

| Employee Name (Last, First) | Emp Email | Emp ID | Location | Current Job Code | New Job Code | Current Career Level | New Career Level | Employee Manager | Oracle Start Date | Current Position Start Date | Current Performance Review Rating | Years Prob Probly Exp | Position Tenure | Oracle Tenure | Total Exp | # Manager, # of direct reports, # of mentors | Current Discretionary Title | Proposed Discretionary Title | Justification | Geographic Move | LookUp Code | RJ Expected Position Tenure | RJ Expected Total Exp | Ready RJ Career L | Experiences Check | Comments, if does not meet RJ Criteria | Dispositions | | |
|-----------------------------|-----------------------|------------|----------|------------------|--------------|----------------------|------------------|-----------------------|-------------------|-----------------------------|-----------------------------------|-----------------------|-----------------|---------------|-----------|--|-----------------------------|---------------------------------|--|-----------------|-------------|-----------------------------|-----------------------|-------------------|--------------------------------------|--|--------------|--|--|
| [REDACTED] | [REDACTED]@oracle.com | [REDACTED] | USA | 10730 | 10740 | E3 | E4 | [REDACTED]@oracle.com | 2010-04-20 | 2014-12-16 | 4 | 1.5 | 2.5 | 5.3 | 11.1 | | Project Lead | Principal Applications Engineer | [REDACTED] is extremely knowledgeable in [REDACTED] and [REDACTED] areas. As an [REDACTED] for all [REDACTED]-related activities with [REDACTED], she has been instrumental in delivering [REDACTED] project, meeting the strict SLAs in day to day development activities. She mentored and coached [REDACTED] team in [REDACTED] and as a result now we have very good sustainability team in [REDACTED] area. She worked on many other critical projects as well, such as [REDACTED]. Her professional attitude and high standards in the team and inspires everyone. She always delivered high quality code, with zero regressions so far. Working proactively and effectively with [REDACTED] support, she proposed and implemented [REDACTED] template initiative. This reduced the number of [REDACTED] customer bugs and also helped in reducing the lead time to resolve customer issues. She is a strong contributor for code review and design discussions with [REDACTED]. Her strong work ethic, positive attitude and problem solving abilities makes her prime person for any new responsibilities we plan to initiate. | N | C3-IC4-N4 | 2.5 | 6.0 | Yes | Pos: 2.5 in 2.5 Total: 11.1 in 15 | | | | |
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| Direct Last Name | Employee Name (Last, First) | Employee e-mail address | Business Group | Current Job Code | Proposed Job Code |
|------------------|-----------------------------|-------------------------|----------------|------------------|-------------------|
|------------------|-----------------------------|-------------------------|----------------|------------------|-------------------|

Bonfante
Burrier
Chorley
Dubois
Goossens
Jain
Merrill
Modi
Mooney
Plotkin
Rijhsinghani
Sandmeier
Sheridan-Weir

USA
China
IDC
Germany
Canada
Israel
France
UK
Mexico
Hong Kong

| Current Job Level | Proposed Job Level | Current Salary | Minimum Salary for New Level | Audit: Is Current Salary above minimum for new job code | Current Performance Review Rating | Length of time in current position |
|--------------------------|---------------------------|-----------------------|-------------------------------------|--|--|---|
|--------------------------|---------------------------|-----------------------|-------------------------------------|--|--|---|

| | | | |
|-----|-----|-----|---|
| IC2 | IC2 | Yes | 1 |
| IC3 | IC3 | No | 2 |
| IC4 | IC4 | | 3 |
| IC5 | IC5 | | 4 |
| M2 | IC6 | | 5 |
| M3 | M2 | | |
| M4 | M3 | | |
| M5 | M4 | | |
| | M5 | | |
| | M6 | | |

| Total Oracle Experience | Previous Exp Outside Oracle | If Manager, # of Direct reports/ # of reports | Current Title | <u>New Discretionary Title</u> |
|--------------------------------|------------------------------------|--|----------------------|--|
|--------------------------------|------------------------------------|--|----------------------|--|

| Justification | Priority Ranking | Template Completed Y/N |
|----------------------|-------------------------|-------------------------------|
|----------------------|-------------------------|-------------------------------|

Yes
No

| Job Code | Education Background / Criterion | Category | Min Years of Overall Experience/ Past Experience | Minimum Years Experience in Current Position |
|--|---|----------------------|--|--|
| Promotion from IC2 | | | | |
| Job Code ; 10730 | BS or MS Computer Science or Electronic Engineering ** Campus Hires | Campus Hire | 0 | 3 |
| | | | 0 | 3 |
| | | | 0 | 2.5 |
| | | Lateral Hire | 1 and above | 3 |
| | | | 1 and above | 2 |
| | | | 1 and above | 1.5 |
| Promotion from IC3 Sr | | | | |
| Job Code ; 10730 | BS or MS Computer Science or Electronic Engineering ** Lateral Hires | Campus Hire/Existing | 3 | 2 |
| | | | 3 | 2 |
| | | | 2.5 | 1.5 |
| | | Lateral Hire | 4 | 2 |
| | | | 4 | 2 |
| | | | 4 | 1.5 |
| Promotion from IC3 F | | | | |
| Job Code ; 10740 | BS or MS Computer Science or Electronic | | 4 | 3 |
| | | | 4 | 2.5 |
| | | | 4 | 2 |
| Promotion from IC3 Project L | | | | |
| Job Code ; 10020 | Beside the above, There has to be a | | 4 | 3 |
| | | | 4 | 2 |
| Promotion from IC4 Principal Engineer -> IC5 Senior | | | | |
| Job Code ; 10750 | IC4 need to be at comp ratio 1.1 in order to | | 10 | 3 |
| | | | 10 | 2 |
| Promotion from M2 Development Manager -> M3 Senior Dev | | | | |
| Job Code ; 10030 | Beside the above, There has to be a | | 10 | 3 |
| | | | 10 | 2 |
| Promotion from M3 Senior Manager -> I | | | | |
| Job Code ; 10030 | Beside the above, There has to be a | | 12 | 3 |
| | | | 12 | 2 |

| Min Last Past Performance Rating Required , while performing Current role | Competency Fullfilment for the Next Position | Total Experience | Performance Rating |
|---|--|------------------|--------------------|
| 2 -> IC3 Senior Eng : | | | |
| 5 | Should be performing at next level competency - See OTD website for reference on competency requirement and fill | 2.5 - 4 yrs | |
| | | 3 | 3 |
| 4 and above | | 3 | 4 |
| 5 | | 2.5 | 5 |
| 4 and above | | 4 | 3 |
| 3 and above | | 3 | 4 |
| | | 2.5 | 5 |
| Senior Eng -> IC3 PL : | | | |
| 5 | | 4 to 6 yrs | |
| | | 5 | 3 |
| | | 5 | 4 |
| 3 and above | | 4 | 5 |
| 5 | | 6 | 3 |
| | | 6 | 4 |
| | | 5.5 | 5 |
| Project Lead -> IC4 : | | | |
| 5 | Should be performing at next level competency - See OTD website for | 6 to 7 yrs | |
| 4 and above | | 7 | 3 |
| 3 and above | | 6.5 | 4 |
| | | 6 | 5 |
| Lead -> M2 Manager : | | | |
| 5 | Should be performing at competencies required for Managers | 6 to 7 yrs | |
| 3 and above | | 7 | 4 |
| | | 6 | 5 |
| Principal Engineer : | | | |
| 5 | Should be performing at competencies required for Managers | 10 to 13yrs | |
| 3 and above | | 12 | 4 |
| | | 12 | 5 |
| Development Manager : | | | |
| 5 | Should be performing at competencies required for Managers | 12 to 13 yrs | |
| 3 and above | | 13 | 4 |
| | | 12 | 5 |
| M3 Group Manager : | | | |
| 5 | Should be performing at competencies required for Managers | 14 to 15 | |
| 3 and above | | 15 | 4 |
| | | 14 | 5 |