Product Development Management Promotion Template

Employee Name: ________________________________  Manager: ________________________________
Current Position: ________________________________  Proposed Position: ________________________________
# of Years in Current Position: ____________________________  Location: ________________________________
# of Years in Industry: ____________________________  LOB VP/SVP: ________________________________

Please address the following factors, including examples when recommending promotions to Management positions.

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

MANAGEMENT SKILLS
(Briefly describe the individual’s management skills which reflect their ability to get tasks done while attracting and retaining good employees)

SCOPE OF POSITION
(Define how the position or deliverable is important to Oracle’s strategic plan or revenue. Quantify if possible, identifying size or complexity of the task, i.e. numbers of people to manage or influence, magnitude of product for Oracle or technical challenges.)

METRICS: HEADCOUNT AND SPAN OF CONTROL
Current Position HC:  # Employees under this position _____; # Direct Reports _____; # Mgmt Level of reports ______
Proposed Position HC:  # Employees under this position _____; # Direct Reports _____; # Mgmt Level of reports ______

SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY
(Describe the position’s significance and how it impacts products, revenue generation, critical technology or its importance to customers/ partners.)

EXTERNAL VISIBILITY
(How much time does the individual spend representing Oracle to outside interests, such as customers, partners, press and analysts. These contacts should address a technology, product or program area that is highly visible and recognized as an independent entity.)

TEAMWORK AND INFLUENCE WITHIN ORACLE
(Describe the amount and quality of inter-action with other Oracle groups and what results have been achieved. How has the position contributed to their success or how has it influenced other groups to ensure the success of their own strategic projects?)

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/Development both within and outside Oracle.)

RECOMMENDATIONS  (Comments from other senior management staff, both within and outside of group - minimum of three)

March 29, 2011
## Position Criteria

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

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>DIRECTOR</th>
<th>SR. DIRECTOR</th>
<th>VICE PRESIDENT</th>
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<tbody>
<tr>
<td>Summary Of Experience</td>
<td>Requires 8+ years of related managerial/technical experience, including at least 2+ years as Sr. Manager. Works on projects of high conceptual complexity. Provide tenure in current position and overview of prior jobs held.</td>
<td>Requires 10+ years of related managerial/technical experience. Should have broad functional experience, enabling management of product mgmt., QA, tools, Doc, etc. Directs and controls activities through managers. Works on projects of high conceptual complexity. Provide tenure in current position and overview of prior jobs held.</td>
<td>Requires 12+ years of related experience. Directs and controls activities through directors. High conceptual complexity, with significant intangible or external factors, performing significant management or leadership roles. Provide tenure in current position and overview of prior jobs held.</td>
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<tr>
<td>Management Skills</td>
<td>Mgt. skills more task focused within their group. Demonstrated history of attracting and retaining high caliber employees and facilitating positive morale. Group managed has low turnover rate, meets/beats project due date and shows teamwork. Has respect of peers for management skills and getting tasks accomplished. Excels in current position.</td>
<td>Mgt. skills divided between group task focus and problem solving between groups in division. Demonstrated history of attracting and retaining high caliber employees and facilitating positive morale. Group managed has low turnover rate, meets/beats project due date and shows teamwork. Has respect of peers for management skills and getting tasks accomplished. Excels in current position.</td>
<td>Executive level mgt. skills as shown in communication, leadership or strategic initiatives. Leads problem resolution and agenda setting within and between divisions. Demonstrated history of attracting and retaining high caliber employees and facilitating positive morale. Group managed has low turnover rate, meets/beats project due date and shows teamwork. Has respect of peers for management skills and getting tasks accomplished. Excels in current position.</td>
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<tr>
<td>Scope Of Position</td>
<td>Manages teams or virtual teams of 15-30 developers. Responsible for a project or software area. Full responsibility for architecture of 1 or more layer or subsystem within a product or medium sized product.</td>
<td>Manages teams or virtual teams of 20-40 developers with responsibility for a product or product set, or a substantial portion of a very large product. Full responsibility for architecture of 1 or more layer or subsystem within a product or medium sized product.</td>
<td>Manages large staff of 30+ structured into teams or sections. Full responsibility for a product group, large product or function. Completes projects that span product or organizational boundaries.</td>
</tr>
<tr>
<td>Significance of Position and Impact On Oracle</td>
<td>Technology or product area is critical to the success of Oracle’s</td>
<td>Technology or product area is critical to the success of Oracle’s strategic goals.</td>
<td>Decisions have serious impact on success of division and company</td>
</tr>
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<tr>
<th>External Visibility</th>
<th>Visible</th>
<th>Highly visible</th>
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<td>Teamwork and Internal Influence</td>
<td>Some interaction with other groups, influences decisions. Should exhibit effective teamwork with directors and above within Development and across Oracle.</td>
<td>Interacts with other groups, driving action plans and decisions. Broad influence with: senior management. Should exhibit effective teamwork with directors and above within Development and across Oracle on critical matters.</td>
</tr>
<tr>
<td>Achievements</td>
<td>Technical or managerial stature recognized within group and/or Oracle. Represents group within Oracle. Under broad direction, defines requirements for new projects and specifies designs and develops software to those requirements.</td>
<td>Technical or managerial stature recognized within group, widely within and outside Oracle. Defines requirements for new projects and specifies designs and develops software to those requirements. Represents group within Oracle</td>
</tr>
<tr>
<td>Recommendations</td>
<td>From Development senior management outside of VP’s group</td>
<td>From senior managers, both within and outside Development.</td>
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