Individual Contributor Promotion Template

Employee Name	[redacted]	**Manager**	[redacted]
Current Career Level	IC3	**Proposed Career Level**	IC4
Total time in Current Position	**6 years (as [redacted]evel)**	**Office Location**	**SCA19 (Santa Clara)**
Current Salary			
Performance Rating	**4**	**Name o[redacted] Direct**	[redacted]

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.)

For the past year [redacted] has been assigned to the [redacted] project where the goal of the [redacted] group was to provide fully tested and integrated Oracle solution that includes select software components on key HW platforms ([redacted] and storage products, running Solaris OS and OEL (Oracle Enterprise Linux).

Prior to this [redacted] was a senior & key technical member of the [redacted] team where he lead critical efforts in:
+ AI installation testing & deployment on [redacted] for th[redacted] team
+ Architected & deployed the use of [redacted] automation system for Solaris regression testing ([redacted]

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.)

[redacted] project: [redacted] was the lead engineer for the [redacted] of the [redacted] configuration which was the most complex configuration of all the [redacted] systems we qualified. The critical part o[redacted] position was to get simulated customer workload to run (eg. PeopleSoft Campus). To get this application to ru[redacted] had to install & set up a Oracle [redacted] database. Plus install a Weblogic middle tier. Then finally the front end application of PeopleSoft and PeopleSoft LoadRunner clients to simulate various transactions.

[redacted] Since January 2011 [redacted] has been assigned to the [redacted] project where he's the lead engineer developing the test plan & test cases, planning the total lab infrastructure (eg. IP addresses, DHCP, storage needs of system under test as well as clients, number of clients needed for LoadRunner, etc...)

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Exhibit P-425

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.)

[redacted] project: [redacted] mplemented and trained the team on the use o[redacted] o automatically install the Solaris, patch sets, and establish resource groups for [redacted] systems. This set up saved us many hours of manuel labor.

[redacted] project: The discovery of the [redacted] issue and root cause the problem was a significant win of th[redacted] team.

[redacted] project: [redacted] base images testing, [redacted] was instrumental in validating and correcting installation & set up issues with the [redacted] base image development team.

[redacted] olaris regression: The development of the [redacted] automation harness was completely developed by [redacted] o specifically me[redacted] needs. [redacted]

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.)

[redacted] project: There was a compelling and unusual problem encountered during the [redacted] st scenario for the [redacted] system. The goal of performing a [redacted] is to keep the system running while the upgrade task is done, no interruptions. During our [redacted] discovered a patch sequence to a kernal update that required the system to be rebooted. Huge problem and defeats the purpose of '[redacted] (*Please see the write up at the bottom.)*

This problem was high lighted and escalated to [redacted] where [redacted] thought this was an excellent catch and drove home the whole concept behind the [redacted] project. Later this problem was also brought to the attention to [redacted] for their investigation.

[redacted] project: major accomplishment was the '[redacted] written by the [redacted] team [redacted] was a key technical contributor for the [redacted] which described the testing that was done for [redacted]

[redacted] ression: For [redacted] was one of the key contributors in identifying many of the early AI install server problems seen in the bay area and worked with the AI development team

[redacted] egression: For [redacted] regression testing, [redacted] eveloped and wrote an automation harness called [redacted] that takes multiple [redacted] commands that can be executed sequentially and are managed by a schedule that will start and stop testing. [redacted]

+ Increased the number of systems under test from ~12 to ~50 systems.
+ Increased the number of test cases executed during a 2 week test cycle from ~150 to ~500.
+ Increased the % of testing complete during a 2 week test cycle from an average of 60% complete to ~98% complete.
+ Reduced the test cycle time by 50%. The typical test cycle went from 2 weeks down to 1 week.

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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.)

[redacted] project: A big part of the [redacted] project was getting application workloads simulating a customer environment up and running on the [redacted] configurations while in the background we perform various testing activities. (eg. Upgrades, HW & SW faults, etc...) To get these workloads we had to go to the [redacted] engineering team, this team had no motivation or time to work with [redacted] It was extremely important, given the opportunity, to pu[redacted] best & brightest engineers to work with [redacted] engineering to show we wouldn't be a huge burden to them. (Basically prove what we're capable of doing) [redacted] was a key interface to the [redacted] team and was able to establish a competent & positive relationship. This is huge first impression. In the end [redacted] successfully ran and restored and re-ran a [redacted] workload of 5,000 users on a [redacted] single domain server using [redacted] as clients.

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.)

+ Presented the [redacted] issue at [redacted] level for the [redacted] project.

+ Provided [redacted] training [redacted] regression team.

+ Lead engineer for a 20 compute node [redacted] project.

+ Established a technical competency & positive working relationship with [redacted] engineering.

==========[redacted] Issues - Written b[redacted]==========

@([redacted]@(#) 10/07/30 00:15:38

[redacted] Observations From [redacted]

Summary:

Using [redacted] to perform an operating environment upgrade from [redacted] Update [redacted] to [redacted] on a [redacted] system proved intractable. Following the instructions[1][2] available to customers for installing and using the [redacted] tool lead to a list of patches which included several kernel update patches requiring reboot.

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Background:

Planned testing of the [redacted] configuration known as [redacted] includes upgrading the Solaris Operating Environment from [redacted] to [redacted] using [redacted] while the application, PeopleSoft Campus, remains online and under load. The intent being simply to perform the upgrade as a customer would attempt with minimum down time.

Problem:

This procedure became intractable from obsolescence chains in the patches[2] required by [redacted] For the most part patches required by [redacted] include utilities for decompressing and unpacking the [redacted] packages found on the install media, and each patch contained only those standalone tools.

All of those patches are obsolete, and the instructions[2] clearly state to use these patch revisions or higher. Following the train of obsolete patches eventually lead to a slightly smaller list of current patches. Unfortunately the resulting patch list included kernel patches requiring system reboot.

Impact:

The customer's application will be offline either multiple times or for an extended period while the patches required by Live Upgrade are applied, and the customer has no fall-back other than patch removal while their application remains offline.

Actions:

Evaluating patch obsolescence, dependencies and most importantly content allowed the use of obsolete patches prior to the first kernel update patch to bring the tools up-to-date enough to use Live Upgrade without applying the kernel patches. This least common multiple allowed Live Upgrade to process the install media. (This time.)

Suggestions:

1) Live Upgrade in future Solaris updates might carry with it on the install media a private copy of those tools necessary, reducing the probability of external dependencies in the patch level.

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2) Tools used by Live Upgrade might be kept in patches separate from kernel updates. This would require process and procedure changes and probably a product development "contract" to prevent these tools from being bundled in a kernel update patch (for convenience).

3) Given sufficient business justification current tools might be rolled into separate Live Upgrade patches to eliminate the dependency on kernel patches.

Backup:

[1] "How to confirm if Solaris[TM] Live Upgrade mandatory patches are installed"
http://sunsolve.sun.com/search/document.do?assetkey=1-71-1020045

[2] "Solaris[TM] Live Upgrade Software: Patch Requirements"
http://sunsolve.sun.com/search/document.do?assetkey=1-71-1004881

========== End of Live Upgrade Issues - Written by Jon Aimone ==========

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