
From: Shauna Holman Harries
To: Luong, Hoan - OFCCP
CC: Neil Bourque; Charles Nyakundi; Lida Daniel; Kela Moon; Sean Smith
Sent: 10/29/2015 9:18:01 PM
Subject: HQCA 14 of 29
Attachments: HQCA - Personnel File - 13 - [REDACTED].zip

Best Regards,
Shauna Holman-Harries

ORACLE

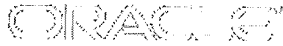
Shauna Holman-Harries - Director Diversity Compliance
Phone: +1 602 333 9112 | Fax: +1 602 333 9112 | Mobile: +1 480 689 1858

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

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

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

NO



iRecruitment Administrator

Home Logout Preferences

50

Home Vacancies & Offers

Offers Workbench >

Candidate Details: [Redacted]

Background Check Back Candidate 4 Next

Applicant Number [Redacted]
Name [Redacted]
Email Address [Redacted]@oracle.com
Location
Current Employer
Home Phone Number [Redacted]
Last Degree Completed Master's
Vacancy [Redacted]
Job Title 10020.Software Development Manager.PRODEV.SWENG.M2
Offer Extended Date [Redacted]

Preferred Language English
Current Applications 1
Organization
Application Date [Redacted]
Offer Status Closed

Candidate Profile Qualifications Jobs Considered For Applications Offers

Table with 7 columns: Select, Vacancy, Posting Name, Expiry Date, Proposed Start Date, Offer Creation Date, Offer Status. Row 1: [Redacted], Software Development Snr Manager, 21-Mar-2014, 01-Apr-2014, 11-Mar-2014, Closed. Includes handwritten 'ok' and a circled '50'.

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

Action [Redacted] Go

Basic Offer Details

Business Group Oracle America, Inc.
Vacancy Number [Redacted]
Proposed Start Date [Redacted]
Job 10020.Software Development Manager.PRODEV.SWENG.M2
Grade [Redacted]
Organization 6616 - Oracle Public Cloud - ORCL USA
Location US-CA-Redwood City-500 Oracle Parkway
Manager [Redacted]
Manager Email [Redacted]@oracle.com
Manager Employee Number [Redacted]
Recruiter
Offer Close Reason Offer Accepted by Applicant
Offer Respondent User
Offer Respondent Name
Response Received Time 14-Mar-2014 14:26:57
Employment Status Full Time - Regular
Work Hours 40
Discretionary Job Title Software Development Manager

Salary in Budget Yes
Replacement Hire Yes
Replaced Employee [Redacted]
Previous Email Address [Redacted]
Justification for this hire Replacement hire for Manjit S Dokal to manage the On Demand Marketing software product.
Candidate Source Employee Referral Name Hire Type Internal Transfer
Work Schedule 1 Schedule: 8-8-8-8-0-0
Vacation Plan Standard Vacation Plan
Temporary Assignment End Date

Product Association	N/A	Channel	
	N/A	University Degree	
Rep Type	N/A	Romania Local Job Grade	
	N/A	Italy Local Job Grade	
Product Descriptor	N/A	France Local Job Grade	
	N/A	Current Employment Local Grade	
Industry	Not Applicable	Candidate's Current Job Title	Software Development Manager
	N/A	Candidate's Current Salary/ATV	106271.00
Budgeted Headcount	Yes	Commission Draw Duration	
		Former Acquired Company Name	
		Shift/Premium Eligible	
		Display Salary as Hourly?	
		Eligible to work where job is posted	Y

Salary Information

Salary Basis **Annual**
 Proposed Salary [REDACTED]
 Grade Range [REDACTED]
 Comparatio **70.399**
 Quartile **BLW**
 Annualized FTE Salary [REDACTED]
 Annualized Salary [REDACTED]

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

Additional Offer Details

Individual Compensation Plans for Offers

Stock Justification
 Car Allowance Justification
 Relocation Amount Justification
 Sign On Bonus Justification

Attachments

Internal Documents

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

External Documents

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

Offer History

Offer Status	User	Date/Time
Closed	[REDACTED]	[REDACTED]
Extended	[REDACTED]	[REDACTED]

Approved		
Pending For Approval		
Return for Correction	Ton, Vicki	
Pending For Approval		

Approval History

Line number	Approver	Approver Type	Category	Approval Status	Date	Comment
1	Sengupta, Manash	HR People	Approver	Approved	13-Mar-2014 15:06:49	██████████ has accepted the position to manage the ██████████ ██████████ has over 300 customers. These customers actively use the application throughout the year. ██████████ will work with the Product Management team and be responsible to make sure that ██████████ will continue to implement customer desired features working and ongoing patch releases. She will interface with Customer Support teams to make sure any production customer issues will be handled in a prompt manner and to customer satisfaction. Having been donned the roles of a Developer, Manager and in Support ██████████ understands what it takes to develop and maintain successful Oracle products like ██████████ and make sure on going development meets customer needs. Not filling this position would drastically affect Oracle's ability to maintain ██████████ and keep their customers.
2	Ton, Vicki	HR People	Approver	Approved	14-Mar-2014 09:30:25	Approved, thanks.
3	Chauhan, Vikash	HR People	Approver	Approved	14-Mar-2014 09:33:47	
4	Arun, Gopalan	HR People	Approver	Approved	14-Mar-2014 09:46:04	
5	Pinkham, Chris	HR People	Approver	Approved	14-Mar-2014 10:00:23	
6	Kurian, Thomas	HR People	Approver	Approved	14-Mar-2014 12:51:36	
7	Mandava, Srikanth	HR People	Approver	Approved	14-Mar-2014 14:24:44	
8	HROFFERS	HR People	For Your Information	Notified	14-Mar-2014 14:24:46	

CP

Approval History

Sequence	Name	Action	Date	Comments
1	Mandava, Srikanth	Submit	11-Mar-2014 12:00:42	██████████ has accepted the position to manage the On Demand Marketing product.
2	Sengupta, Manash	Approved	11-Mar-2014 12:02:59	██████████ has accepted the position to manage the On Demand Marketing product.
3	Ton, Vicki	Returned for Correction	11-Mar-2014 14:35:12	
4	Mandava, Srikanth	Resubmit	11-Mar-2014 15:36:45	██████████ has accepted the position to manage the ██████████ ██████████ has over 300



				customers. These customers actively use the application throughout the year. [REDACTED] will work with the Product Management team and be responsible to make sure that [REDACTED] will continue to implement customer desired features working and ongoing patch releases. She will interface with Customer Support teams to make sure any production customer issues will be handled in a prompt manner and to customer satisfaction. Having been donned the roles of a Developer, Manager and in Support [REDACTED] understands what it takes to develop and maintain successful Oracle products like [REDACTED] and make sure on going development meets customer needs. Not filling this position would drastically affect Oracle's ability to maintain [REDACTED] and keep their customers.
5	Sengupta, Manash	Approved	13-Mar-2014 15:06:48	[REDACTED] has accepted the position to manage the [REDACTED] [REDACTED] has over 300 customers. These customers actively use the application throughout the year. [REDACTED] will work with the Product Management team and be responsible to make sure that [REDACTED] will continue to implement customer desired features working and ongoing patch releases. She will interface with Customer Support teams to make sure any production customer issues will be handled in a prompt manner and to customer satisfaction. Having been donned the roles of a Developer, Manager and in Support [REDACTED] understands what it takes to develop and maintain successful Oracle products like [REDACTED] and make sure on going development meets customer needs. Not filling this position would drastically affect Oracle's ability to maintain [REDACTED] and keep their customers.
6	Ton, Vicki	Question	13-Mar-2014 16:04:09	Please enter the justification for hire. Thanks.
7	Mandava, Srikanth	Answer	13-Mar-2014 20:36:14	[REDACTED] has been a manager for over [REDACTED] years now. She has been a part of Oracle in different organizations like Development, Support. As part of the [REDACTED] team, she understands Enterprise Software and what it takes to deliver a successful product. She understands customers needs since she worked in the Support organization. [REDACTED] has over 250 customers and she would be a great fit to manage the development team and keep customers satisfied with continued upgrades to the [REDACTED] software. She also has many years of experience interfacing with multiple teams like Product Management, QA, Support etc. which is needed to manage the [REDACTED] product.
8	Ton, Vicki	Approved	14-Mar-2014 09:30:24	Approved, thanks.
9	Chauhan, Vikash	Approved	14-Mar-2014 09:33:45	
10	Arun, Gopalan	Approved	14-Mar-2014 09:46:02	

⏪ Previous 1-10 [REDACTED] Next 10 ⏩

[Return To Search](#)

Background Check

Back

Candidate 4

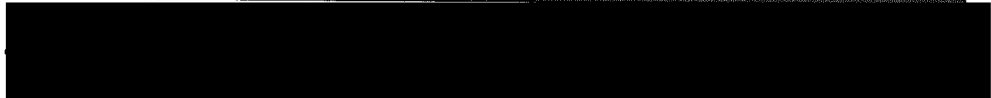
Next

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

[Privacy Statement](#)

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





PROFILE

- Have 15+ years of experience working in various development roles with Service, Field Service and Enterprise Contracts suite of CRM products; and has been involved in several projects starting from their infancy stage to several product revisions going forward with large growing customer base and good visibility across multiple internal divisions
- Extensive knowledge in Tele-Service, Oracle Field Service, Siebel Field Service, Depot Repair, Order Management, Oracle Advanced Pricing and Fusion Enterprise Contracts products; with exemplary track record of completing products in time with high quality
- Periodically attend meetings/brown bag sessions conducted by the architecture teams across the organization and provide appropriate guidance through presentations to the development organization
- Provide excellent guidance and leadership to team members across the globe
- Manage development projects spanning across multiple teams using Agile Scrum methodologies
- Fluent in managing cross-functional relationship with teams consisting of architects, Developers, Product Managers, QA managers, Technical writers, Release managers, Customers and Consulting
- Understand Oracle Applications technically and functionally, Oracle Tools and technologies relating to applications and custom development
- Adept in handling customers in the capacity of Development Manager, Principal Engineer and as a Project Lead
- In depth understanding of the entire life cycle of a Product in Development and support thereafter via bug fixes.

WORK EXPERIENCE:

Oracle Corporation (Redwood Shores, CA)

- Development Manager, [Redacted]
- Principal Applications Engineer, [Redacted]
- Project Lead, CRM Development, [Redacted]
- Sr. Applications Engineer, [Redacted]
- Applications Engineer, [Redacted]
- Technical Support, [Redacted]

SKILLS HIGHLIGHT:

Products:



Design/Process:



Languages/Technology:

JAVA, J2EE, ADF technologies like SOA, Web Services, ADF Model and UI, Oracle Forms & PLSQL

Management/Leadership Skills:

Team Building, Planning, Estimation, Resource Allocation, Resource Management, Mentoring, Managing Team, Project Management

Other:



INDUSTRY EXPERIENCE:



Oracle Corporation, Development Manager, [Redacted]

- Managed multiple complex projects in [REDACTED] applications -- [REDACTED]
- Design and develop [REDACTED]
- Coordinate with external applications like [REDACTED] and successfully discuss requirements and help resolve design/development issues; apart from chasing them to deliver dependencies on time
- Expert and technical know-how in [REDACTED]
- Work with ST teams across ADF technology to help resolve framework issues
- Work with Contracts QA to ensure smooth delivery of code along with feedback to test documents
- Ensure that team is always on top of timely resolution of bugs with consistent low bug counts
- Work with product management, quality assurance, usability, accessibility, internationalization, documentation, release, operations, customer support, sales and consulting teams during various phases in the product development lifecycle
- [REDACTED] area has a lot of integrations with external applications belonging to [REDACTED] and [REDACTED]
- [REDACTED] champion, process used during subscription lines development
- Major customer wins include [REDACTED]

Oracle Corporation, Principal Engineer, [REDACTED]

- Manage the entire development lifecycle of application software development leading to successful release of products as part of Oracle Applications releases [REDACTED]
- Design, develop and enhance [REDACTED] using [REDACTED] technologies
- Design, develop Service Charges/Billing product that had extensive integrations with [REDACTED]
- Design, develop and enhance revenue models, agreement pricing etc for [REDACTED]
- Major customer wins include [REDACTED]

Oracle Corporation, Project Lead, [REDACTED]

- Design and develop [REDACTED] of products including Service Request, Service Contracts and Installed Base that are part of [REDACTED]
- Designed and developed upgrade scripts for customer support suite of applications using PL/SQL. These scripts enabled [REDACTED] customers move to [REDACTED]

Oracle Corporation, Technical Analyst, [REDACTED]

- Provide technical solutions to customer, regarding installation, design, debugging and coding issues related to [REDACTED] tools
- Work in highly escalated with customer priority issues. Coordinate and Collaborate with customers and internal tool development teams to resolve customer bugs.

EDUCATION:

Masters in Computer Applications (MCA), [REDACTED]
 Masters in Economics (MA), [REDACTED]

MISCELLANEOUS:

Loves reading, basketball, learning, travelling, good food, friends, family and my two beautiful daughters; continue to maintain a delicate work-life balance!!

ORACLE CRM - PERFORMANCE REVIEW & PLANNING FORM

Employee Name: ██████████	Manager Name: ██████████
Employee Number: ██████████	Cost Center Description: D76
Job Title: Project Lead	Review Period: Ending March 29 th 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:

- Involved in the design and development of building new ██████████
- Enhanced the performance of contracts entitlements engine for ██████████
- Changed Contract defaulting rules in ██████████ based on business processes.
- Completed the integration of ██████████'s billing rates with ██████████ for providing discounts for labor transactions.
- Design of extensible billing types and billing categories.
- Input to multi-org and inventory organization solutions for Tele-Service .
- Add new ██████████ functionality to ██████████
- Re-design and development of Service transaction billing types.
- New ██████████ proposed by ██████████ team.
- ██████████ UI usability study.
- Service Codes redesign and implementation .
- Numerous customer enhancements (eg. freight charges, single order creation, etc).
- Fixing customer bugs for both ██████████ customers .
- Feedback and review for SRD and High Level Design documents for ██████████ Billing Engine.
- Provide guidance and technical help for junior engineers.
- Training QA/Doc/Demo/Support teams with new functional changes in ██████████ Module.

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

n/a

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

n/a

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

- He has been helpful in providing technical and functional guidance

C. I could use additional support from my manager in the following ways:
I would like more responsibility and to take ownership of pieces of the project

D. Things I have done to further my personal or professional development:
- I would like to take java classes and be proficient with the language before moving [REDACTED] Module into html techstack . Also would like to take management classes for my personal and professional development.

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

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:

Priority:

Individual's Self- Rating: ___1 ___2 ___3 ___4 ___5 ___NH ___TR

Comments:

Manager's Rating: ___1 ___2 ___3 ___4 ___5 ___NH ___TR

Comments:

Objective 2:

Priority:

Individual's Self- Rating: ___1 ___2 ___3 ___4 ___5 ___NH ___TR

Comments:

Manager's Rating: ___1 ___2 ___3 ___4 ___5 ___NH ___TR

Comments:

Objective 3:

Priority:

Individual's Self- Rating: ___1 ___2 ___3 ___4 ___5 ___NH ___TR

Comments:

Manager's Rating: ___1 ___2 ___3 ___4 ___5 ___NH ___TR
 Comments:

Objective 4:

Priority:

Individual's Self- Rating: ___1 ___2 ___3 ___4 ___5 ___NH ___TR
 Comments:

Manager's Rating: ___1 ___2 ___3 ___4 ___5 ___NH ___TR
 Comments:

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

A. Execution & Quality of Work

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

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

	<i>results; solves problems creatively.</i>													
Individual's Self-Rating:		1		2		3	X	4		5		Transfer		New Hire
Comments:														
Manager's Rating:		1		2	X	3		4		5		Transfer		New Hire
Comments:														

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

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

B. Teamwork & Professionalism

1. Collaborative Skills/Teamwork										
<i>Coordinates efforts with others to achieve common goals; realizes impact that behavior has on others; consistently contributes to team meeting goals; contributes to a productive team environment.</i>										
Individual's Self-Rating:	1	2	X	3	4	5	Transfer	New Hire		
Comments:										
Manager's Rating:	1	2	3	X	4	5	Transfer	New Hire		
Comments:	<p>██████████ has excelled at working with others in our group and within Oracle. She has acted as the primary technical contact with the ██████████. She has also been very helpful in guiding the development efforts of junior team members.</p>									

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

Comments:

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

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

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

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

D. Aptitude For Change & Learning

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

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

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:	<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"/>	Transfer	New Hire
Comments:												
Manager's Rating:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Transfer	New Hire
Comments:												

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

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

Individual's Overall Self- Rating: ___1 ___2 ___3 x4 ___5 ___NH ___TR

Manager's Overall Rating: ___1 ___2 ___3 X4 ___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.	Fix Customer Bugs	
2.	Fix Internal Bugs	
3.	Complete Phase 1 of the [redacted] implementation	
4.	Complete [redacted] changes for [redacted]	
5.	Complete [redacted] design	

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	More proficient in java by taking java classes .	Take JSP classes	12 months
2.	Learn more about products that [redacted] integrates with.	Classes in OM, INV, and QP	12 months

VII. ADDITIONAL EMPLOYEE COMMENTS:

VIII. ADDITIONAL MANAGER COMMENTS:

[redacted] has proven herself over and over as an invaluable member of the [redacted] team.

IX. SIGNATURES:

[redacted] _____ Date

Employee's Signature

[redacted] _____

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

ORACLE
PERFORMANCE REVIEW AND PLANNING FORM
APPLICATIONS DEVELOPMENT

Employee's Name: [REDACTED]	Manager's Name: [REDACTED]
Employee Number: [REDACTED]	Cost Center Description: F15
Job Title: Project Lead	Review Period: Ending May 07 '03

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.

My most significant accomplishments were:

- Enhanced and developed new [REDACTED] to improve integration with [REDACTED] Some of the new features include:
 - Integrate [REDACTED] with Service request module.
 - Integration with [REDACTED] to display [REDACTED] generated by the engine.
 - Other features include [REDACTED]
- Participated in various Customer Conference calls to identify functional gaps between [REDACTED] modules. Some of the most recent ones include:
 - [REDACTED] :- Detailed discussions and functional feature enhancements involving [REDACTED]
 - [REDACTED] Identify performance problems.
- Received accolades from customers/consultants like [REDACTED] in helping them with all implementation issues w.r.t Oracle service.
- Conduct meetings to discuss integration issues with [REDACTED]
- [REDACTED]
- [REDACTED]
- Active participation in Oracle mailing lists (e.g. [REDACTED]).
- [REDACTED] demo and presentations to V.P.'s, product management, QA, documentation and development.
- Design of extensible billing types and billing categories for [REDACTED]
- Represented and managed charges team activities during [REDACTED] absence.
- Numerous customer enhancements and performance issues (eg. [REDACTED]).
- Fixing numerous bugs for both [REDACTED] customers.
- Managed [REDACTED] upgrade for [REDACTED]
 - Modified existing charges upgrade scripts to work with new upgrade framework when upgrading service from [REDACTED]
 - Participated in all the upgrade meetings to make sure that the upgrade integration issues are identified and solved e.g. phasing of depot and [REDACTED] upgrade scripts etc.
 - Working on upgrades for [REDACTED]
- Knowledge of new tech stack (OA framework).
- Feedback and review SRD and High Level Design documents for [REDACTED]
- Provide guidance and technical/functional help to team members.
- Training QA/Doc/Demo/Support/PM teams with new functional changes in [REDACTED]

A. Things I would have liked to have done better:
 n/a

Employee's Comments:

Efficient and thorough research.
Constant updates to all the bugs with relevant research information.
Provide 24/7 support to all the P1 bugs.
Help team members in debugging their bugs.
Attend conference calls with customers and support in understanding the problem.

Manager's Comments:

█ has been very responsive to Customer bugs. She monitors the bugs in the evenings and weekends and has put in a great deal of time in off hours dealing with escalated customer issues.

Objective 2: Fix Internal Bugs

Employee's Self-Rating: [4]

Manager's Rating: [3]

Employee's Comments: Same as above.

Manager's Comments:

█ has done a very good job addressing internal bugs during this review period. She has fixed large number of very complicated bugs.

Objective 3: Complete Phase 1 of the Service Codes implementation

Employee's Self-Rating: [3]

Manager's Rating: [3]

Employee's Comments:

Manager's Comments:

The Service Codes (Extensible Billing Types) changes were implemented on time and with good quality

Objective 4: Complete █

Employee's Self-Rating: [4]

Manager's Rating: [3]

Employee's Comments:

Add new enhancements to the UI.
Handle █

Manager's Comments:

█ did a good job on the █ and an excellent job on the █ upgrades. The reason I am not grading her a four is that █ was mostly a maintenance release for the main █ and the upgrades did not change dramatically from the █ version.

9. Producing Results	4	- Handle tasks or projects with efficiency.	4	always meets her commitments, even when those commitments have a very short schedule. The best example of this is the way she rewrote the as a tab on the SR form in a very short time frame.
Customer Satisfaction				
1. Collaborative Skills/Teamwork	4	- Pls. See below.	4	is very team oriented. She is willing to do whatever it takes to get the job done. She is always able to work with others to divide and conquer a task.
2. Availability/Approachability	4	- Accessible to all the team members and the management for answering any technical/functional questions. - Excellent team player and approachable to co-workers within and outside the team.	4	I agree with comments.
3. Interpersonal Effectiveness	4	- Excellent inter-personal skills.	3	interpersonal skills are in line with her position.
4. External Relations	4		4	has represented the team in the Upgrade meetings. She has also been involved in many contacts with OM and Order Capture. She has done an excellent job in this area.
Customer Satisfaction				
1. Reliability	4	- Left for others to decide ☺	4	has proven to be extremely reliable in meeting her commitments.
2. Honesty/Integrity	4	- Very much true.	3	I have extremely high expectations from my team when it comes to honesty and integrity. met every one of my expectations.
3. Accountability	4	- True.	4	takes ownership of her assignments and delivers them on time.
Customer Satisfaction				
1. Adaptability/Flexibility	4	- Adapts quickly to new technology. - Flexible to new ideas presented during team meetings/discussions.	4	has proven to be very adaptable. The best example of this is when she had to step in and lead the team in my absence in January.
2. Continuous Learning	4	- Learnt OA framework and built - Designing and building	4	very quickly learned the new OA Framework techstack and wrote the
Core Management & Leadership Competencies (for managerial employees only)				
1. Workforce Management				
2. Business Planning & Execution				
3. Team Building/Alignment				
4. Integration/Influence				

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

Employee's Overall Self-Rating: [4]

Manager's Overall Rating: [4]

Manager's Comments Regarding Employee's Overall Performance:

A. EXECUTION & QUALITY OF WORK

Technical Skills:

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

Analytical Skills:

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

Written Communication Skills:

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

Oral Communications Skills:

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

Industry Awareness:

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

Quality Orientation:

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

Problem Solving:

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

Professional Conduct/Judgment:

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

Producing Results:

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

B. TEAMWORK AND PROFESSIONALISM

Collaborative Skills/Teamwork:

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

Availability/Approachability:

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

Interpersonal Effectiveness:

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

External Relations:

- B. Barriers or conditions which affected my performance, and what can be done to overcome them:
Need to go for training classes in order to understand ERP modules in depth.
- C. My manager has supported me in achieving my objectives in the following ways:
- He has provided technical and functional guidance.
- D. I could use additional support from my manager in the following ways:
n/a
- E. Things I have done to further my personal or professional development:
- Knowledge and understanding of OA framework.
- G. Developmental activities such as work assignments, experiences, course work, reading or training that would be helpful to me during the coming review period:
 - Need to attend training classes to understand ERP modules.
 - Java and xml training.

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. The employee's performance should be rated according to the rating scale below.

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

Objective 1: Fix Customer Bugs

Employee's Self-Rating: [4]

Manager's Rating: [4]

Objective 5: Complete [redacted] design

Employee's Self-Rating: []

Manager's Rating: []

Employee's Comments: This is not applicable as the design has been postponed.

Manager's Comments:

III. ROLES, RESPONSIBILITIES AND DELIVERABLES: This section is for the manager to describe the employee's overall function within the organization. On my team, [redacted] has the most experience with the [redacted]. As such, she takes ownership of the most difficult bugs (both customer and internal) and consults with the other developers on their bugs. She has been involved in all design efforts with the [redacted] team when I have been absent. She developed the new [redacted]. She also led the [redacted] team when I have been absent.

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

CORE COMPETENCIES:	SELF-RATING	EMPLOYEE'S COMMENTS	MGR'S RATING	MANAGER'S COMMENTS
1. Technical Skills	4	- Adept with Oracle Technology (Forms, PLSQL , OA framework and oracle database concepts) required for apps development. - Good understanding of design methodologies. - Helping/Solving team's technical questions/issues.	4	[redacted] has a very high skill level with the [redacted] and is a technical resource for the rest of my team. She also learned the OA framework very quickly during the [redacted] release cycle.
2. Analytical Skills	3		4	[redacted] has very good diagnostic skills. She has shown many times that she analyzes issues and comes up with the best approach.
3. Written Communication Skills	4	- Please Ref. [redacted] documents, technical documents and e-mails.	3	[redacted] has good written communications skills in line with her current position.
4. Oral Communication Skills	4	- Meetings and Presentations.	3	[redacted] has good oral communications skills. Her one drawback is that she needs to project more when speaking.
5. Industry Awareness	3		3	
6. Quality Orientation	4	- Delivered quality code for [redacted] - Bugs fixed with zero regressions. - Peer code reviews.	4	[redacted] consistently demonstrates that she is more interested in doing the right thing, rather than the expedient thing.
7. Problem Solving	4	- Handled complex customer issues.	4	[redacted] consistently handles the more complex [redacted] bugs and has shown that she can track down the most difficult issues.
8. Professional Conduct/Judgment	4	- Left for others to decide ☺	3	[redacted] conduct and judgment are consistent with her position.

is an invaluable member of the team. I feel that she has done a very good job during the last six months. She also stepped in during my absence in January lead the team. During this time she also represented the team in all staff meetings and bug meetings.

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

Objective	Planned Date of Completion
Complete assigned bug fixes for the patch on time	June 30 th , 2003
Complete on time (with)	June 30 th , 2003
Complete on time (with)	June 30 th , 2003
Complete assigned tasks in the on time with few bugs	September 30 th , 2003
Address Customer bugs as they are found	Ongoing

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

Area of Development	Planned Accomplishment	Planned Date of Completion
Product Functionality		December 31 st , 2003
Product Functionality		December 31 st , 2003

VIII. SIGNATURES:

Employee's Signature _____ Date _____

_____ Date _____

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

APPENDIX

CORE COMPETENCIES FOR ALL INDIVIDUAL CONTRIBUTORS AND MANAGERS

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

C. TRUST & INTEGRITY

Reliability:

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

Honesty/Integrity:

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

Accountability:

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

D. APTITUDE FOR CHANGE & LEARNING

Adaptability/Flexibility:

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

Continuous Learning:

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

CORE COMPETENCIES FOR MANAGERS

A. MANAGEMENT & LEADERSHIP

Workforce Management:

- *Selects, organizes and oversees employees effectively.*

Business Planning & Execution:

- *Plans, prioritizes, mobilizes and controls time and resources to fulfill team/business goals.*

Team Building/Alignment:

- *Develops high performance work teams by focusing on productive team practices and motivating members to aspire and adhere to them.*

Integration & Influence:

- *Coordinates team efforts across organizational boundaries and networks of people to improve work effectiveness.*



141666

Date: [Redacted]

Employee Status Change Processing Form

[Redacted]

Batch ID 14197

Transfer No Promotion Yes Change No

Approvals: [Signature] _____

Audit Data Verify
Prep Entry

Employee ID: [Redacted]

Social Security # _____

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

Effective Date
ASSIGNMENT: Current _____ New

Cost Center / / / /

Change effective date to / / / /

Job Code 10710 10720 ✓ / ✓

Location / / / /

Location of HOME not in HRMS
(Complete HOME Location Form)

State Change:
Go to HRMS Tax Info to activate

Employment Category _____ / / / /

Discretionary Title / / / /

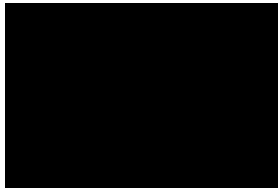
Current Title Applications Engineer
New Title Senior Applications Engineer

✓ / ✓

Hours: (not > 40) / / / /

Vacation Accrual Change / / / /

Full to Part
Part to Full / / / /



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: / / /

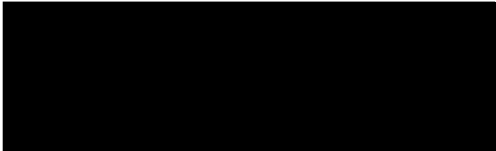
- 1. / / /
- 2. / / /
- 3. / / /
- 4. / / /
- 5. / / /
- 6. / / /
- 7. / / /
- 8. / / /
- 9. / / /
- 10. / / /

ASR 

PSR 

VERIFICATION 

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



0
1
2

Date: [REDACTED]

Employee Status Change [REDACTED]

Batch ID 14197

Is this a transfer? No
Is this a promotion? Yes
Is this an individual employee change in cost center, manager, or location? No
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: Applications Engineer

New Title: Senior Applications Engineer

Current Jobcode: 10710

New Jobcode: 10720

Current Location:

Current Product Association:

New Product Association:

New Location:

Current Mgr L Name:

Current Mgr F Name:

Current Mgr Emp No.:

New Mgr Last Name:

New Mgr First Name:

New Mgr Emp No.:

LOB Supervisor L Name:

LOB Supervisor F Name:

LOB Supervisor ID:

Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports? No

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

C. Compensation

Annual Salary

Salary Basis:

Current Base Salary:

Date: [REDACTED] Employee Status Change [REDACTED]

New Base Salary:

Current Base Salary Chg %:
Emp Comp Plan Eligibility: No

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date: [REDACTED] Employee Status Change [REDACTED]

Provide three reasons why this candidate is the most qualified for this position:

1. [REDACTED] has been long enough in the group to master the various essential things needed to continue product development.
2. She has shown ownership, for instance, by discharging her duties as a UTF rep in a very responsible manner.
3. She is a very good team player and that is reflected in the manner she handled integration issues with other product teams.

F. Releasing Managers Comments

The current releasing manager must provide brief written comments regarding the employee's job performance:

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

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

[REDACTED]
0
1
2



Date



Employee Status Change Processing Form



Batch ID 16199

Transfer No Promotion No Change No

Approvals:

OK

Audit Data Verify
Prep Entry

Employee ID:



Social Security #



Employee Last Name
Employee First Name



Effective Date

ASSIGNMENT: Current New

Cost Center

Change effective date to

Job Code 10720 10730

mb

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 Senior Applications Engineer
New Title Senior Applications Engineer

Hours: (not > 40)

Vacation Accrual Change

Full to Part
Part to Full

/ / / /
/ / / /
/ / / /
/ / / /
/ / / /
/ / / /
/ / / /
/ / / /
/ / / /
/ / / /
/ / / /

2008 MAY 24 11:12:59

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: /_/ /_/ /_/

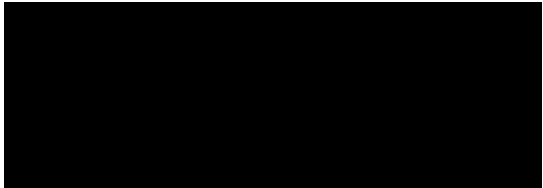
New Manager:

Direct Reports: /_/ /_/ /_/

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

ASR _____ PSR _____ VERIFICATION  _____

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

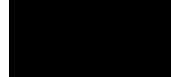


0
1
3
5

Date



Employee Status Change



Batch ID 16199

Is this a transfer? No
Is this a promotion? No
Is this an individual
employee change in cost
center, manager, or
location? No
Is Regular to Temp? No
Will you be filling this
employee's previous role? No

B. Employment Data

Last Name:

First Name:

Employee Number:

Current Cost Cent

New Cost Center

Current Hours:

New Hours:



Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title: Senior Applications Engineer

New Title: Senior Applications Engineer

Current Jobcode: 10720

New Jobcode: 10730

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.

C. Compensation

Annual Salary

Salary Basis:

Current Base Salary:

Date: [REDACTED] Employee Status Change [REDACTED]

New Base Salary:

Current Base Salary Chg %:
Emp Comp Plan Eligibility: No

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date:

Employee Status Change

Provide three reasons why this candidate is the most qualified for this position:

1. This is not a promotion. This is a Job Code correction. She was promoted to Senior Applications Engineer couple of months ago but the job code did not change. Correcting the Job code to 10730 which is the right one for Senior Applications Engineer.
- 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:

5/5/00 This requires the approval of two immediate levels of Management... still needs approval. Thank you, Lyn G.

Effective Date:

Current Business Unit: Development - Larry Ellison

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

0
1
3
5



Date [Redacted]

Employee Status Change Processing Form

[Redacted]

Batch ID 23922

Transfer No Promotion No Change Yes

Approvals:

Okay

Audit Data Verify
Prep Entry

Employee ID: [Redacted]

Social Security # _____

Employee Last Name
Employee First Name

[Redacted]

Effective Date
ASSIGNMENT: Current _____ New

Cost Center /_/_ /_/_ /_/_

___ Change effective date to /_/_ /_/_ /_/_

Job Code /_/_ /_/_ /_/_

Location /_/_ /_/_ /_/_

___ Location of HOME not in HRMS
(Complete HOME Location Form)

___ State Change:

___ Go to HRMS Tax Info to activate

Employment Category _____ /_/_ /_/_ /_/_

Discretionary Title /_/_ /_/_ /_/_

Current Title
New Title

Hours: (not > 40) /_/_ /_/_ /_/_

___ Vacation Accrual Change /_/_ /_/_ /_/_

___ Full to Part
___ Part to Full

2001 HRIS 29 PM 1:45

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:



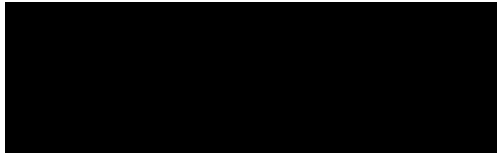
New Manager:



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

ASR alg PSR alg VERIFICATION WP

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



0
1
2

Date:



Employee Status Change



Batch ID 23922

Is this a transfer? No
Is this a promotion? No
Is this an individual employee change in cost center, manager, or location? Yes
Is Regular to Temp? No
Will you be filling this employee's previous role? No

B. Employment Data

Last Name:

First Name:

Employee Number:

Current Cost Cent

New Cost Center

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title:

New Title:

Current Jobcode:

New Jobcode:

Current Location:

Current Product Association:

New Product Association:

New Location:

Current Mgr L Name:

Current Mgr F Name:

Current Mgr Emp No.:

New Mgr Last Name:

New Mgr First Name:

New Mgr Emp No.:

LOB Supervisor L Name:

LOB Supervisor F Name:

LOB Supervisor ID:

Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports? No

Direct Reports

	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: No

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date: [REDACTED] Employee Status Change [REDACTED]

Provide three reasons why this candidate is the most qualified for this position:

- 1.
- 2.
- 3.

F. Releasing Managers Comments

The current releasing manager must provide brief written comments regarding the employee's job performance:

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

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

[REDACTED]

0
1
2

335822

Date:

Employee Status Change Processing Form

Batch ID 22358

Transfer No Promotion Yes Change No

Approvals:

Audit Data Verify
Prep Entry

Employee ID:

Social Security #

Employee Last Name
Employee First Name

Effective Date
ASSIGNMENT: Current New

Cost Center

Change effective date to

Job Code 10730 10740

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 Senior Applications Engineer
New Title Project Leader

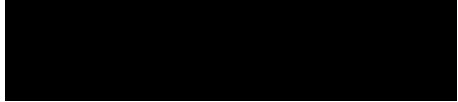
Hours: (not > 40)

Vacation Accrual Change

Full to Part
Part to Full

20110922 10:04:10

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



0
1

Date:



Employee Status Change



Batch ID

22358

Is this a transfer? No
Is this a promotion? Yes
Is this an individual
employee change in cost
center, manager, or
location? No
Is Regular to Temp? No
Will you be filling this
employee's previous role? No

B. Employment Data

Last Name:

First Name:

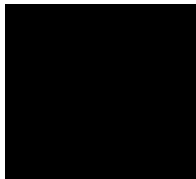
Employee Number:

Current Cost Cent

New Cost Center

Current Hours:

New Hours:



Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title: Senior Applications Engineer

New Title: Project Leader

Current Jobcode: 10730

New Jobcode: 10740

Current Location:

Current Product Association:

New Product Association:

New Location:

Current Mgr L Name:

Current Mgr F Name:

Current Mgr Emp No.:

New Mgr Last Name:

New Mgr First Name:

New Mgr Emp No.:

LOB Supervisor L Name:

LOB Supervisor F Name:

LOB Supervisor ID:

Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports? No

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

C. Compensation

Annual Salary

Salary Basis:

Current Base Salary:

Date: [REDACTED] Employee Status Change [REDACTED]

New Base Salary:

Current Base Salary Chg %:
Emp Comp Plan Eligibility: No

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date: [REDACTED] Employee Status Change [REDACTED]

Provide three reasons why this candidate is the most qualified for this position:

1. [REDACTED] is technically strong and has good analytical skills.
2. [REDACTED] has single handedly designed and coded the [REDACTED] module and has maintained [REDACTED] modules along with.
3. [REDACTED] is demonstrating good leadership qualities and is providing valuable guidance to the new members of the team.

F. Releasing Managers Comments

The current releasing manager must provide brief written comments regarding the employee's job performance:

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

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

[REDACTED] 0

[REDACTED] 1



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name

Last

First

Title Ms

Prefix

Suffix

Middle

Gender Female

Action

Person Type for Action

Person Types

Employee.Ex-applicant

Identification

Employee

Social Security

Personal Employment Office Details Applicant Further Name Other Benefits

Birth Date

Age

Town of Birth

Status Married

Region of Birth

Nationality

Country of Birth

Registered Disabled No

Effective Dates

From To

Latest Start Date [Nc]

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name

Last

First

Title Ms

Prefix

Suffix

Middle

Gender Female

Action

Person Type for Action

Person Types

Employee Ex-applicant

Identification

Employee

Social Security

Personal Employment **Office Details** Applicant Further Name Other Benefits

Office

Location

Mailstop

Email

Mail To

Effective Dates

From

To

Latest Start Date [Nc]

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

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"/>



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Schools and Colleges Attended

Full Time

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



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization	EG16 - Public Cloud Platform Development	Group	Oracle.No.Standard.
Job	10020.Software Development Manager.PRO	Position	
Grade		Payroll	Semi-Monthly
Location	US-CA-Redwood City-500 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 [Sc]

Salary Entries Others...



Oracle Applications - GSIAP

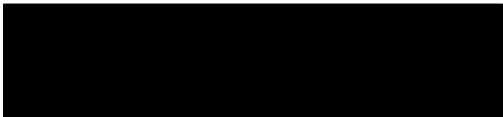
File Edit View Folder Tools Window Help

People

Salary Administration

Previous Proposal		Salary Basis Annual		Grade Salary Limits	
Date	[REDACTED]	Last Value	[REDACTED]	Grade	[REDACTED]
Currency	USD	Annual Salary	[REDACTED]	Currency	USD
Bases/Year	1	Converted Salary	[REDACTED]	Min Salary	[REDACTED]
Conversion Rate	1.00			Max Salary	[REDACTED]
				Comparatio	73.037
Salary Proposal		Currency USD		Salary Information	
Change Date	[REDACTED]	New Value	[REDACTED]	Salary Basis	Annual
Change Value	[REDACTED]	Annual Salary	[REDACTED]	Pay Basis	Annual Salary
Change %	2.741			Bases/Year	1
Reason	Annual Salary Review		<input checked="" type="checkbox"/> Approved		
Ranking		Next Review			
		Performance Review			
Proposal Components					
Reason	Change Value	Change %	Approved	[]	
[REDACTED]			<input type="checkbox"/>	[]	
			<input type="checkbox"/>	[]	
			<input type="checkbox"/>	[]	[]

Performance



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Performance

Interview

Type Performance Review

Location

Date 01-JUN-2014

Rating 3 - Meets Expectations

Next Date []



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization: BG16 - Public Cloud Platform Development -
 Job: 10020.Software Development Manager.PRO
 Grade: [Redacted]
 Location: US-CA-Redwood City-500 Oracle Parkway

Group: Oracle.No Standard.
 Position: [Redacted]
 Payroll: Semi-Monthly
 Status: Active Assignment
 Vacancy: [Redacted]

Assignment Number: [Redacted]
 Assignment Category: Full Time - Regular

Collective Agreement: [Redacted]
 Employee Category: [Redacted]

Salary Information Supervisor Probation & Notice Period Standard Conditions Statutory Information

Name: [Redacted]
 Worker Number: [Redacted]
 Assignment Number: [Redacted]

Effective Dates
 From: [Redacted] To: [Redacted] [Sc]

Salary Entries Others...

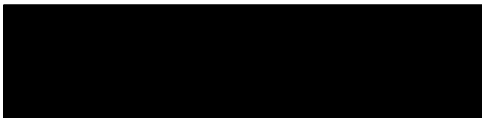
Salary History

Oracle Applications - GSIAP

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual	
[Redacted]	[Redacted]	Annual S	✓	USD	[Redacted]	2,741		[Redacted]			[Redacted]									
[Redacted]	[Redacted]	Annual S	✓	USD	[Redacted]	0.0		[Redacted]			[Redacted]									
[Redacted]	[Redacted]	Transfer	✓	USD	[Redacted]	0.0		[Redacted]			[Redacted]									
[Redacted]	[Redacted]	Annual S	✓	USD	[Redacted]	0.0		[Redacted]			[Redacted]									
[Redacted]	[Redacted]	Annual S	✓	USD	[Redacted]	3,622		[Redacted]			[Redacted]									

Oracle Applications - GSIAP

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual	
[Redacted]	[Redacted]	Annual S	✓	USD	[Redacted]	2.5		[Redacted]			[Redacted]									
[Redacted]	[Redacted]	Annual S	✓	USD	[Redacted]	4.0		[Redacted]			[Redacted]									
[Redacted]	[Redacted]	Annual S	✓	USD	[Redacted]	6.25		[Redacted]			[Redacted]									
[Redacted]	[Redacted]	Annual S	✓	USD	[Redacted]	6,263		[Redacted]			[Redacted]									
[Redacted]	[Redacted]	Annual S	✓	USD	[Redacted]	12,593		[Redacted]			[Redacted]									



Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparison	Minimum	Hourly	Payroll	Monthly	Annual
			<input checked="" type="checkbox"/>	USD			15.854							81.57					
			<input checked="" type="checkbox"/>	USD			14.262							107.262					
			<input checked="" type="checkbox"/>	USD			7.358							86.877					
			<input checked="" type="checkbox"/>	USD			3.251							86.364					
			<input checked="" type="checkbox"/>	USD										87.444					

Oracle Applications - GSIAF

File Edit View Folder Tools Window Help

People

Name
Last [Redacted]
First [Redacted]
Title Ms
Prefix
Suffix
Middle [Redacted]

Gender Female Action
Person Type for Action
Person Types
Employee Ex-applicant

Identification
Employee [Redacted]
Social Security [Redacted]

Personal Employment Office Details Applicant Further Name Other Benefits

Ethnic Origin Asian
I-9 Status Yes
Ethnicity Disclosed
I-9 Expiration
VETS100 Not a Veteran
New Hire Already Reported
 Child Support Obligation
Exception Reason
 Opted for Medicare
Vets 100A Not a Veteran

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

Address Assignment Special Info Others...

Assignment History

Oracle Applications - OSGAP

File Edit View Folder Tools Window Help

Oracle

Tools Track History of Assignments

From Date	To Date	Assignm. Contn.	Employment Categ	Grade	Interns. Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal Stz	Organization	Payroll	People Group
01-APR-2014	31-JUL-2015		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	HR_PROCESS_UK	23-JUL-2015 15:53	US-CA-Redwood City-S	No	17.00	40	08.00	BG16 - Oracle Pub	Semi-Monthly	Oracle No Standar
13-MAY-2012	31-MAR-2014		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	SOLIMON CHEN	27-MAR-2014 08:22	30PG	No	17.00	40	08.00	SL65 - Fusion CRB	Semi-Monthly	Oracle No Standar
16-FEB-2010	12-MAY-2012		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	16-MAR-2013 11:00	30PG	No	17.00	40	08.00	SL65 - Fusion CRB	Semi-Monthly	Oracle No Standar
05-SEP-2008	15-FEB-2010		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2010 21:06	30PG	No	17.00	40	08.00	SL65 - Fusion CRB	Semi-Monthly	Oracle No Standar

Oracle Applications - OSGAP

File Edit View Folder Tools Window Help

Oracle

Tools Track History of Assignments

Journal Stz	Organization	Payroll	People Group	Position	Primary	Probatio	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fre	Effective
19.00	BG16 - Oracle Pub	Semi-Monthly	Oracle No Standar		Yes			Transfer		Annual	Annual		Active Assignment	Payroll Oracle Ame				Week	
19.00	SL65 - Fusion CRB	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle Ame				Week	
19.00	SL65 - Fusion CRB	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle Ame				Week	
19.00	SL65 - Fusion CRB	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle USA				Week	

Oracle Applications - OSGAP

File Edit View Folder Tools Window Help

Oracle

Tools Track History of Assignments

From Date	To Date	Assignm. Contn.	Employment Categ	Grade	Interns. Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal Stz	Organization	Payroll	People Group
08-SEP-2008	08-SEP-2008		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 14:51	30PG	No	17.00	40	08.00	SL65 - Fusion CRB	Semi-Monthly	Oracle No Standar
06-MAY-2007	18-APR-2008		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 14:37	30PG	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standar
01-MAY-2007	07-MAY-2007		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 14:51	30PG	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standar
21-APR-2007	30-APR-2007		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 14:51	30PG	No	17.00	40	08.00	0P98 - Contracts D	Semi-Monthly	Oracle No Standar
20-APR-2007	20-APR-2007		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 21:32	30PG	No	17.00	40	08.00	0P98 - Contracts D	Semi-Monthly	Oracle No Standar

Oracle Applications - OSGAP

File Edit View Folder Tools Window Help

Oracle

Tools Track History of Assignments

Journal Stz	Organization	Payroll	People Group	Position	Primary	Probatio	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fre	Effective
8.00	SL65 - Fusion CRM	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle USA				Week	
8.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle USA				Week	
8.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle USA				Week	
8.00	0P98 - Contracts D	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle USA				Week	
8.00	0P98 - Contracts D	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle USA				Week	

Oracle Applications - OSGAP

File Edit View Folder Tools Window Help

Oracle

Tools Track History of Assignments

From Date	To Date	Assignm. Contn.	Employment Categ	Grade	Interns. Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal Stz	Organization	Payroll	People Group
19-APR-2007	19-APR-2007		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 15:31	30PG	No	17.00	40	08.00	SB19 - Siebel CRM	Semi-Monthly	Oracle No Standar
09-FEB-2007	09-FEB-2007		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 15:31	30PG	No	17.00	40	08.00	SB19 - Siebel CRM	Semi-Monthly	Oracle No Standar
01-JAN-2007	08-FEB-2007		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 13:11	30PG	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standar
12-DEC-2005	31-DEC-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 14:51	30PG	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standar
10-OCT-2005	11-DEC-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 16:26	30PG	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standar

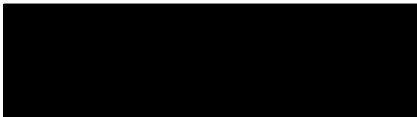
Oracle Applications - OSGAP

File Edit View Folder Tools Window Help

Oracle

Tools Track History of Assignments

Journal Stz	Organization	Payroll	People Group	Position	Primary	Probatio	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fre	Effective
8.00	SB19 - Siebel CRM	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle USA				Week	
8.00	SB19 - Siebel CRM	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle USA				Week	
8.00	0F15 - Service Man	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle USA				Week	
8.00	0F15 - Service Man	Semi-Monthly	Oracle No Standar		Yes					Annual	Annual		Active Assignment	Payroll Oracle USA				Week	
8.00	0F15 - Service Man	Semi-Monthly	Oracle No Standar		Yes					Annual	LOA Unpaid Bl		Active Assignment	Payroll Oracle USA				Week	



Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Oracle Applications - GSAP

From Date To Date Assignm Cont Employment Categ Grade Intern Job Last Updated By Last Update Date Location Manager Normal Normal Normal St Organization Payroll People Group Pr

From Date	To Date	Assignm Cont	Employment Categ	Grade	Intern Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal St	Organization	Payroll	People Group	Pr
23-SEP-2005	09-OCT-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 18:0	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
08-SEP-2005	22-SEP-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 17:51	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
07-SEP-2005	07-SEP-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 15:31	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
09-AUG-2005	06-SEP-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 14:51	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
15-JUL-2005	08-AUG-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 14:51	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Oracle Applications - GSAP

Journal St Organization Payroll People Group Position Primary Probatio Probation Probation Reason Recruiter Recruitment Salary Basis Special Status Statutory Informatic Supervisor Title Vacancy Working Hours Fie Effective

Journal St	Organization	Payroll	People Group	Position	Primary	Probatio	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fie	Effective
18:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		STD Upaid BE	Payroll Oracle USA				Week	
18:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		STD Upaid BE	Payroll Oracle USA				Week	
18:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		STD Upaid BE	Payroll Oracle USA				Week	
18:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		STD Upaid BE	Payroll Oracle USA				Week	
18:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		STD Paid BE	Payroll Oracle USA				Week	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Oracle Applications - GSAP

From Date To Date Assignm Cont Employment Categ Grade Intern Job Last Updated By Last Update Date Location Manager Normal Normal Normal St Organization Payroll People Group Pr

From Date	To Date	Assignm Cont	Employment Categ	Grade	Intern Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal St	Organization	Payroll	People Group	Pr
20-JUL-2005	14-JUL-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 15:2	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
18-MAY-2005	09-JUN-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 18:21	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
01-MAR-2005	17-MAY-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 22:21	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
27-DEC-2004	28-FEB-2005		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 21:6	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
01-NOV-2004	26-DEC-2004		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 14:3	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Oracle Applications - GSAP

Journal St Organization Payroll People Group Position Primary Probatio Probation Probation Reason Recruiter Recruitment Salary Basis Special Status Statutory Informatic Supervisor Title Vacancy Working Hours Fie Effective

Journal St	Organization	Payroll	People Group	Position	Primary	Probatio	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fie	Effective
8:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		STD Paid BE	Payroll Oracle USA				Week	
8:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		Active Assignment	Payroll Oracle USA				Week	
8:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		Active Assignment	Payroll Oracle USA				Week	
8:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		Active Assignment	Oracle America, Inc				Week	
8:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		FMLA Upaid BE	Oracle America, Inc				Week	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Oracle Applications - GSAP

From Date To Date Assignm Cont Employment Categ Grade Intern Job Last Updated By Last Update Date Location Manager Normal Normal Normal St Organization Payroll People Group Pr

From Date	To Date	Assignm Cont	Employment Categ	Grade	Intern Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal St	Organization	Payroll	People Group	Pr
03-SEP-2004	31-OCT-2004		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 15:06	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
04-SEP-2004	10-SEP-2004		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 13:14	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
03-JUL-2004	03-SEP-2004		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 13:14	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
12-NOV-2003	01-JUL-2004		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 15:21	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	
16-JUL-2002	11-NOV-2003		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 15:33	SOPS	No	17.00	40	08.00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Oracle Applications - GSAP

Journal St Organization Payroll People Group Position Primary Probatio Probation Probation Reason Recruiter Recruitment Salary Basis Special Status Statutory Informatic Supervisor Title Vacancy Working Hours Fie Effective

Journal St	Organization	Payroll	People Group	Position	Primary	Probatio	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fie	Effective
8:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		STD Paid BE	Oracle America, Inc				Week	
8:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		STD WAITING PEF	Oracle America, Inc				Week	
8:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		Active Assignment	Oracle America, Inc				Week	
8:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		Active Assignment	Oracle America, Inc				Week	
8:00	0F15 - Service Man	Semi-Monthly	Oracle No Standan	Yes							Annual		Active Assignment	Oracle America, Inc				Week	



Oracle Applications / GDAF
 Oracle Applications / GDAF
 File Edit View Folder Tools Window Help

Oracle Applications / GDAF

From Date	To Date	Assignm. Contr.	Employment Categ	Grade	Interns Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal St	Organization	Payroll	People Group	Pc
20-MAY-2002	15-JUL-2002		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 14:52	SOP9	No	17.00	40	08.00	0D76 - Field Semic	Semi-Monthly	Oracle No Standan	
22-JAN-2001	19-MAR-2001		Full Time - Regular		10740 Applications Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 12:42	SOP9	No	17.00	40	08.00	0D76 - Field Semic	Semi-Monthly	Oracle No Standan	
16-AUG-2000	21-JAN-2001		Full Time - Regular		10730 Applications Developer 3 PRODEV SWENG IC3	ANONYMOUS	22-DEC-2012 21:06	SOP9	No	17.00	40	08.00	0D76 - Field Semic	Semi-Monthly	Oracle No Standan	
24-MAY-2000	15-AUG-2000		Full Time - Regular		10730 Applications Developer 3 PRODEV SWENG IC3	ANONYMOUS	22-DEC-2012 14:52	SOP9	No	17.00	40	08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan	
15-MAY-2000	23-MAY-2000		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	22-DEC-2012 13:57	SOP9	No	17.00	40	08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan	

Oracle Applications / GDAF
 Oracle Applications / GDAF
 File Edit View Folder Tools Window Help

Oracle Applications / GDAF

Normal St	Organization	Payroll	People Group	Position	Primary	Probatio	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informati	Supervisor	Title	Vacancy	Working Hours Fre	Effective
08.00	0D76 - Field Semic	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0D76 - Field Semic	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0D76 - Field Semic	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	

Oracle Applications / GDAF
 Oracle Applications / GDAF
 File Edit View Folder Tools Window Help

Oracle Applications / GDAF

From Date	To Date	Assignm. Contr.	Employment Categ	Grade	Interns Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal St	Organization	Payroll	People Group	Pc
08-MAR-2009	15-MAY-2009		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	22-DEC-2012 15:26	SOP9	No	17.00	40	08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan	
04-DEC-1999	07-MAR-2000		Full Time - Regular		10710 Applications Developer 1 PRODEV SWENG IC1	ANONYMOUS	22-DEC-2012 16:26	SOP9	No	17.00	40	08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan	
30-NOV-1999	03-DEC-1999		Full Time - Regular		10710 Applications Developer 1 PRODEV SWENG IC1	ANONYMOUS	22-DEC-2012 14:56	SOP9	No	17.00	40	08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan	
16-JUL-1999	29-NOV-1999		Full Time - Regular		10710 Applications Developer 1 PRODEV SWENG IC1	ANONYMOUS	22-DEC-2012 14:06	SOP9	No	17.00	40	08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan	
16-APR-1999	15-JUL-1999		Full Time - Regular		10710 Applications Developer 1 PRODEV SWENG IC1	ANONYMOUS	22-DEC-2012 21:54	SOP9	No	17.00	40	08.00	0Q14 - DEACTIVA1	Semi-Monthly	Oracle No Standan	

Oracle Applications / GDAF
 Oracle Applications / GDAF
 File Edit View Folder Tools Window Help

Oracle Applications / GDAF

Normal St	Organization	Payroll	People Group	Position	Primary	Probatio	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informati	Supervisor	Title	Vacancy	Working Hours Fre	Effective
08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0Q14 - DEACTIVA1	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	

Oracle Applications / GDAF
 Oracle Applications / GDAF
 File Edit View Folder Tools Window Help

Oracle Applications / GDAF

From Date	To Date	Assignm. Contr.	Employment Categ	Grade	Interns Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal St	Organization	Payroll	People Group	Pc
15-MAR-1999	15-APR-1999		Full Time - Regular		10710 Applications Developer 1 PRODEV SWENG IC1	ANONYMOUS	22-DEC-2012 16:17	SOP9	No	17.00	40	08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan	
15-DEC-1998	14-MAR-1999		Full Time - Regular		10710 Applications Developer 1 PRODEV SWENG IC1	ANONYMOUS	22-DEC-2012 15:27	SOP9	No	17.00	40	08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan	
16-AUG-1998	14-DEC-1998		Full Time - Regular		10710 Applications Developer 1 PRODEV SWENG IC1	ANONYMOUS	22-DEC-2012 15:51	SOP9	No	17.00	40	08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan	
20-MAY-1998	15-AUG-1998		Full Time - Regular		10710 Applications Developer 1 PRODEV SWENG IC1	ANONYMOUS	22-DEC-2012 15:55	SOP9	No	17.00	40	08.00	0D67 - Sales - OR	Semi-Monthly	Oracle No Standan	
16-FEB-1998	13-MAY-1998		Full Time - Regular		10710 Applications Developer 1 PRODEV SWENG IC1	ANONYMOUS	22-DEC-2012 13:58	SOP9	No	17.00	40	08.00	0D67 - Sales - OR	Semi-Monthly	Oracle No Standan	

Oracle Applications / GDAF
 Oracle Applications / GDAF
 File Edit View Folder Tools Window Help

Oracle Applications / GDAF

Normal St	Organization	Payroll	People Group	Position	Primary	Probatio	Probation	Probation Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informati	Supervisor	Title	Vacancy	Working Hours Fre	Effective
08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0N45 - iSupport & (	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0D67 - Sales - OR	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
08.00	0D67 - Sales - OR	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	



Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

History of Assignments

From Date	To Date	Assignm. Cont.	Employment Categ	Grade	Intern Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal St	Organization	Payroll	People Group	Pc
15-JUN-1998	15-FEB-1998		Full Time - Regular		90111 Technical Analyst Tools SUPP_ N	ANONYMOUS	22-DEC-2012 15:56	1 DAVIS	No	17.00	40	09.00	0972 - Readiness a	Semi-Monthly	Oracle No Standan	
16-FEB-1997	16-JAN-1998		Full Time - Regular		90111 Technical Analyst Tools SUPP_ N	ANONYMOUS	22-DEC-2012 15:36	1 DAVIS	No	17.00	40	09.00	0972 - Readiness a	Semi-Monthly	Oracle No Standan	
03-OCT-1999	05-FEB-1997		Full Time - Regular		90111 Technical Analyst Tools SUPP_ N	ANONYMOUS	22-DEC-2012 21:11	3OP13	No	17.00	40	09.00	0972 - Readiness a	Non-Paid	Oracle No Standan	
20-JUN-1996	02-OCT-1996					HR_PROCESS_UR	30-JAN-2011 19:17	SOP1	No		40		Oracle America, In		Oracle No Standan	
03-JUN-1996	19-JUN-1996					HR_PROCESS_UR	30-JAN-2011 19:17	SOP1	No		40		Oracle America, In		Oracle No Standan	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

History of Assignments

Normal St	Organization	Payroll	People Group	Position	Primary	Probatio	Probatio	Probatio Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatio	Supervisor	Title	Vacancy	Working Hours Fre	Effective
9.00	0972 - Readiness a	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
9.00	0972 - Readiness a	Semi-Monthly	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
9.00	0972 - Readiness a	Non-Paid	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
	Oracle America, In		Oracle No Standan		No								Accepted					Week	
	Oracle America, In		Oracle No Standan		No								Offer Sent					Week	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

History of Assignments

From Date	To Date	Assignm. Cont.	Employment Categ	Grade	Intern Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal St	Organization	Payroll	People Group	Pc
06-FEB-1997	06-FEB-1997		Full Time - Regular		90111 Technical Analyst Tools SUPP_ N	ANONYMOUS	22-DEC-2012 21:11	3OP13	No	17.00	40	09.00	0972 - Readiness a	Non-Paid	Oracle No Standan	
20-JUN-1996	02-OCT-1996					HR_PROCESS_UR	30-JAN-2011 19:17	SOP1	No		40		Oracle America, In		Oracle No Standan	
03-JUN-1996	19-JUN-1996					HR_PROCESS_UR	30-JAN-2011 19:17	SOP1	No		40		Oracle America, In		Oracle No Standan	
31-MAY-1996	02-JUN-1996					HR_PROCESS_UR	30-JAN-2011 19:17	SOP1	No		40		Oracle America, In		Oracle No Standan	
13-MAY-1996	30-MAY-1996					HR_PROCESS_UR	30-JAN-2011 19:17	SOP1	No		40		Oracle America, In		Oracle No Standan	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

History of Assignments

Normal St	Organization	Payroll	People Group	Position	Primary	Probatio	Probatio	Probatio Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatio	Supervisor	Title	Vacancy	Working Hours Fre	Effective
9.00	0972 - Readiness a	Non-Paid	Oracle No Standan		Yes						Annual		Active Assignment	Oracle America, In				Week	
	Oracle America, In		Oracle No Standan		No								Accepted					Week	
	Oracle America, In		Oracle No Standan		No								Offer Sent					Week	
	Oracle America, In		Oracle No Standan		No								Offer					Week	
	Oracle America, In		Oracle No Standan		No								Active Application					Week	

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: OF15
Job Title: Sr.Project Lead	Review Period: June 2004 to February 2005

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

<p>I. Key Accomplishments: Summarize the key accomplishments from June 2004 to February 2005.</p> <p>Appraisee's Comments: [REDACTED] Customer bugs & Help support in solving customer queries,</p> <p>Appraiser's Comments: [REDACTED] played key role in the [REDACTED] project and [REDACTED] project. [REDACTED] did a great job in product maintenance by answering support queries, fixing customer bugs and by providing support to PQE team.</p>
<p>II. Demonstrated Strengths: Identify areas in which the appraisee has shown a high level of performance.</p> <p>Appraisee's Comments: Leadership qualities in handling the projects and maintained good quality in the delivered features</p> <p>Appraiser's Comments: [REDACTED] has good functional knowledge of [REDACTED] and all its integrating components. She plays active role in design discussions and tries to see the big picture when designing solutions. [REDACTED] is a good team player and is very flexible in taking up assignments.</p>
<p>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.</p> <p>Appraisee's Comments: Improve knowledge of [REDACTED] and [REDACTED] database</p> <p>Appraiser's Comments: I suggest improvement in the following areas:</p> <ol style="list-style-type: none"> a. Design Documentation b. Advanced PL/SQL c. OA Framework techstack knowledge d. Overall knowledge of Service application and its integrating products
<p>IV. Overall Performance: Describe the appraisee's overall performance in relation to accomplishments and expectations of the role.</p>

Appraisee's Comments: Delivered projects on time with high quality, interacted with other teams (OM, Pricing, Service Contracts) in coming up with solutions for the projects, appreciative comments from support, consulting & customers for solving their problems

Appraiser's Comments:

██████ was successful in implementing all the assigned tasks and has met all the performance expectations. She is a key resource in the ██████ team.

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 Contribute to support Oracle Service customers by doing the following in very timely fashion: <ul style="list-style-type: none">• Answer question posted on [redacted] mailing list.• Investigate issue and suggest resolution.• Resolve issues with high quality within the specified timelines.
Objective 2 Contribute to [redacted] patches by Investigating and resolving issues with high quality (no regressions, no QA rejection of the fix), within the timelines set by management.
Objective 3 Execute the following [redacted] tasks within the specified timelines: <ul style="list-style-type: none">• Create, review and get the [redacted] documents approved before April 15,2005.• Create, review and get the [redacted] approved before April 30,2005.• Create, review and get the [redacted] approved before May 30,2005.• Complete coding of [redacted] component before June 15.• Complete unit testing of [redacted] component before June 30. Deliver the code with no P1 issue and no blocking P2 issues.• Complete unit testing of [redacted] project before July 31st. Deliver the code with no P1 issue and no blocking P2 issues.• Co-ordinate with [redacted] team on the delivery of [redacted] enhancement and Honoring Depot Repair Contract projects. Make sure that the code is delivered with no P1 issue and no blocking P2 issues.• Contribute to [redacted], user guide and implementation guide contents.• Equip QA for System test by doing dev-handoff and TOI sessions to QA• Support [redacted] test and Certification process by answering queries from QA and by fixing reported issues in time and with high quality.•
Objective 4 (add other objectives as needed) <ol style="list-style-type: none">1. Contribute to project fusion designs.2. Complete OA framework training before August 31, subject to availability of the training.3. Overall knowledge of Service application and its integrating products

SIGNATURES:

[redacted] [redacted]
Employee's Signature Date

[redacted]
Manager

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 .