYMOUS	22-DEC-2012 21:1	60P2	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan
12-APR-2001	31-MAY-2001			Full Time - Regulat		10810.QA Analyst 1-ProvDev-PRODEV.TECHQA.IC1	ANONYMOUS	22-DEC-2012 12:3	60P2	No	17.00	40	08.00	0U82 - DEACTIVA	Semi-Monthly	Oracle No Standan
12-FEB-2001	11-APR-2001			Full Time - Regulat		10810.QA Analyst 1-ProvDev-PRODEV.TECHQA.IC1	ANONYMOUS	22-DEC-2012 12:4	60P2	No	17.00	40	08.00	0U82 - DEACTIVA	Semi-Monthly	Oracle No Standan

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

People Group History of Assignments

Normal	Normal St	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working	Effective
40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	
40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Suspend Assignm	Oracle America, In				Week	
40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	
40	08.00	0U82 - DEACTIVA	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	
40	08.00	0U82 - DEACTIVA	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	

Fesco Operations - Merrimack, NH



From: [REDACTED]@US.ORACLE.COM
Sent: Thursday, March 01, 2001 1:57 PM
To: FescoOperations@fmr.com
Subject: EEC Start Date Change for: [REDACTED]

This message was submitted by ([REDACTED]@US.ORACLE.COM) on Thursday, March 1, 2001 at 13:56:59

Submitter_Name: [REDACTED]
Submitter_Ssn: [REDACTED]
Submitter_Email: [REDACTED]
First_Name: [REDACTED]
Last_Name: [REDACTED]
Employee_Id: [REDACTED]
Orig_Start_Date: [REDACTED]
New_Start_Date: [REDACTED]
Comments: Please change the start date

DUP

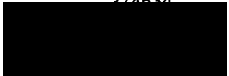
SECURITY INVESTIGATIONS
PATROLL DEPARTMENT
RECEIVED ON:
01 MAR - 1 PM 2:14



Date:



Employee Status Change Processing Form



Batch ID 24441

Transfer No Promotion No Change Yes

Approvals:

OK

Audit Data Verify
Prep Entry

Employee ID:



Social Security #



Employee Last Name
Employee First Name



Effective Date

ASSIGNMENT: Current New

Cost Center

/ / /

___ Change effective date to

/ / /

Job Code

/ / /

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

New Title

Hours: (not > 40)

/ / /

___ Vacation Accrual Change

/ / /

___ Full to Part
___ Part to Full

/ / /

2007 JUN 12 11:07:07

Employee Status Change Processing Form
Current

Ne [Redacted]

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] [Redacted] / / /

New Manager: [Redacted] [Redacted] / / /

Direct Reports:

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

ASR _____ PSR *[Signature]* VERIFICATION *[Signature]*

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



0
1



Date



Employee Status Change

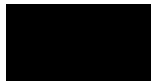


Batch ID 24441

Is this a transfer? No
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:



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:

New Title:

Current Jobcode:

New Jobcode:

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	First Name	Employee ID
--	----------------	------------	-------------

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

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.
- 2.
- 3.

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

[REDACTED] 0
[REDACTED] 1

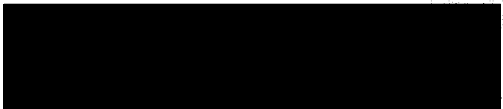
Employee Status Change Processing Form
Current

New



Work Schedule	- - - - -	/ / / / /
<input type="checkbox"/> Add new work schedule to HRMS		/ / / / /
<input type="checkbox"/> Total Hours + Work Schedule Match		
Salary Basis	Annual Salary	/ / / / /
<input type="checkbox"/> 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:		/ / / / /
New Manager:		/ / / / /
Direct Reports:		/ / / / /
1.		/ / / / /
2.		/ / / / /
3.		/ / / / /
4.		/ / / / /
5.		/ / / / /
6.		/ / / / /
7.		/ / / / /
8.		/ / / / /
9.		/ / / / /
10.		/ / / / /
ASR <u>alg</u>	PSR <u>alg</u>	VERIFICATION <u>[Signature]</u>

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



0
1

Date: [REDACTED]

Employee Status Change

[REDACTED]

Batch ID 25479

Is this a transfer? No
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 0U62

New Cost Center 0F15

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title:
New Title:
Current Jobcode:
New Jobcode:
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

	Last Name	Direct Reports	First Name	Employee ID
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

C. Compensation

Annual Salary
Salary Basis:
Current Base Salary:

Date:



Employee Status: Change



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.
- 2.
- 3.

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:
COST CENTER CHANGE ONLY [redacted]
Effective Date:

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

[redacted] 0
[redacted] 1

Fesco Operations - Merrimack, NH



From: Rich Nagase [rich.nagase@oracle.com]
Sent: Wednesday, [redacted] 6:51 PM
To: fescooperations@fmr.com
Cc: denise.rahmani@oracle.com; badges@us.oracle.com; ins_us@oracle.com; satheesh.nanjan@oracle.com; saundra.breazeale@oracle.com; michael.farley@oracle.com
Subject: [redacted] Suspend Assignment



Card for Rich Nagase

FesCo,

Please place the following employee on Suspend Assignment until new work authorization is received. Once new work authorization is received, another email will be sent asking that this employee be placed back on Active Assignment.

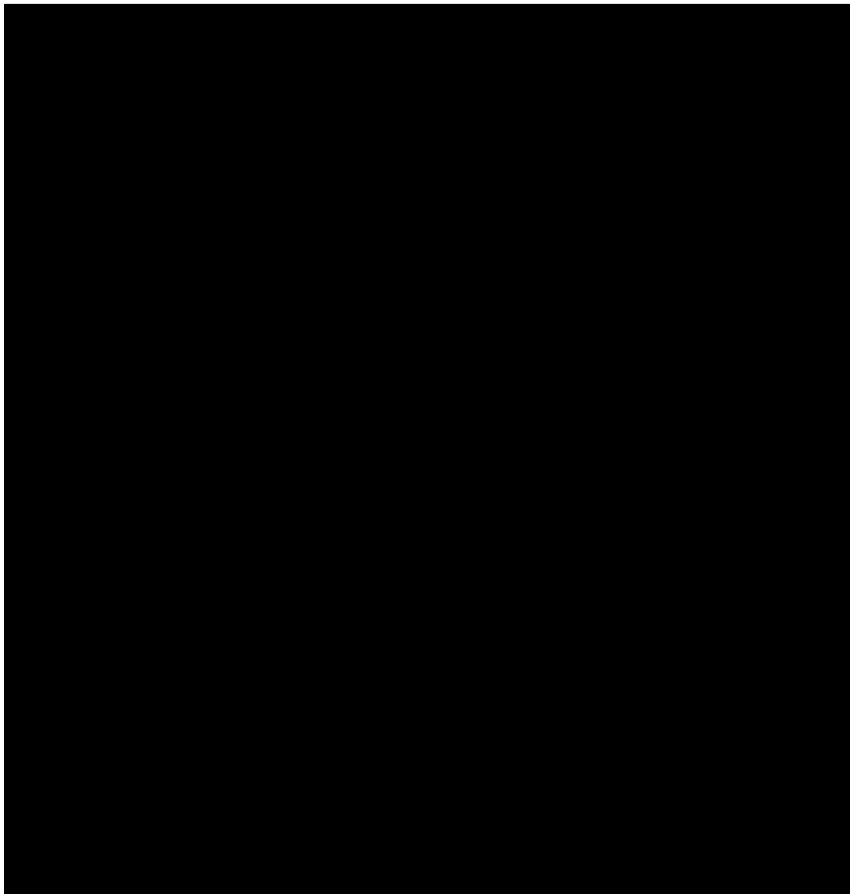
Employee: [redacted]
Emp #: [redacted]
Effective Date of Suspend Assignment: [redacted]

Hiring Manager,
Effective the above suspend assignment date, this employee is to have nocontact with Oracle until new work authorization is in-hand. This includes voicemail, email, classes, training, volunteer work, use of the gym, etc. It is recommended that you hold the employee's badge until they are eligible to return to work. Please send an email to <ins@us.oracle.com> when the employee has received new work authorization and provide the date the employee will be returning to work.

Regards,
Rich Nagase
International Human Resources

01 JUN 14 11:21 AM

PRS



Fesco Operations - Merrimack, NH



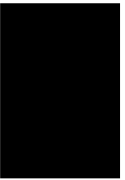
From: [redacted]@US.ORACLE.COM
Sent: Friday, [redacted] 7:28 PM
To: FescoOperations@fmr.com
Subject: EEC Start Date Change for: [redacted]

This message was submitted by [redacted]@US.ORACLE.COM on Friday, [redacted] at 19:27:39

Submitter_Name: [redacted]
Submitter_Ssn: [redacted]
Submitter_Email: [redacted]
First_Name: [redacted]
Last_Name: [redacted]
Employee_Id: [redacted]
Orig_Start_Date: [redacted]
New_Start_Date: [redacted]



Cannot chg date due to start date Beg.



Quality Assurance Engineer

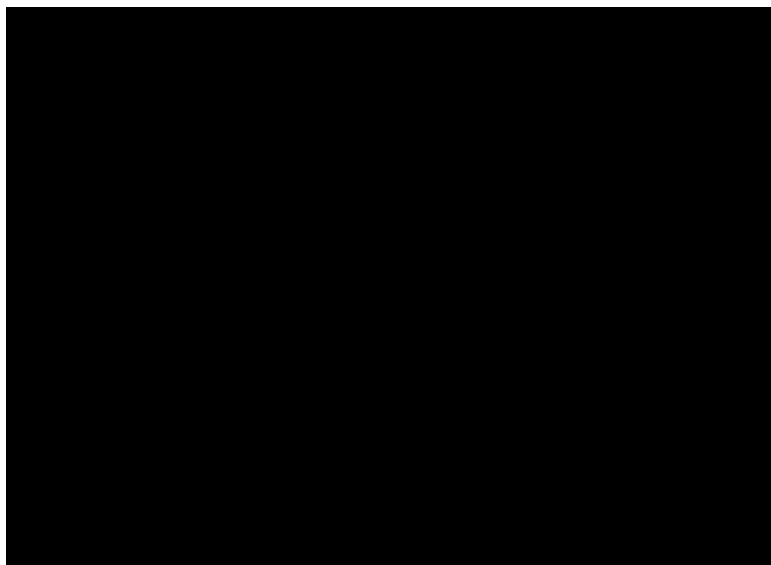
*Orig hire date
Vac accrual
Benefit accrual* } [redacted]



Push

FIDELITY INVESTMENTS
PAYROLL DEPT.
RECEIVED ON: [redacted]





Hi Lisa
EE wants to chg start date from [REDACTED] to
[REDACTED]

Got the above error message.

Please open incident

Joshua Ruth.

HIKE PROCESSING WORKSHEET

New Hire Re-Hire Temporary Hire
International Transfer Temp to Regular

Employee Name [Redacted] Employee # [Redacted]
Effective/Hire Date [Redacted] * Employee Type EE

Retro Pay Yes No
* Required Fields (when applicable)

Employment Information

Gender Male
*Ethnic Origin Asian
Visa Type F-1
F-1 Tax exemption checked?
J-1 Tax exemption checked?
**Veteran Status Vietnam Veteran
**Disability Status Yes No
**If not declared leave blank

Assignment Information (cont.)

*Semi-Monthly Hourly
*Employee Category
Full-time Regular
Part-time
*Mgr Name [Redacted]
Standard Hours Per Week _____
Work Schedule: _____
*GRE & other data Oracle
Timecard Required: *Yes No

Office Location

Office Bldg # _____
Location Flr # _____
Cube # _____
Resume Exists Yes No
Honors: _____

Salary Information

*Annual Hourly

Additional Assignment Details

*HR Code: 01
*Job Title Quality Assurance Engineer

Additional Personal Information

Original Country Code _____
Original Employee # _____
Original Hire Date _____
Special Vac. Accrual Date _____
Boot Camp Yes No

Elements

Element Value

*Regular Salary [Redacted]
*Regular Wages _____
*Resettlement Bonus _____
*NR Draw _____
Car Allowance _____
Comm Draw _____
Relocation _____
Sign On Bonus _____
*Vacation [Redacted]
*Stock Options _____

Assignment Information

*Organization/Cost Code 462
*Job Code 10810
*Location Code 6082

ASR ABBY PSR ABBY

VERIFICATION Andrea

Hire Processing Form 12/29/00

FIELD	DESCRIPTION
Job Post #	[REDACTED]
Department Name	N/A
Other Contact Name	Used for the name of another manager contact [REDACTED]
Other Contact USERID	[REDACTED]@US.ORACLE.CO
Temp. to Regular Conversion	Yes / No N/A
Transfer from Oracle Sub.	Yes / No
Contractor/Agency Temp.	Yes / No
New Phone Ext. Required	Yes / No
Reassign Phone #	Describe (if provided)
Voicemail	Yes / No
Other Connection Needed	Describe (if provided)



Personal Information Sheet

Missing information may cause delays in processing your profile.

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

Preferred First Name (Known As)
[Redacted] (Optional)

Name as it appears above the address on your offer letter (For Reference Purposes)
[Redacted] First [Redacted] Middle [Redacted] Last

Social Security #
[Redacted]

Date of Birth
[Redacted] Month Day Year

Street Address
[Redacted]
City
[Redacted]
County
[Redacted]
State
[Redacted]
Country
[Redacted]
Telephone Number
[Redacted]

Emergency Contact Name
[Redacted] First [Redacted] Middle [Redacted] Last

Telephone Number
[Redacted]

Other
Would you like your home address and phone number to be:

- Confidential
- Available to other Employees

Start Date
[Redacted] Month Day Year

8/11/98

DO NOT WRITE IN THIS SECTION

Emp#: [Redacted]

EMPLOYEE INFORMATION SYSTEM
AH 5:41

OBJECTIVE

Acquire a position as a Software Developer.

EDUCATION

Master of Science, Computer Science, May [REDACTED]

Grade Point Average: 3.5/4.00

Bachelor of Computer Science & Engineering, June [REDACTED]

Grade Point Average: 3.1/4.00

WORK EXPERIENCE

Consultant, [REDACTED]

I have been developing applications for the ATG Dynamo Application Server us
Java Beans.

Webmaster, [REDACTED]

Duties included creation and maintenance of the web pages for Division of Ac
Affairs and some other departments. Duties also included assisting the Asst. VP
for Academic Affairs with budget and administrative reports using spreadsheet and
presentation software.

SKILLS

Java
C /C++ /Visual C++ 6.0
Windows 95/NT, UNIX (Sun Solaris 7)
Win32 API Programming using Visual C++ 6.0
OpenGL
HTML 4.0
Oracle 7.0

PROJECTS

Remote Monitoring and Management of the Dynamo Server using SNMP

This project aimed at monitoring the status of a remote Dynamo server.

Monitoring was achieved by retrieving the MIB values through the SNMP port.

The information is then stored in a database, processed and appropriate acti
is taken based on the information retrieved.

Transaction Scheduler

Developed a Transaction Scheduler to implement "Serializability" in a series
transactions.

The Scheduler kept track of the transactions that were coming in and provide
locks on tuples when needed.

This was an individual project during a course on Advanced Database Concepts
Operating System/Language -- Unix (Sun Solaris 7) / C++.

SOPS Compiler

Developed a Compiler for the SOPS (Syntax of Pascal Subset) language, which
a mini-version of Pascal.

This individual project was the focus of a graduate-level course on Compiler
Design.

This individual project involved writing around 4000 lines of code.

Operating System/Language -- Unix (Sun Solaris 7) / C.

New Hire Document Status Sheet

NAME:
START DATE:

EMPLOYEE ACCEPTANCE PAPERWORK

Acceptance rec'd ? Yes No

Date ?

Xtrac Ticket Opened ? Yes No

Have all documents been received from EE ? Yes No

If not, what is missing ?

Appropriate documents complete (ie: signature) ? Yes No

If not, what is incomplete ?

Mgr or EE contacted for missing or incomplete docs? Yes No

Date: _____ Name: _____

INTERNATIONAL TRANSFER ? Yes

UNIVERSITY OFFER ? Yes

ORACLE OFFER BACKUP

Back up rec'd ? Yes No

Date ?

Xtrac Ticket Opened ? Yes No

Have all documents been received from HR Offers ? Yes No

If not, what is missing ?

HR Offers contacted for missing or incomplete docs? Yes No

Date: _____ Name: _____

VISA APPROVAL

Does EE need a VISA ? Yes No

Date VISA Assistance Notification sent: 2.14

MANAGER NAME: _____

VISA TYPE: F1 NO

ADDITIONAL COMMENTS:

01/02/2001 / RM

Fesco Operations - Merrimack, NH

From: [REDACTED]
Sent: Wednesday, February 14, 2001 8:30 PM
To: Fesco Operations - Merrimack, NH
Cc: [REDACTED]@US.ORACLE.COM'; 'INS@us.oracle.com'
Subject: Re: Requires Immediate Action: F-1/J-1 Visa Verification For [REDACTED]



Yes, the candidate has valid F1 practical training visa, he has the card and he

is eligible to work in the U.S. Please generate employee number.

"Fesco Operations - Merrimack, NH" wrote:

- > VERIFICATION of F-1/J-1 VISA or INS WORK AUTHORIZATION REQUIRED
- >
- > Fidelity Employer Services Company (FESCO) received employment acceptance
- > paperwork for [REDACTED] on FEB-14-2001.
- >
- > This candidate has indicated they are eligible to work in the U.S. and that
- > they have a valid F-1/J-1 Visa or INS Work Authorization. Please verify
- > that the Visa or authorization is in fact valid and that the candidate has
- > their card in hand. FESCO cannot process this candidate or generate an
- > employee number until the Hiring Manager or other Contact notifies FESCO of:
- >
- > 1. Confirmation that the candidate has a valid F-1 / J-1 Visa or INS Work
- > Authorization and has their card in hand. This information should be sent
- > to FESCO at FescoOperations@fmr.com. Please be sure to advise FESCO if the
- > candidate declines the offer and will not be joining Oracle.
- >
- > RESOURCES:
- >
- > If you have questions, please refer to:
- >
- > 1. The Immigration web page - <http://hrweb.us.oracle.com/immigration/>
- > <<http://hrweb.us.oracle.com/immigration/>>
- >
- > 2. Visa Specialists: Paul Kavanaugh <pkavanau@us.oracle.com>
- > 650-506-1254; Andra Herman <aherman@us.oracle.com> 650-506-8781, or
- > <INS@us.oracle.com>.
- >
- > 3. Purchase Order Questions: Roland Fisher <rofisher@us.oracle.com>
- > 916-315-4183
- >
- > FESCO Operations
- > Fidelity Employer Services Company
- > ph: 1-800-410-2363
- > fax: 1-888-562-7456
- > www.eeconnex.fidelity.com
- >
- > The information in this email, and subsequent attachments, may contain
- > confidential information that is intended solely for the attention and use
- > of the named addressee(s). This message or any part there of must not be
- > disclosed, copied, distributed or retained by any person without
- > authorization from the addressee.

2002 FEB 15 AM 7:53
FIDELITY INVESTMENTS
PAYROLL DEPT.
RECEIVED ON:

ORACLE

Oracle Corporation 500 Oracle Parkway phone 650.506.7000
Redwood Shores fax 650.506.7200
California 94065

Employment Agreement

Please read this Agreement carefully before you agree to its terms by signing it. The Agreement sets forth certain important benefits, terms and conditions related to your employment with Oracle.

Oracle's proprietary rights and confidential information are among the company's most important assets. In addition to signing this Agreement as a condition of employment, you also must sign the Proprietary Information Agreement included in the New Employee Packet.

Your adherence to the Oracle Code of Ethics and Business Conduct, set forth in a booklet included in the New Employee Packet, is vital to Oracle and to your success at Oracle. When you sign this Agreement, you are agreeing to thoroughly familiarize yourself with the Oracle Code of Ethics and Business Conduct and you are agreeing to abide by it. In addition, when you sign this Agreement, you are acknowledging that you have read the letter addressing Oracle's Safety Program highlights included in the New Employee Packet.

In order to comply with the Immigration Reform and Control Act of 1986, the federal government requires the company to examine documents which prove your legal right to work in the United States. Please see the Verification of Eligibility for Employment information which also is a part of the New Employee Packet.

Oracle offers its employees a comprehensive medical, dental, vision, life and disability insurance package through Oracleflex, a flexible benefits program. Oracleflex may require employee contributions. The company also offers a 401(k) Savings and Retirement Plan, an Employee Stock Purchase Plan, a Dependent Care Reimbursement Plan and an Educational Reimbursement Plan. The details of these plans are included in the New Employee Packet or are available from the Human Resources Department.

By signing this Agreement, you authorize Oracle to deduct from your compensation and all contributions associated with your elections under Oracleflex, the Oracle 401(k) Savings and Investment Plan, the Oracle Employee Stock Purchase Plan, or any other benefit offered by Oracle in which you participate and for which an employee contribution is required.

Your starting compensation, position and other terms and conditions related to your employment are set forth in the offer letter you received. By signing this Agreement, you also are agreeing to the terms and conditions set forth in the offer letter. Oral or written representations contradicting or supplementing the terms of the offer letter are not valid.

Oracle believes that all employees should be treated fairly and equitably in conformance with its Equal Employment Opportunity policies. We take personnel action without

orientation. Our commitment to these policies applies to every phase of the employment relationship, and we make every effort to comply with these policies. If, however, you feel you have not been treated fairly in some way in your Oracle employment, you agree, before taking any other action, to make a written complaint to a Director of the Human Resources Department and to allow individuals within the Department a reasonable period of time in which to investigate and informally attempt to resolve your issues.

If you and the company are unable informally to resolve any dispute arising out of or related to your Oracle employment, you agree that the company may elect, in its sole discretion and at any time, for the dispute to be mediated or submitted to final and binding arbitration. Mediation is an informal process in which a neutral third party without the power to decide or to impose a solution helps the parties resolve a dispute. Arbitration is a process in which the parties submit their dispute to a neutral third party whose purpose is to decide the outcome and make a final and binding decision. By agreeing to this provision, you are giving up your right to have the dispute heard in a judicial forum and by a jury.

The company makes no express or implied commitment that your employment will have a minimum or fixed term, that Oracle may take adverse employment action only for cause or that your employment is terminable only for cause. Either you or Oracle may terminate the employment relationship at any time for any reason. Additionally, Oracle may take any other employment action at any time for any reason. No one at Oracle may make, unless specifically authorized in writing by the Board of Directors, any promise, express or implied, that employment is for any fixed term or that cause is required for the termination of or change in the employment relationship.

Except as set forth in the paragraph above, this Agreement may be changed only by an agreement in writing signed by you and a Senior Vice President of Oracle.

By signing below you are agreeing that you have read and understood every provision of this Agreement and that, in consideration for your employment at Oracle, you agree to abide by its terms.

ACKNOWLEDGED AND ACCEPTED:

[Redacted]

Print Name _____

[Redacted]

Signature _____

[Redacted]

Intended Start Date: _____

ORACLE

Oracle Corporation 500 Oracle Parkway phone 650.506.7000
Redwood Shores fax 650.506.7200
California 94065

PROPRIETARY INFORMATION AGREEMENT

Oracle Corporation ("Oracle") develops, markets, licenses and distributes computer software products and other technology, and provides technical support, consultation, training, educational and other services relating to its products. Oracle develops and uses confidential information in its business. This confidential information may relate to technical matters, such as the development of a new product or service, or to non-technical matters, such as marketing or financial information. This agreement sets forth your responsibilities concerning confidential and proprietary information.

I acknowledge that as a result of my Oracle employment I may develop, receive or otherwise have access to confidential or proprietary information which is of value to Oracle. I therefore agree, as a condition of my employment, to abide by the following terms and conditions:

1. My employment creates a relationship of confidence and trust between me and Oracle with respect to certain information of a confidential, proprietary or trade secret nature which gives Oracle a competitive edge in its business. For the purposes of this agreement, all such confidential, proprietary or trade secret information will be referred to as "Proprietary Information."

Proprietary Information includes without limitation:

- a. all software and other technology developed or licensed by or for Oracle or licensed to Oracle by a third party, and any documentation relating to such software or technology; the term "software" as used in this paragraph refers to software in various stages of development or any product thereof and includes without limitation the literal code of a program (source code, object code or otherwise), its audiovisual components (menus, screens, structure and organization), any human or machine readable form of the program, and any writing or medium in which the program or the information therein is stored, written or described, including without limitation diagrams, flow charts, designs, drawings, templates, specifications, models, data, bug reports and customer information;
- b. marketing and sales plans, product development plans, competitive analyses, benchmark test results, business and financial plans or forecasts, non-public financial information, agreements, and customer and employee lists of Oracle;
- c. contracts, engagement letters, order forms, approval forms and matrices, consulting proposals, bids, Statements of Work, pricing proposals or quotes, and purchase orders;
- d. all information or material which relates to Oracle's Developments as defined in paragraph 3 below, "know how" information, purchasing, accounting, merchandising or licensing; and
- e. all information which Oracle has a legal obligation to treat as confidential or which Oracle treats as proprietary information or designates as confidential or for internal use only, whether or not owned or developed by Oracle.

Proprietary Information shall not include information known publicly or generally employed in the trade, nor shall it include generic knowledge that I would have learned in the course of similar employment elsewhere.

At all times, both during and after my employment with Oracle, I will hold Proprietary Information in confidence. I will by any means transfer, publish, disclose or report Proprietary Information directly or indirectly, except such disclosure to other Oracle employees or authorized third parties as may be necessary in the ordinary course of performing my duties for Oracle or otherwise as directed by Oracle. I will not use Proprietary Information except in the course of performing my duties for Oracle.

2. My performance as an employee of Oracle will not breach any agreement or obligation to keep in confidence the proprietary information of a former employer or other entity or person. I will not bring any proprietary information of a former employer or other entity or person to Oracle. I will not use in the performance of my work with Oracle any proprietary information of a former employer or other entity or person without written authorization from my former employer, the other entity or person.
3. I will promptly disclose to Oracle all ideas, discoveries, inventions or "know how," including without limitation, all

which qualify fully under the provisions of section 2870 of the California Labor Code, or any other statute or common law doctrine of like effect, which states:

- (a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:
 - (1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or
 - (2) Result from any work performed by the employee for the employer.
 - (b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.
4. I will not during my Oracle employment engage in any other employment, occupation, consulting or other activity related to the business in which Oracle is now involved or becomes involved during the term of my employment.
 5. I will not, during my Oracle employment and for a period of six months after the termination of my Oracle employment, directly or indirectly, whether through a third party or otherwise, recruit, solicit, induce, invite or otherwise encourage any Oracle employee to accept an employment or independent contractor or other business relationship with an employer or entity or person other than Oracle.
 6. I will upon termination of my Oracle employment reaffirm my recognition of the importance of maintaining the confidentiality of Oracle's Proprietary Information and reaffirm all of the obligations set forth in this agreement.
 7. I will upon termination of my Oracle employment deliver to Oracle, and will not keep in my possession, recreate or deliver to anyone else, all property belonging to Oracle including without limitation documents, software, discs, diskettes, tapes, records, data, notes and correspondence and copies or reproductions thereof whether or not developed by me during the course of my employment with Oracle, hardware, computers, terminals, modems, telephones, automobiles, badges, business cards, handbooks, policy manuals, software manuals and telephone directories.
 8. I will not, for a period of six months after the termination of my Oracle employment, for my own account or for the account of any other person or entity, solicit, call on or provide competing services for any of Oracle's customers or clients or prospective customers or clients if I have solicited, called on or performed services for that Oracle customer or client or prospective customer or client during the twelve months preceding my termination from Oracle.
 9. I understand and acknowledge that my employment relationship with Oracle may be altered or terminated "at will" and that nothing in this agreement alters my "at will" status.
 10. I agree that any legal action or proceeding involving Oracle which is in any way connected with this agreement may be instituted in federal court in San Francisco, California or state court in San Mateo County, California. I agree to submit to the jurisdiction of, and agree that venue is proper in, the aforesaid courts in any such legal action or proceeding.
 11. If any provision of this agreement is determined to be invalid or unenforceable, the validity or enforceability of the other provisions shall not be affected.
 12. I will not enter into any agreement, written or oral, that conflicts with the provisions of this agreement. I acknowledge that this agreement survives my employment by Oracle.

I acknowledge that I have read and that I understand the terms of this agreement. I understand that by signing this document, I agree to be bound by all the terms, conditions and provisions set forth above.

Signature:

Name:

Date:

10/99

ORACLE

Oracle Corporation

1001 Sunset Blvd
Redwood
California 95765

phone 916.315.5500
fax 916.315.5800

[REDACTED]

Mr. [REDACTED]

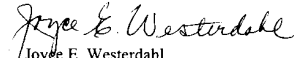

Dear [REDACTED]

We are pleased to offer you the position of Quality Assurance Engineer with Oracle Corporation. We offer you starting compensation at the monthly rate of [REDACTED] (equivalent to an annual rate of [REDACTED]). In addition, you will be eligible to participate in the standard compensation plan for your position.

To accept this offer, please sign the enclosed Employment Agreement (be sure to confirm your intended start date), the Proprietary Information Agreement and all other documents required by Oracle and return them to the attention of FESCO/Oracle, One Spartan Way, Mailzone TS1A, Merrimack, NH 03054-9600. Employment and employee benefits can only begin after you have signed these documents and they have been received by our Employee Service Center. If you have any questions regarding these documents, please feel free to call our Employee Service Center at (800) 410-2363.

If you have any questions regarding the conditions of your offer, please feel free to call your manager, [REDACTED] or your Human Resources Representative, Crystal Vignola, at (650) 506-6388. This offer remains open until [REDACTED]. We look forward to having you begin work with us.

Sincerely,


Joyee E. Westerdahl
Senior Vice President, Human Resources 

Enclosure: New Employee Packet

"MyShell" Unix Shell

Developed a program to implement my own Unix shell.
The shell implemented most of the original shell commands.
Fully implemented all features of the "ls" command in "MyShell".
Operating System/Language -- Unix (Sun Solaris 7) / C.

VC Cipher

Developed a Win32 application that implemented the Viginere Cipher and the Caesar Cipher encryption/decryption scheme together.
This application made use of nearly all the child-window controls in the Win32 API.
Operating System/Language/Tool -- Windows 95 / C / Visual C++ 6.0.

Windows Game Program

Developed a Win32 game program that looks similar to a Tic Tac Toe game but with a lot more complexity.
Made extensive use of child window controls and window subclassing.
Operating System/Language/Tool -- Windows 95 / C / Visual C++ 6.0.

Employee Record Retrieval/Update

Developed a Java Swing Application to implement an "Employee Record retrieval interface."
Operating System/Database/Language -- Windows NT 4.0/Oracle 7/Java 2.

REFERENCES

Available upon request.

Detail notification for HROFFERS, [REDACTED]



ORACLE

To HROFFERS,

Sent [REDACTED] 13:47:33

Subject Please mail [REDACTED] offer letter from [REDACTED]

[REDACTED] has been approved for hiring by Vignola, Ms. Crystal, who has final offer approval authority.

Candidate: [REDACTED]

Hiring Manager: [REDACTED]

Last Approver: Vignola, Ms. Crystal

[Click here to see the Candidate Offer Letter](#)

Print the job offer letter, obtain the required signatures, and mail the offer letter to [REDACTED]

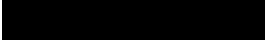
To request more information from [REDACTED] select More Information Required and fill in specific details in the 'More Information Request' field.



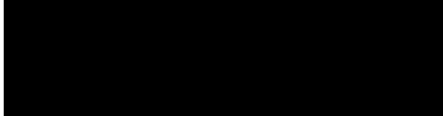
Candidate Offer Information 

Candidate Information.

First Name Last Name



Address



Assignment Information

Organization **0U62 - QA & Release**

Job Code **10810.QA Engineer 1-ProdDev.PROD_DEV.TECH_PROC_QA..N**

Office Location **HQ Office Lease - 600 Building, 2nd Floor**

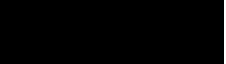
Terms And Conditions

Discretionary Job Title **QA Engineer**

Product **Applications - CRM**

Salary

FLSA classification **Exempt**


Annual Base Salary (\$) 

Candidate's previous employer and compensation information

Status **Full Time**

Timing Issues

Offer packet mailing information: **Express 1-Day**

Offer remains open until 

Justification

Is this position in your budgeted headcount? **Yes**

Are candidate's salary and related expenses in your approved budget? **Yes**

1. **Good Java and Programming skills**
2. **Very good understanding of QA process**
3. **Knowledge of RDBMS and SQL**

List Oracle employee interviewers **Satheesh Nanjan Raji Jayaraman Falguni Patel Ranganath Vanaparthi Suresh Ramakrishnan**

References checked **Yes**

Interviewers' Comments (Mandatory for Product Division)

Additional Information

Jobpost ID # [Redacted] *WJ*

Management Information

Note: Choosing an employee by using the Userid LOV will fill in all necessary information.

Hiring Manager

Userid [Redacted]
Name [Redacted]
Employee ID # [Redacted]
Phone [Redacted]

Other Contact

Other Contact userid [Redacted]
Name [Redacted]
Employee ID number [Redacted]
Phone number [Redacted]

Candidate Source

Other **Yes**
If other, specify **through www.oracle.com**

ORACLE
Mid-Year Performance Review
Applications Development

Directions

1. Employee (Appraisee) completes the Mid-Year Performance Review Form and forwards to their manager.
2. Manager (Appraiser) adds comments and returns the Performance Review to Appraisee.
3. Appraiser and Appraisee meet to discuss the Performance Review.
4. Appraisee and Appraiser sign the Performance Review.
5. Appraiser sends the signed, completed hardcopy Performance Review to the HR Manager.

Employee's Name: [REDACTED]	Manager's Name: [REDACTED]
Employee Number: [REDACTED]	Cost Center/Organization: 0F15
Job Title: Senior QA Engineer	Review Period: June 2004 to February 2005

Past Performance – Use the table below to record comments on the accomplishments, strengths and areas of improvement for the current performance review period, June 2004 to February 2005.

<p>I. Key Accomplishments: Summarize the key accomplishments from June 2004 to February 2005.</p> <p>Appraisee's Comments:</p> <ul style="list-style-type: none"> - System Tested HTML Service [REDACTED] - System Tested HTML Service [REDACTED] - Completed MAC Certification - Maintaining BNT - Helped out the team with Performance Test RTs. - Helped out with testing Teleservice for a short period. - Helped out with testing iSupport for a short period on [REDACTED] <p>Appraiser's Comments: The accomplishments for [REDACTED] during the last review period are as listed above.</p>
<p>II. Demonstrated Strengths: Identify areas in which the appraisee has shown a high level of performance.</p> <p>Appraisee's Comments:</p> <ul style="list-style-type: none"> - Created comprehensive test plans for HTML Service [REDACTED] - Revisited test plans with new test cases as testing progressed. - Created good Performance Test RTs for HTML Service. <p>Appraiser's Comments: [REDACTED] has demonstrated the following strengths during this review period:</p> <ol style="list-style-type: none"> 1. Good Functional knowledge: [REDACTED] good functional knowledge is demonstrated by his good knowledge about the products that integrate with HTMLService and his ability to test them without much external help. 2. Good Technical Skills: [REDACTED] has good technical skills which were demonstrated by the following: <ol style="list-style-type: none"> a. His ability to quickly learn and create the winrunner performance test b. His ability to carry over the BNT tool after Chris left. 3. Good communication skills: [REDACTED] has demonstrated good communication skills by <ol style="list-style-type: none"> a. creating a very detailed and comprehensive testplan for [REDACTED] b. leading and conducting testplan review meetings. 4. Good Interpersonnel Skills: [REDACTED] has maintained a good relationship with the development team and the product management team. He has been accessible to others whenever needed. 5. Good Time Management: During the alst review period, [REDACTED] has demonstrated good time management skills by getting almost all of his work done on time.

III. Areas for Development or Improvement: Provide a summary of areas that could be developed further to increase contribution to the team or areas that need attention and should be an area of focus during the next performance period.

Appraisee's Comments:

Need to be more aggressive in increasing Automated RT coverage for HTML Service. RT creation wasn't up to my expectations due to time spent on stabilizing functions rather than new RT creation.

Appraiser's Comments: The following are the areas that [REDACTED] could develop further:

1. **Be more innovative:** [REDACTED] could do better by being more creative in the following areas.
 - a. Come up with new ideas in the various areas that are involved during the testing phase.
 - b. Come up with different ways to automate tests using winrunner when faced with problems/issues.
2. **Be more proactive:** Although [REDACTED] has been proactive most of the time, there have been instances where he has not been very proactive like
 - a. During the transferring of the BNT from Chris.
 - b. Creating more RTs
3. **Take Classes on a regular basis:** [REDACTED] could take the following classes
 - a. Framework training class or other classes to understand the new technologies in use at oracle.
 - b. Any other classes that might help him move up the ladder.

IV. Overall Performance: Describe the appraisee's overall performance in relation to accomplishments and expectations of the role.

Appraisee's Comments:

I believe I have performed up to expectations. Though as mentioned above, I would have liked to have better RT coverage of HTML Service.

Appraiser's Comments:

During the last review period, [REDACTED] performance was up to expectations in some areas and above expectations in other areas. He did a good job in most of the areas that he worked on. He can do better by improving on the areas that need development as mentioned in the previous section.

Future Performance – Use the table below to set objectives for the next review period, March 2005 to June 2005. Objectives should be specific, measurable, achievable, results oriented, and include target dates.

Objective 1
CU2 planning, test case augmentation, testing
Objective 2
Automation RTs (complete [REDACTED] RTs)
Objective 3
Certifications (eg: [REDACTED] webcache, java [REDACTED] -- as defined by tech certification team)
Objective 4
[REDACTED] Test plans and test cases
Objective 5
Increase Automated RT coverage for HTML Service. These RTs would be more for use by QA than for submissions to [REDACTED]
Objective 6
Test case clean up (remove obsolete test cases, and have Dev/PM review them)
Objective 7
Migration of Test cases in [REDACTED]
Objective 8
Improve QA effectiveness by coming up with creative/innovative ways of testing.

SIGN

Empl

Manag

Please Note: Employee's signature signifies receipt of performance review and does not necessarily indicate agreement with the content of the review.

Managers - Please submit the signed, completed hardcopy Performance Review Form to your HR Manager .

ORACLE
PERFORMANCE REVIEW AND PLANNING FORM
APPLICATIONS DEVELOPMENT

Employee's Name: [REDACTED]	Manager's Name: [REDACTED]
Employee Number: [REDACTED]	Cost Center Description: 0F15
Job Title: Quality Assurance Engineer 2	Review Period: Sept 2002 – May 2003

I. EMPLOYEE PRE-REVIEW: Please take the opportunity to provide your manager with information regarding your performance, your development needs and how your manager can best support your performance. Please indicate "N/A" for any questions that are not applicable.

A. My most significant accomplishments were:

- Automated Test cases for iSupport.
- Designed and Developed Test plans for [REDACTED]
- Completed Certification tests on iSupport.

A. Things I would have liked to have done better:

- Would have liked to further increase automation coverage of test cases for [REDACTED]

B. Barriers or conditions that affected my performance, and what can be done to overcome them:

- My switch between products due to their short life span has not allowed me to show my full potential. I don't think there is anything that can be done to overcome this since this was a management/marketing decision.

C. My manager has supported me in achieving my objectives in the following ways:

- He has given me enough freedom to make decisions on how I perform my tasks. This kind of hands-off approach, I believe, has given me an opportunity to grow professionally.

D. I could use additional support from my manager in the following ways:

- I can't think of any since I'm already getting all the support I need.

E. Things I have done to further my personal or professional development:

- I have been looking up on other products related to the products that I test in order to better understand the big picture.
- I have my regimen of personal study geared towards helping in my career, an example of which would be to improve my Oracle database skills.

G. Developmental activities such as work assignments, experiences, course work, reading or training that would be helpful to me during the coming review period:

II. PERFORMANCE OBJECTIVES: Please use objectives established at the beginning of or during the review period. Objectives should be specific, measurable, achievable, and relevant to department's goals and include time frames for achievement. The employee's performance should be rated according to the rating scale below.

Rating Key:
5: Outstanding: Performance consistently exceeds the requirements of the position.
4: Exceeds Expectations: Performance frequently exceeds the requirements of the position.
3: Meets Expectations: Performance consistently meets the requirements of the position.
2: Needs Improvement: Performance occasionally does not meet the requirements of the position.
1: Does Not Meet Expectations: Performance does not meet the requirements of the position.
N/A – Not Applicable

Objective 1: Automate test cases for 11.5.8 ISupport using WinRunner

Employee's Self-Rating: [3]

Manager's Rating: [4]

Employee's Comments: I believe we have automated test-scripts for [REDACTED] quite well and also have a wider coverage than earlier. More error handling was also added in the scripts to increase efficiency.

Manager's Comments: [REDACTED] has did a great job in this. He was new to [REDACTED] Within a very short time he learned both of them and was able to do a very good job in developing the scripts.

Objective 2: Design & Develop System & Integration Test Plan for [REDACTED] for [REDACTED]

Employee's Self-Rating: [3]

Manager's Rating: [3]

Employee's Comments:

Manager's Comments: This was new product and [REDACTED] did all that was needed. He came up with the test plan and did the actual testing and has filed bugs.

Objective 3: Design & Develop System & Integration Test Plan for [REDACTED]

Employee's Self-Rating: [4]

Manager's Rating: [4]

Employee's Comments: The reason I would rate this section a 4 is that it includes not only test-cases but also test categories that fan out into the test-cases - giving the reader a quick clue on what needs to be tested and why. Some of my colleagues have adopted this test-plan structure as a template for their's.

Manager's Comments: I would rate [REDACTED] very high on this category because, he did a excellent job in coming up with the good test plan. Both the Development team and Product Management appreciated the test plan saying it was very comprehensive and good.

Objective 4: Test [REDACTED] by executing System Test Plan, including functional & integration tests.

Employee's Self-Rating: [3]

Manager's Rating: [3]

Employee's Comments: Would have liked to have more time to finish this task I had started before testing was moved to [REDACTED]

Manager's Comments: [REDACTED] did all that was needed for testing and has logged some bugs.

Objective 5: Test [REDACTED] on [REDACTED] environments by executing System Test Plan, including [REDACTED] and ADA tests.

Employee's Self-Rating: [3]

Manager's Rating: [3]

Employee's Comments: Was quite an experience working on this which taught me a lot about other products too due to [REDACTED]. Gave me a foundation course on what to expect (or not) in [REDACTED]

Manager's Comments: [REDACTED] did a good job on this. He quickly learnt the product and was independently testing the products on the Xbuild environments.

Objective 6: Certification Testing of [REDACTED] by executing major functional test cases, bug verification, integration testing, and final sanity check

Employee's Self-Rating: [3]

Manager's Rating: [3]

Employee's Comments:

Manager's Comments: Here also, [REDACTED] did a good job of what was expected out of him.

III. ROLES, RESPONSIBILITIES AND DELIVERABLES: This section is for the manager to describe the employee's overall function within the organization.

IV. COMPETENCIES: This section assesses behaviors the individual demonstrated in achieving the work objectives in Section II. It should demonstrate the strengths that enabled the individual to achieve objectives as well as improvements that would help them better achieve objectives in the future. Definition of each competency is located in the Appendix at the end of this form.

CORE COMPETENCIES:	SELF-RATING	EMPLOYEE'S COMMENTS	MGR'S RATING	MANAGER'S COMMENTS
1. Technical Skills	4	I believe I have more than the required skills to do my job as a QA Engineer but just haven't had a chance to show them.	4	has very good technical skills. He is a quick learner and very productive in technical work.
2. Analytical Skills	3		3	
3. Written Communication Skills	4	As I mentioned before, I believe my test-plans speak for this.	4	has very good documentation skills based on the documents he has created.
4. Oral Communication Skills	3	I haven't had any problems communicating my thoughts with words.	4	has very good oral communication skills based on the communication he has with the other teams and the his performance in various review meetings.
5. Industry Awareness	3		3	skills are appropriate for the job.
6. Quality Orientation	3		3	is has good quality oriented skills.
7. Problem Solving	3		3	problem solving skills are appropriate for the job.
8. Professional Conduct/Judgment	3		3	professional conduct is good.
9. Producing Results	3		4	is very good in producing results. He always get the work done in time and sometimes early.
1. Collaborative Skills/Teamwork	3	I believe I have done well in this regard since I have tested Support as a team with practically no problems.	3	has proved that he can work both in a group and independently.
2. Availability/Approachability	3		3	is available most of the time.
3. Interpersonal Effectiveness	3		3	
4. External Relations	4	My last review suggested that I needed improvement in this area and I think I have done quite well this time.	4	has maintained very good external relations with everyone at Oracle. He has developed and maintained good relations with a lot of people at oracle.
1. Reliability	3		4	is very reliable.
2. Honesty/Integrity	3		3	is very honest in his work.
3. Accountability	3		3	
1. Adaptability/Flexibility	3		4	is very good in this. He has been learning and working on different products and is therefore very good in adapting to this.
2. Continuous Learning	3		3	
Core Management & Leadership Competencies for all employees of Oracle				
1. Workforce Management				
2. Business Planning & Execution				

3. Team Building/Alignment				
4. Integration/Influence				

V. OVERALL PERFORMANCE RATING: Indicate the rating which best describes the employee's overall performance in relation to the objectives and competencies. The overall rating should be consistent with the ratings given throughout the review form.

Employee's Overall Self-Rating: [3] **Manager's Overall Rating:** [4]

Manager's Comments Regarding Employee's Overall Performance:

██████████ is an excellent employee, who can effectively work independently and in a group. He is reliable and works hard to get work done on time. I would rank ██████████ as one of the top employee in my group.

VI. PERFORMANCE OBJECTIVES FOR THE NEXT PERIOD: This section defines the employee's objectives for the next review period. The employee's future performance will be measured against these objectives. As conditions change during the review period, they should be reassessed and adjusted if appropriate.

██████████		
Perform complete Functional, System and Integration tests for	██████████	
Automate test cases for	██████████	
Complete Certification testing for	██████████	

VII. PERSONAL CAREER DEVELOPMENT STRATEGY: This section outlines the employee's personal career development needs and goals. They will be the basis for discussions between the employee and manager concerning the employee's short-term and long-term career aspirations. Please identify career development actions to be taken between now and the next review period.

██████████		
Individual Skills	Plan to add one more skill to my skill-set. Presently, reading up on Oracle DB admin.	

VIII. SIGNATURES:

Manager's Signature

Date

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

APPENDIX

CORE COMPETENCIES FOR ALL INDIVIDUAL CONTRIBUTORS AND MANAGERS

A. EXECUTION & QUALITY OF WORK

Technical Skills:

- *Possesses adequate technical skills to perform the job.*

Analytical Skills:

- *Uses logical reasoning; develops alternatives for achieving objectives; consistently identifies and prioritizes best way to deliver results; solves problems creatively.*

Written Communication Skills:

- *Expresses ideas clearly/succinctly and in an organized manner; writing is clear, thorough and easy to understand.*

Oral Communications Skills:

- *Relays and/or presents information clearly and concisely; facilitates open exchange of ideas.*

Industry Awareness:

- *Understands current market environment and industry trends; acts within a broad business perspective.*

Quality Orientation:

- *Successfully deploys work process improvements; effectively identifies core issues; participates in developing best methods for division; ensures outcomes that meet or exceed others' expectations; is attentive to detail and accuracy.*

Problem Solving:

- *Explores ideas from different approaches; contacts appropriate sources to resolve problems and develops contingency plans.*

Professional Conduct/Judgment:

- *Acts responsibly; maintains composure in stressful situations; reaches sound conclusions; shows discretion, tact and sensitivity.*

Producing Results:

- *Independently gets tasks accomplished on or before schedule with high quality results, commensurate with the expertise expected at their career level.*

B. TEAMWORK AND PROFESSIONALISM

Collaborative Skills/Teamwork:

- *Coordinates efforts with others to achieve common goals; realizes impact that behavior has on others; consistently contributes to team meeting goals; contributes to a productive team environment.*

Availability/Approachability:

- *Is accessible to coworkers/subordinates; shows willingness to address concerns.*

Interpersonal Effectiveness:

- *Has a personal impact on others and responds appropriately; questions and listens effectively; predicts and prepares for others' reactions; is sensitive to others; creates and maintains effective working relationships.*

External Relations:

- *Builds relationships, trust and confidence with customers, the field and other teams within Oracle.*

C. TRUST & INTEGRITY

Reliability:

- *Accepts and follows through on assignments and administrative responsibilities.*

Honesty/Integrity:

- *Trustworthy; personally models appropriate behaviors to enhance the organization's reputation.*

Accountability:

- *Takes responsibility for actions and admits mistakes; does what is right even if it involves risk or conflict.*

D. APTITUDE FOR CHANGE & LEARNING

Adaptability/Flexibility:

- *Adjusts behavior appropriately to meet changing conditions; allocates time and effort as needed to multiple teams; demonstrates versatility and creativity; seeks new ways of doing things; embraces new ideas.*

Continuous Learning:

- *Demonstrates active curiosity, self-reflection, and ability to translate performance feedback into personal development; learns new ways of working from both positive and negative experiences.*

CORE COMPETENCIES FOR MANAGERS

A. MANAGEMENT & LEADERSHIP

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.*

ORACLE CRM - PERFORMANCE REVIEW & PLANNING FORM

Employee Name: [REDACTED]	Manager Name: [REDACTED]
Employee Number: [REDACTED]	Cost Center Description: 0F15
Job Title: QA Engineer 2	Review Period: Oct 2001 - March 2002

I. EMPLOYEE PRE-REVIEW: Please take the opportunity to provide your manager with information regarding your performance, your development needs and how your manager can best support your performance. Please indicate "N/A" for any questions which are not applicable.

A. My most significant accomplishments were:

- Created Test plans and Scripts required to test [REDACTED]
- Created Bug and Test Reporting tools for use by the QA Team
- Performed Upgrade testing of the [REDACTED] server from [REDACTED]

B. Things I would have liked to have done better:

- Time permitting, I would have liked to further refine and elaborate my tests on [REDACTED]

C. Barriers or conditions which affected my performance, and what can be done to overcome them:

- I was unable to access a CRM environment instance with [REDACTED] available on it. This held up testing for quite a while. If not, I could have completed more cycles of testing with the extra time.

D. My manager has supported me in achieving my objectives in the following ways:

- Has always had an open-door policy for any kind of issue I have faced.
- Has been very helpful in giving a different perspective when I've run into problems with my tests and scripts.

E. I could use additional support from my manager in the following ways:

- I would appreciate some Career guidance from my Manager due to his experience of having been on different teams.

F. Things I have done to further my personal or professional development:

- I have been doing some personal studying of my own into other skills which are useful for a person here. An example would be - Oracle DB use and administration.
- I try to speak to anyone willing, to get to know as much as possible about other products within CRM to see how they interact and affect the products I work on.

G. Developmental activities such as work assignments, experiences, course work, reading or training that would be helpful to me during the coming review period:

- I plan to attend more QA/Developer Courses offered by Oracle CRM to broaden my understanding of how all products fit into the big puzzle.

--- More assignments with WinRunner would be helpful in automating my tests.

II. PERFORMANCE OBJECTIVES: Please use objectives established at the beginning of or during the review period. Objectives should be specific, measurable, achievable, relevant to department's goals and include time-frames for achievement. Please rank the objectives in priority order (1=highest priority; 2= next highest priority; etc.). The employee's performance should be rated according to the *Performance Review & Planning Instructions* (1-Does not meet expectations; 2-Needs Improvement; 3-Meets Expectations; 4-Exceeds Expectations; 5-Outstanding; NH-New Hire; TR-Transfer)

Objective 1: Design and Develop test cases for testing eBusiness Billing.

Priority: 1

Individual's Self- Rating: ___1 ___2 ___3 X4 ___5 ___NH ___TR

Comments:

Manager's Rating: ___1 ___2 ___3 X4 ___5 ___NH ___TR

Comments: A job really well done!

Objective 2: Execute the test cases for eBusiness Billing.

Priority: 1

Individual's Self- Rating: ___1 ___2 X3 ___4 ___5 ___NH ___TR

Comments:

Manager's Rating: ___1 ___2 X3 ___4 ___5 ___NH ___TR

Comments: [REDACTED] has just got started. Will be able to give further input during the next review period.

Objective 3: Design, Develop and Execute test cases for Mobile Device Gateway.

Priority: 1

Individual's Self- Rating: ___1 ___2 ___3 X4 ___5 ___NH ___TR

Comments:

Manager's Rating: ___1 ___2 ___3 X4 ___5 ___NH ___TR
 Comments:

Objective 4: Create bug-reports and bug-reporting tools.

Priority: 2

Individual's Self- Rating: ___1 ___2 X3 ___4 ___5 ___NH ___TR
 Comments:

Manager's Rating: ___1 ___2 X3 ___4 ___5 ___NH ___TR
 Comments:

III. COMPETENCIES: This section assesses behaviors the individual demonstrated in achieving the work objectives in Section II. It should demonstrate the strengths that enabled the individual to achieve objectives as well as improvements that would help them better achieve objectives in the future. Please mark an "X" in the box in front of the appropriate performance rating and add comments/examples in the section provided.

A. Execution & Quality of Work

1. Technical Skills	<i>Possesses adequate technical skills to perform the job.</i>															
Individual's Self-Rating:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	Transfer	<input type="checkbox"/>	New Hire	
Comments:																
Manager's Rating :	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	Transfer	<input type="checkbox"/>	New Hire
Comments:																

2. Analytical Skills	<i>Uses logical reasoning; develops alternatives for achieving objectives; consistently identifies and prioritizes best way to deliver results; solves problems creatively.</i>														
-----------------------------	---	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Manager's Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														

6. Quality Orientation	<i>Successfully deploys work process improvements; effectively identifies core issues; participates in developing best methods for division; ensures outcomes that meet or exceed others' expectations; is attentive to detail and accuracy.</i>													
Individual's Self-Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														
Manager's Rating :		1		2	X	3		4		5		Transfer		New Hire
Comments:														

7. Problem Solving	<i>Explores ideas from different approaches; contacts appropriate sources to resolve problems and develops contingency plans.</i>													
Individual's Self-Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														

8. Professional Conduct/Judgment	<i>Acts responsibly; maintains composure in stressful situations; reaches sound conclusions; shows discretion, tact and sensitivity.</i>													
Individual's Self-Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														

9. Producing Results	<i>Independently gets tasks accomplished on or before schedule with high quality results, commensurate with the expertise expected at their career level.</i>													
Individual's Self-Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														

B. Teamwork & Professionalism

1. Collaborative Skills/Teamwork	<i>Coordinates efforts with others to achieve common goals; realizes impact that behavior has on others; consistently contributes to team meeting goals; contributes to a productive team environment.</i>													
Individual's Self-Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														

2. Availability/Approachability	<i>Is accessible to coworkers/subordinates; shows willingness to address concerns.</i>													
Individual's Self-Rating:		1		2		3	X	4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2		3	X	4		5		Transfer		New Hire
Comments:														

3. Interpersonal Effectiveness	<i>Has a personal impact on others and responds appropriately; questions and listens effectively; predicts and prepares for others' reactions; is sensitive to others; creates and maintains effective working relationships.</i>													
Individual's Self-Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														

4. External Relations	<i>Builds relationships, trust and confidence with customers, the field and other teams within Oracle.</i>													
Individual's Self-Rating:		1		2		3	X	4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														

C. Trust & Integrity

I. Reliability	<i>Accepts and follows through on assignments and administrative responsibilities.</i>													
Individual's Self-Rating:		1		2		3	X	4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2		3	X	4		5		Transfer		New Hire
Comments:														

2. Honesty/Integrity	<i>Trustworthy; personally models appropriate behaviors to enhance the organization's reputation.</i>													
Individual's Self-Rating:		1		2		3	X	4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2		3	X	4		5		Transfer		New Hire
Comments:														

3. Accountability	<i>Takes responsibility for actions and admits mistakes; does what is right even if it involves risk or conflict.</i>													
Individual's Self-Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														

D. Aptitude For Change & Learning

1. Adaptability/Flexibility	<i>Adjusts behavior appropriately to meet changing conditions; allocates time and effort as needed to multiple teams; demonstrates versatility and creativity; seeks new ways of doing things; embraces new ideas.</i>													
Individual's Self-Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														

2. Continuous Learning	<i>Demonstrates active curiosity, self-reflection, and ability to translate performance feedback into personal development; learns new ways of working from both positive and negative experiences.</i>										
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Comments:										
Manager's Rating:	<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"/>
	1	2	3	4	5	Transfer		New Hire		
Comments:										

4. Integration & Influence	<i>Coordinates team efforts across organizational boundaries and networks of people to improve work effectiveness.</i>									
Individual's Self-Rating:	<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"/>
	1	2	3	4	5	Transfer		New Hire		
Comments:										
Manager's Rating:	<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"/>
	1	2	3	4	5	Transfer		New Hire		
Comments:										

IV. OVERALL PERFORMANCE RATING: Select the rating which best describes the employee's overall performance in relation to the objectives and competencies. The overall rating should be consistent with the ratings given throughout the review form.

Individual's Overall Self- Rating: 1 2 3 4 5 NH TR

Manager's Overall Rating: 1 2 3 4 5 NH TR

V. PERFORMANCE OBJECTIVES FOR THE NEXT PERIOD: This section defines the employee's objectives for the next review period. The employee's future performance will be measured against these objectives. As conditions change during the review period, they should be reassessed and adjusted if appropriate. Please list and rank the objectives in priority order (1=highest priority; 2= next highest priority; etc.).

Priority	Objective	Planned Date of Completion
1	Complete a comprehensive test cycle for [REDACTED]	
2	Create more test and reporting tools which would help the QA team.	
2	Create Automated Test Scripts for [REDACTED]	
2	Perform Certification Testing for [REDACTED]	

VI. PERSONAL CAREER DEVELOPMENT STRATEGY: This section outlines the employee's personal career development needs and goals. They will be the basis for discussions between the employee and manager concerning the employee's short-term and long-term career aspirations. Please identify and rank career development actions to be taken between now and the next review period. Please rank these development plans in priority order (1=highest priority; 2= next highest priority; etc.).

Priority	Area Of Development	Planned Accomplishment	Planned Date Of Completion
1	Skill Sets	Get certified in a core technology which would be helpful with my present work.	

VII. ADDITIONAL EMPLOYEE COMMENTS:

VIII. ADDITIONAL MANAGER COMMENTS:

Overall [REDACTED], with his good technical, communication skills did a good job during the last review period.

Manager's Signature [REDACTED]

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