Individual Contributor Promotion Template

<table>
<thead>
<tr>
<th>Employee Name</th>
<th>Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Career Level and Job Title/Code</td>
<td>Proposed Career Level and Job Title/Code</td>
</tr>
<tr>
<td>Total time in Current Position</td>
<td>Office Location</td>
</tr>
<tr>
<td>Current Salary</td>
<td></td>
</tr>
<tr>
<td>Performance Rating</td>
<td>Name of Fowler Direct</td>
</tr>
</tbody>
</table>

Please address the following factors, including examples when recommending promotions to senior positions in Systems.

**SUMMARY OF EXPERIENCE**
(Provide a brief description of current and previous experience, education, and areas of responsibilities.)

**SCOPE OF POSITION**
(Describe the expanded scope, responsibility and complexity of the technical work being performed. Describe how the position or deliverable is important to Oracle’s strategic plan or revenue.)

**TECHNICAL ABILITY**
(Describe the individual’s technical skills: skill in solving technical problems, time needed to solve difficult problems with minimal direction, creativity in problem solving, ability to present new ideas/concepts, judgment in evaluation of alternative courses of action, reliability of design and project decisions.)

**ACHIEVEMENT**
(Describe specific, significant deliverables or accomplishments attributed to this individual as the major contributor. Who within or outside of Oracle would know of these achievements? Also explain how the individual exhibits the qualities of leadership, technical credentials and overall ability to represent their group both within and outside Oracle.)

**TEAMWORK AND INFLUENCE WITHIN ORACLE**
(Describe the individual’s ability to be effective in a team; ability and willingness to help others when needed; working relationships with other group members. Describe the amount and quality of inter-action with other Oracle groups and what results have been achieved.)

**LEADERSHIP & COMMUNICATION**
(How much time does the individual spend representing key Oracle initiatives to Oracle executives, key stakeholders, customers, and partners? Describe the individual’s presentation/verbal and writing skills.)

May 2014