
From: Shauna Holman Harries
To: Luong, Hoan - OFCCP
CC: Neil Bourque; Lida Daniel; Charles Nyakundi; Sean Smith; Kela Moon
Sent: 10/29/2015 9:06:09 PM
Subject: HQCA 3 of 29
Attachments: HQCA - Personnel File 2 [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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Name

Last [REDACTED]

First [REDACTED]

Title Mr

Prefix

Suffix

Middle

Gender Male

Action

Person Type for Action

Person Types

Employee

Identification

Employee [REDACTED]

Social Security [REDACTED]

Personal Employment Office Details Applicant Further Name Other Benefits

Birth Date [REDACTED]

Age [REDACTED]

Town of Birth

Status Married

Region of Birth

Nationality

Country of Birth

Registered Disabled No

Effective Dates

From [REDACTED] To

Latest Start Date [REDACTED] [No]

Address Assignment Special Info Others...



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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
Employee

Identification
Employee [Redacted]
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
Latest Start Date [Redacted] [No]

Address Assignment Special Info Others...



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

Office 600 Building

Location 2nd Floor

Mailstop

Email @oracle.com

Mail To

Effective Dates

From To Latest Start Date [Nc]

Address Assignment Special Info Others...



Previous Employment Information

Previous Employer

Employer	<input type="text"/>	Start Date	<input type="text"/>
Address	<input type="text"/>	End Date	<input type="text"/>
Country	<input type="text"/>	Years	<input type="text"/>
Type	Unknown	Months	<input type="text"/>
Sub Type	<input type="text"/>	Days	<input type="text"/>
Description	<input type="text"/>	Further Information	<input type="text"/>

All Assignments []

Previous Job

Start Date	End Date	Job	Employee Category	Years	Months
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Extra Information

Assignment - Previous Job Mappings

Assignment	Job	Start Date	End Date	Years	Months
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>



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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"/>	▼



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People

Assignment

Organization	PL05 - Fusion Financials Development, OR	Group	Oracle.No.Standard.No
Job	10843.QA Snr Manager-ProdDev.PRODEV.	Position	
Grade		Payroll	Semi-Monthly
Location	US-CA-Redwood City-300 Oracle Parkway	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

Salary Basis Annual

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

Effective Dates From [] To [] [Se]

Salary Entries Others...

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization	PL05 - Fusion Financials Development - OR	Group	Oracle.No.Standard.No
Job	10843.QA Snr Manager-ProdDev.PRODEV.	Position	
Grade		Payroll	Semi-Monthly
Location	US-CA-Redwood City-300 Oracle Parkway	Status	Active Assignment
Assignment Number		Vacancy	
Assignment Category	Full Time - Regular	Collective Agreement	
		Employee Category	

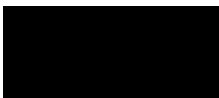
Salary Information Supervisor Probation & Notice Period Standard Conditions Statutory Information

Name	
Worker Number	
Assignment Number	

Effective Dates

From [] To [Se]

Salary Entries Others...



Salary Administration

Previous Proposal		Salary Basis Annual		Grade Salary Limits	
Date		Last Value		Grade	
Currency	USD	Annual Salary		Currency	USD
Bases/Year	1	Converted Salary		Min Salary	
Conversion Rate	1.00			Max Salary	
Salary Proposal		Currency	USD	Comparatio	71.44
Change Date		New Value		Salary Information	
Change Value		Annual Salary		Salary Basis	Annual
Change %	2.804			Pay Basis	Annual Salary
Reason	Annual Salary Review		<input checked="" type="checkbox"/> Approved	Bases/Year	1
Ranking		Next Review			
		Performance Review			

Proposal Components			Change Value	Change %	Approved
Reason					
					<input type="checkbox"/>
					<input type="checkbox"/>
					<input type="checkbox"/>

Performance



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People

Performance

Interview

Type Performance Review

Location

Date 01-JUN-2014

Rating 4 - Exceeds Expectations

Next Date []

Salary History

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File Edit View Folder Tools Window Help

Salary History

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
		Annual Salary Re	✓	USD			3.804							71.44					
		Annual Salary Re	✓	USD			4.902							79.439					
		Annual Salary Re	✓	USD			6.25							75.784					
		Annual Salary Re	✓	USD			6.667							73.466					
		Annual Salary Re	✓	USD			7.143							80.18					

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Salary History

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
		Annual Salary Re	✓	USD			4.902							79.439					
		Annual Salary Re	✓	USD			6.25							75.784					
		Annual Salary Re	✓	USD			6.667							73.466					
		Annual Salary Re	✓	USD			7.143							80.18					
		Annual Salary Re	✓	USD			7.632							88.61					

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Database History of Assignments

From Date	To Date	Assignm Contract	Employment	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prima
16-FEB-2010	16-MAR-2010		Full Time - R		10840 QA Analyst 4-ProdDev PRODEV TECHQA M2	RONDY.NG@ORA	16-MAR-2010 12:1	US-CA-Redwood C		17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes	
15-JUN-2013	15-MAR-2015		Full Time - R		10842 QA Manager-ProdDev PRODEV TECHQA M2	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes	
09-MAR-2012	18-JUN-2013		Full Time - R		10842 QA Manager-ProdDev PRODEV TECHQA M2	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes	
11-NOV-2011	09-MAR-2012		Full Time - R		10842 QA Manager-ProdDev PRODEV TECHQA M2	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes	
20-NOV-2009	10-NOV-2011		Full Time - R		10840 QA Analyst 4-ProdDev PRODEV TECHQA IC4	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes	

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Database History of Assignments

Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probator	Probation	Reason	Recruiter	Recruits	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours	Fre	Effective	
17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week			
17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week			
17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week			
17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week			

Oracle Applications - GGAP

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Oracle Applications - GGAP

Database History of Assignments

From Date	To Date	Assignm Contract	Employment	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prima
22-FEB-2010	22-NOV-2010		Full Time - R		10840 QA Analyst 4-ProdDev PRODEV TECHQA IC4	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes	
16-FEB-2010	21-NOV-2010		Full Time - R		10840 QA Analyst 4-ProdDev PRODEV TECHQA IC4	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes	
16-DEC-2007	16-FEB-2010		Full Time - R		10840 QA Analyst 4-ProdDev PRODEV TECHQA IC4	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes	
21-MAR-2007	16-DEC-2007		Full Time - R		10830 QA Analyst 3-ProdDev PRODEV TECHQA IC3	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes	
20-MAR-2007	20-MAR-2007		Full Time - R		10830 QA Analyst 3-ProdDev PRODEV TECHQA IC3	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes	

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Database History of Assignments

Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probator	Probation	Reason	Recruiter	Recruits	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours	Fre	Effective	
17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week			
17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle Am				Week			
17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle US				Week			
17.00	40	08.00	PL05 - Fusion Fina	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle US				Week			

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Database History of Assignments

From Date	To Date	Assignm Contract	Employment	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prima
07-FEB-2007	19-MAR-2007		Full Time - R		10830 QA Analyst 3-ProdDev PRODEV TECHQA IC3	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	OU97 - Core Financ	Semi-Monthly	Oracle No Standan	Yes	
01-FEB-2007	05-FEB-2007		Full Time - R		10830 QA Analyst 3-ProdDev PRODEV TECHQA IC3	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	OU97 - Core Financ	Semi-Monthly	Oracle No Standan	Yes	
19-JAN-2007	31-JAN-2007		Full Time - R		10830 QA Analyst 3-ProdDev PRODEV TECHQA IC3	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	OU97 - Core Financ	Semi-Monthly	Oracle No Standan	Yes	
28-APR-2005	19-JAN-2007		Full Time - R		10830 QA Analyst 3-ProdDev PRODEV TECHQA IC3	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	OU97 - Core Financ	Semi-Monthly	Oracle No Standan	Yes	
01-MAR-2005	27-APR-2005		Full Time - R		10820 QA Analyst 2-ProdDev PRODEV TECHQA IC2	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	OU97 - Core Financ	Semi-Monthly	Oracle No Standan	Yes	

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Database History of Assignments

Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probator	Probation	Reason	Recruiter	Recruits	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours	Fre	Effective	
17.00	40	08.00	OU97 - Core Financ	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle US				Week			
17.00	40	08.00	OU97 - Core Financ	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle US				Week			
17.00	40	08.00	OU97 - Core Financ	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle US				Week			
17.00	40	08.00	OU97 - Core Financ	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle US				Week			



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DATE TIME HISTORY OF ASSIGNMENTS

From Date	To Date	Assignm Contract	Employment	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prima
11-MAR-2003	27-APR-2005		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	0153 - Financials S	Semi-Monthly	Oracle No Standan		Yes
01-JUN-2004	28-FEB-2005		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	0153 - Financials S	Semi-Monthly	Oracle No Standan		Yes
21-MAY-2004	31-MAY-2004		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	0153 - Financials S	Semi-Monthly	Oracle No Standan		Yes
14-MAY-2004	20-MAY-2004		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	0153 - Financials S	Semi-Monthly	Oracle No Standan		Yes
03-MAY-2004	13-MAY-2004		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	0097 - Core Finan	Semi-Monthly	Oracle No Standan		Yes

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DATE TIME HISTORY OF ASSIGNMENTS

Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reason	Recruiter	Recruite	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours	Fre	Effective	
17.00	40	08.00	0153 - Financials S	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Payroll Oracle USG				Week			
17.00	40	08.00	0153 - Financials S	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0153 - Financials S	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0153 - Financials S	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0097 - Core Finan	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			

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DATE TIME HISTORY OF ASSIGNMENTS

Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reason	Recruiter	Recruite	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours	Fre	Effective	
17.00	40	08.00	0097 - Core Finan	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0097 - Core Finan	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0097 - Core Finan	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0549 - Core Finan	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0549 - Core Finan	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			

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DATE TIME HISTORY OF ASSIGNMENTS

From Date	To Date	Assignm Contract	Employment	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prima
22-AUG-2003	02-SEP-2003		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	US-CA-Redwood C	No	17.00	40	08.00	0549 - Core Finan	Semi-Monthly	Oracle No Standan		Yes
30-JUN-2003	21-AUG-2003		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	SOP7	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes
03-FEB-2003	29-JUN-2003		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	SOP7	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes
18-OCT-2001	17-FEB-2002		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	SOP7	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes
01-JUN-2001	17-OCT-2001		Full Time - R		10810 QA Analyst 1-ProdDev:PRODEV.TECHQA.IC1	HR_PROCESS_US	20-OCT-2013 15:14	SOP2	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes

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DATE TIME HISTORY OF ASSIGNMENTS

Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reason	Recruiter	Recruite	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours	Fre	Effective	
17.00	40	08.00	0549 - Core Finan	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			
17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan	Yes	Yes							Annual		Active Assignment	Oracle America, In				Week			

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DATE TIME HISTORY OF ASSIGNMENTS

From Date	To Date	Assignm Contract	Employment	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prima
03-FEB-2003	29-JUN-2003		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	SOP7	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes
18-OCT-2001	17-FEB-2002		Full Time - R		10820 QA Analyst 2-ProdDev:PRODEV.TECHQA.IC2	HR_PROCESS_US	20-OCT-2013 15:14	SOP7	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes
01-JUN-2001	17-OCT-2001		Full Time - R		10810 QA Analyst 1-ProdDev:PRODEV.TECHQA.IC1	HR_PROCESS_US	20-OCT-2013 15:14	SOP2	No	17.00	40	08.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes
12-APR-2001	31-MAY-2001		Full Time - R		10810 QA Analyst 1-ProdDev:PRODEV.TECHQA.IC1	HR_PROCESS_US	20-OCT-2013 15:14	SOP2	No	17.00	40	08.00	0062 - DEACTIVA	Semi-Monthly	Oracle No Standan		Yes
26-MAR-2001	11-APR-2001		Full Time - R		10810 QA Analyst 1-ProdDev:PRODEV.TECHQA.IC1	HR_PROCESS_US	20-OCT-2013 15:14	SOP2	No	17.00	40	08.00	0062 - DEACTIVA	Semi-Monthly	Oracle No Standan		Yes



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 ORACLE
 Database: HR/HRMS/Assignments

Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Prebation	Probation	Reason	Recruiter	Recruits	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours	Flr	Effective
17.00	40	00.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week		
17.00	40	00.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week		
17.00	40	00.00	0F15 - Service Mar	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week		
17.00	40	00.00	0UR2 - DEACTIVA1	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week		
17.00	40	00.00	0UR2 - DEACTIVA1	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week		



374538

Date: [Redacted] Employee Status Change Processing Form

Batch ID 24441

Transfer	No	Promotion	No	Change	Yes
Approvals:		<u>OK</u>		Audit Data	Verify
Employee ID:	[Redacted]			Prep	Entry
Social Security #	_____				
Employee Last Name	[Redacted]				
Employee First Name	[Redacted]				
Effective Date	[Redacted]				
ASSIGNMENT:	Current	[Redacted]		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				/	/

2001 APR 12 AM 7:07

Employee Status Change Processing Form
Current

New



Work Schedule - - - - - / / /

__ Add new work schedule to HRMS / / /

__ Total Hours + Work Schedule Match

Salary Basis Annual Salary / / /
__ Change Timecard Req In HRMS

Base Salary: (current req) / / /

Percentage Change: / / /

Difference between Current and New = Pct. Ch

Car Allowance: / / /

Bonus: Type Amount / / /
Cost Center / / /

Manager Change: Last Name First Name Employee ID





New Manager: / / /



Direct Reports: / / /

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

ASR _____ PSR  VERIFICATION 

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

[REDACTED]	0
[REDACTED]	1

Date: [REDACTED]

Employee Status Change [REDACTED]

Batch ID [REDACTED]

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
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: [REDACTED]

Current Mgr F Name:

Current Mgr Emp No.: [REDACTED]

New Mgr Last Name:

New Mgr First Name: [REDACTED]

New Mgr Emp No.:

LOB Supervisor L Name:

LOB Supervisor F Name:

LOB Supervisor ID:

Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports? No

	Direct Reports	Last Name	First Name	Employee ID
--	----------------	-----------	------------	-------------

- 1.
- 2.
- 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: [REDACTED]

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: 12-APR-01 Employee Status Change 

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: 11-APR-01
Current Business Unit: Development - Larry Ellison
New Business Unit: Development - Larry Ellison
Approval's Approval Order



0
1



395086

Date: 23-MAY-01

Employee Status Change Processing Form



Batch ID [Redacted]

Transfer No Promotion No Change Yes
Approvals: _____ Audit Data Verify
Prep Entry

Employee ID: [Redacted]
Social Security # _____

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

Effective Date [Redacted]
ASSIGNMENT: Current New

Cost Center 0u62 (of15) / / / ✓

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

02 MAY 23 PM 1:34
FIDELITY INVESTMENTS
PAYROLL DEPARTMENT
RECEIVED ON:

Employee Status Change Processing Form
Current

New

Work Schedule - - - - - / / /

___ Add new work schedule to HRMS / / /

___ Total Hours + Work Schedule Match

Salary Basis Annual Salary / / /

___ Change Timecard Req In HRMS / / /

Base Salary: (current req) / / /

Percentage Change: / / /

___ Difference between Current and New = Pct. Ch

Car Allowance: / / /

Bonus: Type Amount / / /

Cost Center / / /

___ / / /

___ / / /

___ / / /

Manager Change: Last Name First Name Employee ID

Current Manager: / / /

New Manager: / / /

Direct Reports: / / /

1. / / /

2. / / /

3. / / /

4. / / /

5. / / /

6. / / /

7. / / /

8. / / /

9. / / /

10. / / /

ASR _____ PSR _____ VERIFICATION *ag*

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



0

1

Date: 23-MAY-01

Employee Status Change



Batch ID



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

0u62

New Cost Center

0f15

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: 23-MAY-01 Employee Status Change



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

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

Employee ID

C. Compensation

Annual Salary

Salary Basis:

Current Base Salary:

Date: 23-MAY-01 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

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: 0X53
Job Title: Quality Assurance Engineer II	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.

I. Key Accomplishments: Summarize the key accomplishments from June 2004 to February 2005

Appraisee's Comments:

Accomplishments-

1). Responsible for [REDACTED] Release

Responsibilities Includes the following

- a). Learn New Features and Integration with Other Products
- b). Write Test Plan for new features and Affected Regression Modules
- c). Programmed and Created New Scripts in Java, PL/SQL, SQL.
- d). Automate New Scripts using a Unix Tool (Orals)

2). Responsible for [REDACTED]

Responsibilities Includes the following

- a). Learn New Features and Integration with Other Products
- b). Write Test Plan for new features and Affected Regression Modules
- c). Programmed and Created New Scripts in Java, PL/SQL, SQL.
- d). Automate New Scripts using a Unix Tool (Orals)

Also I have completed the following Certifications:

[REDACTED]

3). Responsible for [REDACTED] Work

Responsibilities Includes the following

- a). Learn New Features and Integration with Other Products
- b). Write Test Plan for new features and Affected Regression Modules
- c). Programmed and Created New Scripts in Java, PL/SQL, SQL.

Nov17 - Dec09	[REDACTED]
Dec09 - Dec17	[REDACTED]
Dec17 - Dec27	[REDACTED]
Dec27 - Jan07	[REDACTED]
Jan07 - Jan11	[REDACTED]
Jan11 - Jan14	[REDACTED]
Jan14 - Jan19	[REDACTED]
Jan19 - Jan26	[REDACTED]
Jan26 - Feb4	[REDACTED]

4). Responsible for [REDACTED] Release

Responsibilities Includes the following.

- a). Learn New Features and Integration with Other Products
- b). Write Test Plan for new features and Affected Regression Modules
- c). Programmed and Created New Scripts in Java, PL/SQL, SQL.
- d). Automate New Scripts using a Unix Tool (Orals)

5). Reports

Created the following Management Reports

**Created the following reports for [REDACTED], which includes approximately 1200 lines of Perl and HTML Code.

- a). [REDACTED]
- b). [REDACTED]
- c). [REDACTED]
- d). [REDACTED]

**Created an [REDACTED] which includes Exactly 998 lines of Perl Code for the Perl Module and approximately 200 lines of HTML code per product and there are more than 15 Products

- a). Perl Module to handle all the user inputs online
- b). HTML Form - Internet based

**Created an [REDACTED] without having any technical skills QA, DBA and also some developers are using this tool right now. An updated version with more user friendly and with more Frequently used Queries will be updated as time permits. Lines Codes thrown was not calculated as there are many files involved.

- a). Internet Based Query Tool for Financial Products.

6). DEMOs

Since [REDACTED] is a technical Product and strong analytical and technical skills needed to test this product, I had to assist the following groups as part of their testing and documentation

- Demo1 [REDACTED]
- Demo2 [REDACTED]
- Demo3 [REDACTED]

Appraiser's Comments: Agree.

[REDACTED] has achieved all the above tasks in a professional and enthusiastic manner. He always gives 100% and since joining FinQA has given the Team the benefits of his knowledge and skills. He often works outside his Product area to assist management with Reporting and within his Product area on Demonstrations for members of the [REDACTED] Team.

II. Demonstrated Strengths: Identify areas in which the appraisee has shown a high level of performance.

Appraisee's Comments:

I have tested More than 5 products since I joined Oracle and I think that Testing Technical products require a very strong analytical, debugging and Technical skills as well as very strong understanding of [REDACTED]. Without having these skills it is almost impossible to test these products. Having all these requirements and for a given short testing schedule I think I have done my very best to cover all the testing for the product [REDACTED]. So I have given the following key performance points:

- Knowledge, Skills, Abilities –

Used my Computer Science background, Programming and other skills to achieve testing goals and never missed any deadlines. Also I have taken several Graduate level Testing courses from Universities to learn other testing techniques which I think will be useful for the group.

- Quality of Work -

I have never seen functional bugs coming from customers and other groups for the product that I have tested. There are other types of bugs like performance bugs, Integration bugs, installation and setup related bugs coming from customers but NOT functional QA bugs related to the features that I have tested. I think I have done a good job as part of [REDACTED]

- Quantity of Work –

Unlike usual testing, [REDACTED] product consists of [REDACTED]. As [REDACTED] testing requires a very strong technical as well as functional knowledge of the product, it is very very time-consuming for QA to verify the bug to see whether the issue found was actually a bug. Having all these requirements and Having to certify all the Servlets and other functionality's, I think the work quantity is heavy for one person. But, since I have the development background and work experience, I am able to meet the deadlines without any problems. The Workload is good enough and challenging but am willing accept upto 2 more products for testing if the work is related to only [REDACTED].

- Work Habits –

I have given my official office hours till 1AM so as far as work schedule is concerned, I am flexible and can work anytime.

- Communication

I have also managed to help other members in my team resolving their issues even during busy times. This includes all of the below:

- 1). Help Team members resolve their issues related to Testing and in general
- 2). Communicating and Helping [REDACTED] team members to resolve management reports related issue
- 3). Communicating with other teams resolve their [REDACTED] integration issues

Appraiser's Comments: Strongly Agree [REDACTED] always has the quality of his Product foremost in mind. He continually works to ensure he is up-to-date with changes and enhancements to [REDACTED] and reviews his testplans and testing operations accordingly. As noted above he has taken courses on his own undertaking to improve and expand his knowledge and skill set. Always approachable and willing to assist in other areas when asked. He often has demonstrated initiative on suggesting different ways to approach testing and QA methodologies. The note of low instance of Customer bugs logged against [REDACTED] that he has tested speaks for itself.

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:

I think I need to improve/develop in the following areas-

- 1). I think I need to slowdown myself by finishing tasks one at a time. I think I am excited and am concentrating more tasks at one time and end up finishing everything stressfully, which I think is not a good way to work productively.
- 2). I need to improve in the area of communication (effective way of communicating) and also in the area of Management as this is one of my goals to achieve management+testing combo kind of work.
- 3). I have very good knowledge on all kind of testing except for [REDACTED] Products. Therefore I am planning to take one more course related to [REDACTED] testing from Oracle University (if available) or else from some other University

Appraiser's Comments: Generally agrees with above. However, the nature of what we do often lends itself to multi tasking as [REDACTED] mentions in point 1. Communications are an area [REDACTED] could work on. Especially I would like to see him do more mentoring within the Team as he has a skill set that is generally not known to others in [REDACTED]. I would like to see him train/TOI others on the methodologies of his API testing on a ongoing basis. Perhaps on a Product by Product specific basis. This will be hard to achieve with current work load, but I see a need to expand this area to testing moving into [REDACTED]

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

Appraisee's Comments:

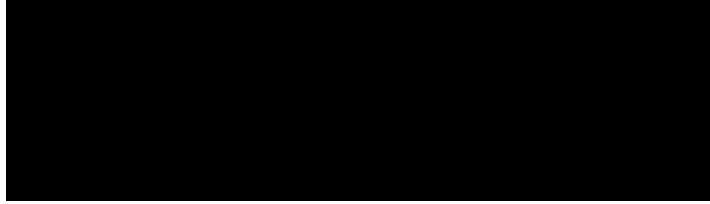
I am sure I met the managements Expectations but I cannot guarantee that I've exceeded the expectations as I am the only POC for this product and the workload is very challenging.

I also would like to take this opportunity to express my heartfelt thanks to [REDACTED] for creating a friendly environment and giving me the liberty (which I think is the most important role for Managers in industry to get the best results from Engineers) and also for providing an excellent support on both professional and a personal level. Having an excellent team, I very much look forward to explore more and more in the area of Financials Applications Testing (like Components testing, API testing, UI testing using Boundary and Equivalence partitioning and other methods) and also implement the best practices in Quality Assurance. I am sure all these are "possible" by working with Mark and Dattas.

Appraiser's Comments: Agree, [REDACTED] has definitely meet expectations and in some cases exceeded them. Being the only person that is able to test a particular Product has it's own demands and responsibilities [REDACTED] always does his very best to ensure his Products quality comes first and foremost. He is always approachable and always does his very best to accommodate and share his knowledge with those he works with.

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 1). Learn [redacted] New Features
Objective 2 2). Learn [redacted] affected products functionalities for Integration Testing I would like to see [redacted] take his skills and teach others within [redacted] as mentioned above. His product's required skill set will increasingly be used on other Products and I would like to see [redacted] work with others to ensure his knowledge is passed onto others that need to expand their knowledge base in regards to [redacted] (for [redacted] As well as teaching others in the Team on [redacted] testing. I would like [redacted] to look at expanding his API testing skills into other Products in [redacted] Myself, [redacted] will begin a pilot Project towards the end of the Family Pack to look at where and what Products we can approach given current bandwidth issues etc.
Objective 3 3). [redacted] will have [redacted] Therefore, start developing basic test scripts from now on.
Objective 4 (add other objectives as needed) 4). Learn [redacted] and other products so that [redacted] project will not be complicated. Also apply my skills and ideas to do other product API testing.



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 CRM - PERFORMANCE REVIEW & PLANNING FORM

Employee Name: [REDACTED]	Manager Name: [REDACTED]
Employee Number: [REDACTED]	Cost Center Description: OF15
Job Title: Quality Assurance Engineer	Review Period: November 12, 2001 - March 12, 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:

I've accomplished the following in the area of Testing which includes developing test cases, test scripts(both in Java, pl/sql), automated test scripts(winrunner) and executing test cases using Oracle test tools such as [REDACTED] and [REDACTED]

Oracle [REDACTED]
 Oracle [REDACTED]
 Oracle [REDACTED]

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

[REDACTED]. Didn't have time to do this.

[REDACTED] is the process of:

[REDACTED]

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

None

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

- Has helped me understanding the testing environments and products new functionality's
- Was available most of the time there to answer any work related questions
- Encouragement, support and appreciation's which helped me a lot to finish my projects by deadlines.

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

None

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

- Have read documents and understood Oracle applications in general (both html and forms based apps). I'll be able to test [REDACTED] most of the Oracle products.
- Have taken [REDACTED] classes from Oracle University to have a better understanding of the Oracle Products/Environments.
- Have learnt Oracle related Programming languages and other testing/development guidelines, coding standards.
- Have improved my problem solving skills in the area of testing, esp. for Oracle Products.

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

- Would like to take more courses from Oracle University, and also wanting to do more research in the area of testing, esp for Oracle Products

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 iPayment.

Priority: 1

Individual's Self- Rating: ___1 ___2 ___X___3 ___4 ___5 ___NH ___TR
Comments:

Manager's Rating: ___1 ___2 ___3 ___X___4 ___5 ___NH ___TR
Comments:

Objective 2: Execute test cases for iPayment 11.5.6 Release

Priority: 1

Individual's Self- Rating: ___1 ___2 ___X___3 ___4 ___5 ___NH ___TR
Comments:

Manager's Rating: ___1 ___2 ___3 ___X___4 ___5 ___NH ___TR
Comments:

Objective 3: Execute test cases for iPayment certifications(verisign certification, minipack certifications other certifications).

Priority: 1

Individual's Self- Rating: ___1 ___2 ___X___3 ___4 ___5 ___NH ___TR
Comments:

Manager's Rating: ___1 ___2 ___X_3 ___4 ___5 ____NH ___TR
Comments:

Objective 4: Develop automated test scripts for basic sanity checking

Priority: 2

Individual's Self-Rating: ___1 ___2 ___X_3 ___4 ___5 ____NH ___TR
Comments:

Manager's Rating: ___1 ___2 ___X_3 ___4 ___5 ____NH ___TR
Comments:

Objective 5: Execute test cases for

Priority: 1

Individual's Self-Rating: ___1 ___2 ___X_3 ___4 ___5 ____NH ___TR
Comments:

Manager's Rating: ___1 ___2 ___3 ___X_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:	1	2	X	3	4	5	Transfer	New Hire		
Comments:	Have written/modified existing pl/sql, Java scripts to do the api testing. Have used Unix tools such as orastl which requires strong Unix knowledge.									
Manager's Rating :	1	2		3	X	4	5	Transfer	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>									
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:										

3. Written Communication Skills	<i>Expresses ideas clearly/succinctly and in an organized manner; writing is clear, thorough and easy to understand.</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. Oral Communication Skills	<i>Relays and/or presents information clearly and concisely; facilitates open exchange of 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:								

5. Industry Awareness	<i>Understands current market environment and industry trends; acts within a broad business perspective.</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:								

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
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
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

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	X	3	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	X	3	4	5	Transfer	New Hire		
Comments:										

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

C. Trust & Integrity

1. Reliability	<i>Accepts and follows through on assignments and administrative responsibilities.</i>							
Individual's Self-Rating:	1	2	X	3	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	X	3	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		3	X	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>								
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:									

E. (This section is For Managerial Employees Only) Management & Leadership

1. Workforce Management	<i>Selects, organizes and oversees employees effectively.</i>								
Individual's Self-Rating:		1	2	3	4	5	Transfer	New Hire	
Comments:									

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

2. Business Planning & Execution	<i>Plans, prioritizes, mobilizes and controls time and resources to fulfill team/business goals.</i>						
Individual's Self-Rating:	1	2	3	4	5	Transfer	New Hire
Comments:							
Manager's Rating:	1	2	3	4	5	Transfer	New Hire
Comments:							

3. Team Building/Alignment	<i>Develops high performance work teams by focusing on productive team practices and motivating members to aspire and adhere to them.</i>						
Individual's Self-Rating:	1	2	3	4	5	Transfer	New Hire
Comments:							
Manager's Rating:	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:	1	2	3	4	5	Transfer	New Hire
Comments:							
Manager's Rating:	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 ___ X ___ 3 ___ 4 ___ 5 ___ NH ___ TR
 Manager's Overall Rating: ___ 1 ___ 2 ___ 3 ___ X ___ 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	Design and develop test cases for [redacted] new functionality.	
1	Execute Test Cases for [redacted]	
2	Perform the various certifications	
2	Create automated test cases for [redacted]	
3	Help train [redacted] new employee(s) with learning and testing [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	Oracle Technologies	Learn more about oracle technologies and oracle products	

VII. ADDITIONAL EMPLOYEE COMMENTS:

VIII. ADDITIONAL MANAGER COMMENTS:

Over all [REDACTED], being a hard worker, did a good job during the last review period.

IX. SIGNATURES:

Employee's

[REDACTED]

Manager's

[REDACTED]

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

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

Office Location

Office Bldg # 600 Building
Location Flr # 2nd Floor
Cube # _____
Resume Exists Yes No
Honors: _____

Additional Personal Information

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

Assignment Information

*Organization/Cost Code U62
*Job Code 10810
*Location Code 60P2

ASR Pat M. PSR Pat M.

Assignment Information (cont.)

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

Salary Information

*Annual Hourly

Additional Assignment Details

*HR Code: 01
*Job Title QUALITY ASSURANCE ENGINEER I

Elements Element Value

*Regular Salary	<input checked="" type="checkbox"/>	[REDACTED]
*Regular Wages	<input type="checkbox"/>	_____
*Resettlement Bonus	<input type="checkbox"/>	_____
*NR Draw	<input type="checkbox"/>	_____
Car Allowance	<input type="checkbox"/>	_____
Comm Draw	<input type="checkbox"/>	_____
Relocation	<input checked="" type="checkbox"/>	[REDACTED]
Sign On Bonus	<input type="checkbox"/>	_____
*Vacation	<input checked="" type="checkbox"/>	[REDACTED]
*Stock Options	<input type="checkbox"/>	_____

VERIFICATION _____

Hire Processing Form

FIELD	DESCRIPTION
Job Post #	[REDACTED]
Department Name	N/P
Other Contact Name	Used for the name of another [REDACTED]
Other Contact USERID	[REDACTED]@US.ORACLE
Temp. to Regular Conversion	Yes / No N/P
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 [Redacted]

Preferred First Name (Known As) _____ (Optional)

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

Social Security # [Redacted]

Date of Birth [Redacted]
Month Day Year

Street Address [Redacted] Apt # _____

City [Redacted]

County [Redacted]

State [Redacted] **Zip Code** [Redacted]

Country [Redacted]

Telephone Number [Redacted]

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

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

DO NOT WRITE IN THIS SECTION
Emp#: [Redacted]

8/11/98

01 FEB 26 AM 9:45
HEALTHY INVESTMENTS
PERSONAL DEPARTMENT
REMOVED ORH

Internet: [REDACTED]
Phone: [REDACTED]

OBJECTIVE: Seeking a full time position in Software Testing, Development, Systems/Ap programming.

EDUCATION

Master of Science:
Major: Computer Science
Oregon State University (Expected Graduation: fall2001)

Bachelor of Sciences:
Major : Computer Science
Minor : Math
Western Oregon University (Graduation: Spring 2000)

COMPUTER SKILLS:

Languages: C, C++ VisualC++ 6, JAVA, SQL, XML, CORBA, UML, JavaScript, Lisp, Prolog, Perl, Assembly language, Pascal, HTML, Basic.

Operating Systems: UNIX (HP-UX, Solaris, System-V, etc), LINUX-red_hat6, MAC_OS, Windows NT, 93-98, DOS.

Software Packages: PSPICE, Sequal Server 7.0, Office 2000, Maple.

DBMS: Access, ColdFusion, etc.

EXPERIENCE/PROJECTS:

* OBJECT ORIENTED PROGRAMMING PROJECT:

Worked in a team to simulate a Java Bricks Game for my Object Oriented Progr using Java 1.1 applying some of the main concepts of the object-oriented des inheritance, polymorphism, abstraction, programming as simulation, etc. Envi

Other Simulations and projects I've done in JAVA are Hash Table, Water Jug, Pushdown Automata and Turing Machine.

* DATABASE:

Designed, Implemented, and Provided an interface for a Slope Irrigation SoI Database Using Sequal Server 7.0, ColdFusion and JavaScript.

* DESIGN & DEVELOPMENT: (sep '98 - april '99)

Worked in a team to develop software modules using Visual C++(6) and Microso [http://www.cs.orst.edu/\[REDACTED\]/trb-software/](http://www.cs.orst.edu/[REDACTED]/trb-software/)

* COMPILERS:

Worked in a team to design a compiler involving different stages from lexica analysis to code generation and optimization.

* DATABASE:

Client - OREGON STATE POLICE: Worked in a team to develop a database using S Microsoft Access that will create track new requisitions placed by the OREGO POLICE Information Services Division.

* WEB DEVELOPMENT:

Designed and created graphic images for Oregon State University and communit relationship site. Designed and maintained all HTML Javascript, Java, graphi URL: <http://www.badaga.com>, [http://www.cs.orst.edu/\[REDACTED\]/network](http://www.cs.orst.edu/[REDACTED]/network), [http://student-unix.wou.edu/\[REDACTED\]/ooty](http://student-unix.wou.edu/[REDACTED]/ooty), [http://www.cs.orst.edu/\[REDACTED\]/trb-s](http://www.cs.orst.edu/[REDACTED]/trb-s)

* SEARCH ENGINE PROJECT:

1/22
1/22

ORACLE

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 any 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 regard to race, color, national origin, sex, marital status, age, religion, disability or sexual

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:

Print Name

Signature

Date

Intended Start Date: _____

02/00



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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.

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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:

Print Name

Signature

Date

Intended Start Date: _____

02/00



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 elements 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," 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 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 not 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 processes, devices, or apparatus, or any modification, improvement or use thereof (collectively referred to as "Developments"), relating to any current or reasonably anticipated business of Oracle, conceived or reduced to practice by me alone or with others during the term of my employment, whether or not conceived during regular business hours. All Developments shall be the sole and exclusive property of Oracle. I also agree to execute any documents and to do all things necessary, without additional compensation whether during my Oracle employment or after: (a) to assign all right, title and interest in any Development to Oracle and (b) to assist Oracle in perfecting, protecting, maintaining and enforcing any patent, copyright, trade secret or other right or interest in any Development. This provision does not apply to Developments

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 _____'s terms and obligations set forth above.

Signature: _____

Name: _____

Date: _____

10/99



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 elements 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," 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 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 not 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 processes, devices, or apparatus, or any modification, improvement or use thereof (collectively referred to as "Developments"), relating to any current or reasonably anticipated business of Oracle, conceived or reduced to practice by me alone or with others during the term of my employment, whether or not conceived during regular business hours. All Developments shall be the sole and exclusive property of Oracle. I also agree to execute any documents and to do all things necessary, without additional compensation whether during my Oracle employment or after: (a) to assign all right, title and interest in any Development to Oracle and (b) to assist Oracle in perfecting, protecting, maintaining and enforcing any patent, copyright, trade secret or other right or interest in any Development. This provision does not apply to Developments

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 the terms, conditions and obligations set forth above.

Signature: _____

Name: _____

Date: _____

10/99

ORACLE

Oracle Corporation 1001 Sunser Blvd phone 916.315.3500
Rocklin fax 916.315.3000
California 95765

[Redacted]

Mr. [Redacted]

Dear [Redacted]

We are pleased to offer you the position of Quality Assurance Engineer I 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.

If you accept this offer, Oracle also will provide you relocation reimbursement under Oracle's Silver Relocation Program offered through Relocation Resources International, Inc. ("RRI"). Before receiving any relocation reimbursement you will be required to sign a Repayment Agreement. Please visit RRI's interactive web site and complete the Needs Assessment Form to begin the process. [Redacted] You may also contact the Oracle RRI Team at 1-888-641-6963 or <oracle@rriworld.com>. Please reference your relocation authorization number: [Redacted]

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] at (650) 506-9878 or your Human Resources Representative, Crystal Vignola, (650) 506-6388. This offer remains open until [Redacted]. We look forward to having you begin work with us.

Sincerely,
Joyce E. Westerdahl
Joyce E. Westerdahl
Senior Vice President, Human Resources

Enclosure: New Employee Packet

01 FEB 2001 AM 9:55
FACILITY INVESTMENTS
PAYROLL DEPARTMENT
RECEIVED ON

This project was to do a thorough research on Search Engines, that is, How the Engines actually work, How to promote the URL's so that the URL can be found 10 - 15 listings in any Search Engines and also how to write 'META TAGS' effectively. This was an Individual Project.

- * OPERATING SYSTEMS:
Implemented several Operating System modules.
- * TESTING: (fall '97 - spring '98)
Unix System Administrator, Dept. of Computer Science.
- * CONSULTANT:
Dept. Of Automation, Networking Division. OSU. Installed and helped Loading and transferring Software applications between PC's and Testing. Provided user support helped in various applications. Consultant for Faculty and administrators.
- * DESIGN & DEVELOPMENT:
Digital Logic Design Project: Simulated and designed a combinational logic circuit as a combinational decoder from 8321 BCD scheme, and designed a synchronous counter both Sequential and combinational design and used Pspice - A Circuit simulator.
- * Relevant programming and other Projects details available upon request.

COURSE WORK

Data Structures	Database Systems	Prog. Languages Fundamentals
Theory of Computation	Operating Systems	Analysis of Algorithms
Computer Architecture	Compilers	Software Implementation
Digital Logic Design	Software Design	Unix System Administration
Number Theory	Linear Programming	Linear Algebra
Graphical User Interface in V++		
Object Oriented Programming, Info. Based System (XML, CORBA, UML, COLDFUSION, JAVASCRIPT)		

REFERENCES

Available upon Request



ORACLE

To HROFFERS, Sent [REDACTED] 10:15:58
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]
Rajesh will be starting in March, he'll be working from HQ
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

 Additional Offer

Candidate Information.

First Name Last Name

[REDACTED]

Address

[REDACTED]

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 I**

Product **Applications - CRM**

Salary

FLSA classification **Exempt**

Annual Base Salary (\$) [REDACTED]

Status **Full Time**

Timing Issues

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

Offer remains open until [REDACTED]

Special Compensation

Relocation

Note: To determine the level of relocation benefit for this candidate, please go to www.oracle.rriworld.com/manager and complete the Relocation Planning Tool. Your offer will not be processed with relocation included unless an authorization number is included below.

Please click "Yes" if relocation should be included.

Yes (Relocation will not be included if not marked) Yes
Choose relocation plan desired: **Silver (\$4,500 - \$10,000)**

Authorization Number: 

Justification

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

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


- 1. **Good programming knowledge**
- 2. **Knowledge of QA Methodologies**
- 3. **Good knowledge of Database and Java**

List Oracle employee interviewers **Joe Dam Ranganath Vanaparthi Falguni Patel Suresh Ramakrishnan Raji Jayaraman**

References checked **Yes**

Interviewers' Comments
(Mandatory for Product Division)

Additional Information

Jobpost ID # 73271 

Management Information

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

Hiring Manager

Userid 
Name 
Employee ID # 
Phone 

Other Contact

Other Contact user id
Name
Employee ID number
Phone number



Candidate Source

Employee Referral
Employee referral name
Employee referral ID #

