

IC Product Development Promotion Template

Employee Name: [REDACTED]

Manager: [REDACTED]

Current Position: IC 2

Proposed Position: IC

of Years in Current Position: 3

Location: HQ

of Years in Industry: 3

Group VP: Steven.Wertheimer

SUMMARY OF EXPERIENCE

3 years of experience as a software developer at Oracle

- SQL, PL/SQL, and Perl

Massachusetts Institute of Technology (MIT) Cambridge, MA

Candidate for Master of Engineering in Manufacturing (Mechanical Engineering) [REDACTED]

· GPA: 5.0/5.0

· Coursework: Intro to Manufacturing Systems, Manufacturing Processes, Management in Engineering, Automation and Process Control

University of [REDACTED]

Bachelor of Science in Mechanical Engineering [REDACTED]

- GPA: 3.95/4.00 (Summa Cum Laude), Dean's list for each academic semester
- Passed Fundamental of Engineering (FE) exam for Mechanical Engineering
- SolidWorks certified user, Member of Tau Beta Pi, Engineering Honor Society
- Research Projects: see webpage [REDACTED]

Bachelor of Science in Statistics and Actuarial Science 2008 – 2012

- GPA: 4.00/4.00 (Summa Cum Laude), Dean's list for each academic semester
- 10 out of 10 in Exam P (First Certificate for Actuary)

SCOPE OF POSITION

[REDACTED] develops and maintains:

- [REDACTED]
- [REDACTED]
- [REDACTED]

Since joining Oracle [REDACTED] has become proficient in SQL, and PL/SQL.

TECHNICAL ABILITY

Within the space he owns and implements features in [REDACTED] is capable of taking a basic requirement and working out the detailed logic requirements to implement it on his own.

He is willing to try an idea, and then ask for help without wasting large amounts of time if it isn't working out. This has allowed him to continue to pick up ownership of new projects and bug work.

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TEAMWORK AND INFLUENCE WITHIN ORACLE

■■■■ is a hardworking individual who is very eager to learn and engage on projects. He communicates well on his projects and general work.

■■■■ works well on projects with his peers, sharing knowledge with peers as required, and learning from peers when he is stuck. He has done well balancing his work and deliverables w/ helping others to achieve theirs.

EXTERNAL VISIBILITY

■■■■ is known by the core ■■■■ team, if I am out he is one of the people the core team sends requests to.

ACHIEVEMENT

Projects

- ■■■■ is a key contributor to the ■■■■ Project
- ■■■■ re worked ■■■■ to move it into newly created ■■■■ this allows us to easily re use install updates during upgrades to keep existing systems the same as freshly installed systems as we release new software

Functional and design specs

Patents

N/A

RECOMMENDATIONS

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Position Criteria

(Senior development positions may include unique requirements; therefore template metrics are general guidelines, not hard rules.)

| FACTOR | IC3 | IC4 | IC5 | ARCHITECT – IC6 |
|------------------------------|--|--|---|---|
| Summary Of Experience | <p>BS or MS degree in CS or equivalent experience relevant to functional area.</p> <p>Typically has 3-4 or more years of related experience.</p> | <p>BS or MS degree in CS or equivalent experience relevant to functional area.</p> <p>Typically has 5-7 or more years of related experience. Candidates with less than five years experience must be star caliber and require review by Senior Mgt. staff.</p> | <p>BS or MS degree in CS or equivalent experience relevant to functional area.</p> <p>Typically has ten or more years of related experience. Candidates with eight or more years will be considered only if they are star caliber.</p> | <p>Typically has fifteen or more years of related experience.</p> |
| Scope Of Position | <p>Can code with minimal direction. Normally receives no instructions on routine tasks, with limited supervision on new tasks.</p> | <p>Has full responsibility for the architecture of a significant, self-contained portion of a product or a small product.</p> <p>Has demonstrated technical leadership for his/her area. This is usually done by being a project lead for a small project team of two to three developers.</p> | <p>Has full responsibility for the architecture of a medium-sized product or a substantial layer or subsystem within a large product</p> | |
| Technical Ability | <p>Works on projects of moderate conceptual complexity.</p> <p>Starting to demonstrate ability to write spec's and designs. Specifies, designs and develops software according to provided requirements, with sole</p> | <p>Works on projects of moderate to high conceptual complexity.</p> <p>Demonstrated ability to write high quality functional spec AND design documents for a major area. Provide url's for these documents.</p> | <p>Recognized expert in area within division and/or Oracle.</p> <p>Works on extremely complex problems. Has deep understanding of how his/her area interacts with all related areas.</p> <p>Models best engineering practices. This includes clarity and completeness of spec's and designs, code cleanliness and quality, thoroughness of testing, attention to documentation, and response to bugs and regressions.</p> | |

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| | responsibility for the design. | | Is highly encouraged to maintain an architecture and detailed design document for his/her area. Provide url for this document. |
| External Visibility | Must have good visibility so can be effectively ranked; giving a seminar is good way to do this and is advised. | | Represents group within Oracle. |
| Teamwork and Internal Influence | | | Exhibits effective teamwork with senior developers and senior management within Product Development and across Oracle. Is the technical "go-to person" (consultant) for his/her area within the group and across Product Development. Strongly influences the technical decisions of ten or more developers. |
| Achievements | Demonstrated ability to take feature/design through software lifecycle to release of robust, high quality, production code. | Under broad direction, defines requirements for new projects and specifies, designs and develops software to those requirements. Has delivered several high-quality, large-scale projects to market that have been successfully used by production customers for several years. Has delivered innovative and creative solutions to complex problems. Works effectively with others in managing extremely complex projects | Recognized expert in field inside and outside Oracle |
| Recommendations | Comments supporting above criteria for promotion from outside immediate group from senior level developers and managers | Comments supporting above criteria for promotion from outside of immediate group from senior management and architect-level developers. | Approval from the architects club |

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