
From: [REDACTED]
To: [REDACTED] ([REDACTED]@oracle.com)
Sent: 1/24/2017 2:22:07 AM
Subject: FW: Promotion for [REDACTED]

Congrats to [REDACTED]!

And to you for the compelling email!

Thanks,
[REDACTED]

From: Campbell Webb
Sent: Monday, January 23, 2017 5:34 PM
To: [REDACTED] <[REDACTED]@oracle.com>
Cc: [REDACTED] <[REDACTED]@oracle.com>
Subject: Re: Promotion for [REDACTED]

Approved.

C.

On Jan 23, 2017, at 5:46 PM, [REDACTED] <[REDACTED]@oracle.com> wrote:

Campbell,

We are seeking approval for a M4 promotion for [REDACTED]. We have been working with HR. We are not requesting a salary increase.

Thanks,
[REDACTED]

From: [REDACTED]
Sent: Monday, January 23, 2017 11:12 AM
To: [REDACTED] <[REDACTED]@oracle.com>
Cc: [REDACTED] <[REDACTED]@oracle.com>
Subject: Re: Promotion for [REDACTED]

Hi [REDACTED] -

This is in regards to [REDACTED] promotion to a M4/Director level position within our team. I have filled out the promotion template with referrals from [REDACTED], [REDACTED] & [REDACTED] - all of who have worked with [REDACTED] on strategic initiatives. [REDACTED] from HR has reviewed the promotion document and approved it also.

In the recent performance period she has accomplished some very significant milestones for our team:

- [REDACTED] spearheaded the automation of the [REDACTED] reports to our customers via the [REDACTED]. She led a cross functional team that developed the requirements, designed the solution, coded the functionality and implemented it so that [REDACTED] & [REDACTED] customers could simply click and download

these reports via the [REDACTED]. This was once a very manual and resource intensive effort for our customers and Ops resources. The framework and tooling she put into place can now be expanded out to make additional Ops reports ([REDACTED], [REDACTED] and even [REDACTED]) available via the [REDACTED]. This automation helps to streamline our interaction with the field and customers.

- [REDACTED] developed requirements for [REDACTED] – this was a set of security and financial controls around the [REDACTED] architecture that has helped Oracle expand it's offering into the financial services vertical. [REDACTED] was our Lead Product Mgr on this effort and oversaw the definition of requirements, development of a roadmap and the creation of various marketing materials around [REDACTED] cloud.

- [REDACTED] has been working closely with [REDACTED] team in identifying operational problems and bottlenecks that we can have our development resources address. She has been working different teams under [REDACTED] ([REDACTED], [REDACTED]) in developing requirements, documenting them and working with development in having them fulfilled. With [REDACTED] leadership and guidance, [REDACTED] has expressed that his team has a much better handle on communicating, prioritizing and filing ER's to development.

In addition to the above unique accomplishments, [REDACTED] has started managing two resources and is scaling up to four in the coming quarter. These resources will be involved in several strategic automation efforts we've identified for our team in terms of automating field requests (ex: the [REDACTED] app) and also in how we present Ops reporting to our customers via the [REDACTED].

More details about [REDACTED] past accomplishments inside of Oracle are contained in her promotion proposal – attached.

<[REDACTED]-Promotion - FINAL.DOC>