

I am requesting approval to hire [REDACTED] for a critical position as a Consulting Engineer in the [REDACTED] unit. Leveraging recruiting, we've interviewed several candidates for the position and [REDACTED] was by far the superior candidate.

The [REDACTED] unit is responsible for building world-class products to service the [REDACTED] market. [REDACTED] will join our team on the [REDACTED] project. We are rearchitecting our [REDACTED] product line to handle multiple devices, offline use/interactivity, and to 'touch enable' all elements of the product. This differentiated user and customer experience is critical for existing [REDACTED] customers as well as new [REDACTED] customers who are using traditional analytical tools and more advanced capabilities such as [REDACTED] and other [REDACTED] systems. [REDACTED] will have incremental releases throughout 2012/2013 and is expected to be an important part of our services in the [REDACTED] where it will be a component of our [REDACTED] offering. As such it is strategic to the success of the [REDACTED] unit.

To properly staff this project, over the next 12 months, we will be re-architecting and implementing the presentation services portion of our [REDACTED] augmenting our existing [REDACTED] core software system and extending it significantly. To ensure that we meet rigorous project deadlines and deliverables, it is mission critical that we have the best talent in place. [REDACTED] has 15+ years experience in the architecture, design, and construction of a background in representation of information from disparate sources for delivery to users in an experiential way, and various enterprise technologies such as Java (since JRE 1.0), J2EE, SOA, DB persistence (relational and object), messaging, rules-based processing, monitoring and governing large scale systems. [REDACTED] was a founder of [REDACTED] a business activity monitoring company (and tool) that had significant marketplace success and was purchased by [REDACTED]. In his current position at [REDACTED], [REDACTED] is serving as a principal architect for [REDACTED]. His work there has enabled [REDACTED] to scale the product up for significant customer deployments and improve user experience on these platforms that handle 'Big Data' in the form seen in complex event processing. This experience will be leveraged at Oracle because of his experience in presenting large amounts of data to end-users. If hired, [REDACTED] will report to the Director for [REDACTED] and [REDACTED].

His skill sets/strengths include:☑-

- Successful record as architect for software products solving technically complex business problems
- Proven track record for development of long-lived and high quality software products.
- Deep knowledge in multiple programming languages, including: C (15+ years), C++ (12 years), Java (9 years) and JavaScript (8 years)

- Experience of design and development of client server products, using different types of networking protocols and standards, i.e., HTTP (10 years), SOAP (8 year), AJAX (1 year), , J2EE (8 years), Web Services (6 years), Application Servers (6 years)
- Experience of relational databases; mainly Oracle (8 years) and SQL Server (6 years)

██████████ current base salary is \$ ██████████, and I'm recommending a salary of \$ ██████████ (comp-ratio of 1.01) and ██████████ stock options, which meets his salary expectations. He has existing restricted stock positions at ██████████. Although Arun has stated that Oracle is his first choice for employment, he has a competing offer from ██████████ as well for \$ ██████████ (include if you know it) so time is of the essence with this offer.