

US Transfer Justification:

Justification

has been the technical lead and key contributor in the development and release of all three version of the for . He is well versed in Java, SQL and ADF development and has strong design skills. He works well with other framework and database security teams and is a strong technical lead. Besides this, has also been helping with projects to support features such as . At the moment he is working on the support for the and product. His loss would mean we will not be able to deliver the support in . Further we will lose a very key developer in the area of as well.

At the moment there is an acute need for a strong technical contributor like in HQ for 's team. We need someone in HQ to interface with team on various projects as well as help explain features, debug and fix problems. Besides this we also need a person in HQ time to help with issues. It therefore makes sense to move who is already well versed in both as well as and and have him be the technical point of contact for team. Further he can also help with the support in HQ time.

has been offered a manager role in Accolite Inc which is a technical solution services firm in Dallas, TX. His initial posting though will be in Iowa City, Iowa and his starting salary will be \$ for the first 5 months and increasing to \$ after that. He has been offered relocation to the US as well as full medical and other benefits. After discussing with HR we would like to offer him a proposed US salary of \$ which puts him in in US as he was in IDC. He also will be offered relocation of \$. Both of these amounts also match the amounts given by Accolite.

(Note that Accolite has given an email offer letter for \$ they have not provided an offer letter for \$ and have only confirmed this verbally to .)

's HQ Role and Contribution

's team has no POC in HQ. Frequently there are issues in area or in area. We need a hands on developer who can dive in and take a look and help with these issues. is a strong developer with good communication and design skills. He can help with projects and other projects in 's team. Specifically in the area he can help who is the POC with various related setup, explaining features, helping identify problems and unblocking their testing.

Technical Skills

- Strong Java/J2EE and Flex developer
- Strong ADF and web development experience
- Team lead for Audit Vault area
- Strong Oracle database development skills

Programming Languages: C, C++, Java (current), Flex

Frameworks: J2EE, Spring, Hibernate, Struts, Ruby on Rails (familiar), JSF, Oracle ADF

Web Servers/Application Servers: Tomcat, JBoss, WebLogic (familiar), WebSphere (familiar)

Scripting Languages: bash, Awk, Sed

Operating Systems: Linux, MS-Windows

Databases: Mysql, Oracle, Postgres.

Testing Frameworks: Junit, Flex Unit

Development Models: Worked in both agile & waterfall development model.

Others: JDBC, Lex, Yacc, Eclipse, Flex Builder, Antler, Ant , Maven, Apache Axis, JAXB, JAXP, JProfiler

Education

Master of Computer Applications (2000-2003) (CPI 4.4/6.0)
Department of Computer Science, Pune University,
Pune, Maharashtra, India

Achievements

- Delivered Audit Vault plug-in within 6 months
- Migrated security compliance standards/rules to XML
- Enhanced Redaction feature
- Team lead for the Audit Vault and DB Firewall project
- Contributed to PDB configuration and connector project