Promotion recommendation to Director for [redacted]

Employee Name:	[redacted]	**Location:**	**HQ**
Current Position:	**Senior Manager/M3**	**Proposed Position:**	**Director/M4**
Current # of Directs:	**7 direct at HQ and additional 3 dotted directs in India**	**Proposed # of Directs:**	**(No change) 7 direct at HQ and additional 3 dotted directs in India**
Current # of EEs in Org:	**(Same as above) 7 direct at HQ and additional 3 dotted directs in India**	**Proposed # of EEs in Org:**	**(Same as above) 7 direct at HQ and additional 3 dotted directs in India**
Previous 3 Performance Ratings:	**5 – Outstanding (6/2012) 4 – Exceeds Expectations (6/2011) 4 – Exceeds Expectations (7/2010)**	**Manager / Group VP:**	**Mohammad Faisal/** [redacted]
# of Years in Current Position:	**Almost 3**	**# of Years in Industry:**	**13**

Summary of Experience

[redacted] has over 13 years of software development and management experience within Oracle. She is managing the following product development teams:-

- [redacted] ([redacted]) – provisioning, upgrade, administration and manageability, UI, Security, Test to Production and performance benchmark.
- [redacted] ([redacted])
- [redacted] ([redacted])
- [redacted] ([redacted]) – administration and manageability, [redacted] for configuration and [redacted] integration, Administrative UI, Security, and VM charter

In addition to managing the product development teams, she also maintains very interactive, open communication channels between various [redacted] virtual teams (Development, QA, Product Management, Technical Writing, Install Development, Bug Diagnosis and EscalationsTeam, Sustaining Engineering, Support) and virtual teams (Siebel, E-Business Suite, Hyperion, PeopleSoft, Beehive, Orion, WebCenter).

With six HQ engineers and three IDC engineers, she has successfully delivered the following major features over the past three years.

- [redacted] and [redacted] ([redacted])
  - Provide a [redacted] based Configuration UI to manage search service and federation services
  - Provide a [redacted] to manage search service and federation services
  - Provide a [redacted] for creating and managing service instances within a [redacted] ([redacted] integration)
  - Provide VM template for both services
  - Multi-Tenancy Support
  - Security
- [redacted]
  - [redacted] (Release [redacted])
  - Enhance [redacted] administration by allowing multiple administrative users with different privileges to manage [redacted] This will enable customers to model their [redacted] administrators and their

Exhibit P-507

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permissions according to their job roles. For example, [redacted] administrator can now grant read access to users (or groups) who want to view the various reports. For relevancy experts, the [redacted] administrator can grant them read and write access for relevancy tuning page so the experts can modify the relevancy settings.

- [redacted] (Release [redacted])
  - Enable [redacted] to be used successfully in the Oracle [redacted] by adding multi-tenancy support. In particular, multiple customers will be able to share the same underlying [redacted] instance without sharing their data. All the tenant configuration and data are logically separated.
- [redacted] (Release [redacted])
  - Provide administrative UI for administrator to configure facets
  - Provide administrative UI for administrator to configure parallel query feature
- [redacted] (SES [redacted])
  - With the [redacted] project, [redacted] will be able to return results using a global ordering on specified attributes, in a performant manner.
- [redacted] (Release [redacted])
  - Provide highly customizable faceted navigation query UI for end-user to navigate the search results
- [redacted] (Release [redacted])
  - Allow query user to create, edit, delete, subscribe and un-subscribe preference profiles
  - Each profile can contain different customized search results, search groups, and search filters
- [redacted] (Release [redacted])
  - Analyze crawler and query performance characteristic in Oracle [redacted] and [redacted]
  - Provide suggestions for performance and scalability enhancement in clustered environment
- [redacted] (Release [redacted])
- [redacted] (Releases [redacted] and [redacted])
  - Test to Production Plugin
    - Seamlessly move configuration data from test to production deployment
  - Upgrade Plugin
    - Seamless upgrade in [redacted] release
  - Comply to [redacted] development checklists
    - Installation and configuration
      - [redacted] ([redacted])
      - [redacted] Template
    - Security
      - [redacted] ([redacted]) Integration
      - Enable [redacted] query [redacted] and [redacted] to support [redacted] based identity propagation
    - Diagnostic
      - [redacted] logging
- [redacted] (Release [redacted])
  - Integrate the crawler and index optimization jobs with Oracle [redacted]. This allows Fusion [redacted] to manage all jobs (including [redacted] jobs) via standard [redacted] monitoring tools (e.g., [redacted])
- [redacted] (Release [redacted])
  - Enhanced the security of encrypted fields
  - Centralized configuration data storage to database tier
- [redacted] (Release [redacted])

    - Enable customer to install and provision [redacted] in an existing database (both single instance and Cluster) and [redacted] server (both single node and cluster).
    - Provides high availability and additional scalability (via scale-out) for [redacted] by leveraging enterprise grade high availability features already provided by Oracle [redacted] and [redacted]
- [redacted] (Release [redacted])
    - This project provides support for searching and indexing documents that are tokenized using custom lexers
- [redacted] (Release [redacted])
    - Space management options enable administrators to set limits on disk space usage.
- [redacted] (Release [redacted])
    - The command line and web service administrative [redacted] has provided significant value to seamlessly embed [redacted] into various [redacted] suites (Siebel, E-Business Suite, Fusion Applications, PeopleSoft)
    - [redacted] administrator can use the command line interface to manage multiple [redacted] deployments from one central location.
- [redacted] (Release [redacted])
    - Enable easy look-and-feel modification for [redacted] query application via [redacted] template files and style sheets.
- [redacted] [redacted] (Release [redacted])
    - New interactive "advanced" search user interface element provides user-friendly experience when specifying advance search criteria.
- [redacted] ([redacted])based [redacted] ([redacted]) support (Release [redacted])
    - Enable [redacted] based [redacted] authentication with [redacted] query application. [redacted] is the new Oracle standard for [redacted]. The design and implementation supports future vendor-specific [redacted] with reduced effort.
    -

In addition to delivering high quality features on time and within time budget, her integration efforts with other teams helped to successfully and smoothly embed [redacted] in various Oracle applications.

Education

- University of Texas at Dallas, M.S. Computer Science (6/97 – 6/99)
    - Valedictorian, graduated at the top of the class
- National Taiwan Yang-Ming University, B.S. Medical Technology (9/92 – 5/96)
    - Valedictorian, graduated at the top of the class

Prior to managing SES Development team

- Project Lead – SES, 06/2005 – 12/2005
- Senior Member of Technical Staff – Oracle Ultra Search, 01/2001 – 05/2005

Prior to joining Oracle Ultra Search Development team

- Software Developer – Oracle Sales Automation (CRM group), 01/1999 – 12/1999

Management Skills:
[redacted] has demonstrated great project management skills through various major release cycles: [redacted] and the in-progress [redacted] and [redacted] release [redacted]. Not only managing the development team to ensure that high quality software is delivered to customers, she also worked with virtual teams to ensure all related tasks would be completed in time; e.g.: Technical Writing team, QA team.

[redacted] is also in charge of many cross-functional activities. She has worked with various other teams (Fusion Applications, WebCenter, Siebel, Orion, E-Business Suite, PeopleSoft) to enable a smooth integration of [redacted] into their products. She kept track of all action items and ensured timely delivery by regular follow-ups. For tasks requiring upper management support, she communicated this requirement appropriately.

[redacted] is able to attract and retain talent. Hiring three new engineers from the College Recruit program in 2006, two of them have shown star performer qualities. For 2010, her group has been constantly selected as the top choice of the College Recruit program. She also keeps the group turnover rate low: Over the past two and half years, only one engineer left her group.

[redacted] proactively improves her management skills by taking Stanford courses and applies it to her working environment. She has successfully improved the collaboration between the teams and is constantly doing process improvement to bring up the overall team productivity.

Scope of Position

[redacted] current responsibilities are as follows:

- Provide product development direction towards competitive advantages Product development: deliver high quality product features on time and within time budget
- Manage development team: manage part of [redacted], [redacted], [redacted], and [redacted] product development teams
- Optimize productivity: identify process inefficiencies and implement improvements to increase product development efficiency
- Resolve technical issues: collaborate with internal and other teams to ensure all [redacted], [redacted], [redacted], and [redacted] issues are being processed in a timely manner
- Coordinate Internal Deployment effort: coordinate [redacted] production deployment within Oracle: Siebel application ([redacted]), [redacted] ([redacted]) development teams
- Support enablement of Search for all Oracle Applications: collaborate with Oracle Application teams to enable [redacted] integration with various Oracle Applications: PeopleSoft, Beehive, Siebel, E-Business Suite
- Showcase key features on sandbox search site: benri (http://benri.us.oracle.com)
- Engage customers and partners: work with product management team to facilitate customer and partner engagement
- Conduct internal training sessions: create technical training sessions and ensure all supporting materials are delivered to all [redacted] virtual team members for every new release

Significance of Position and Impact on the Company

"Oracle [redacted]: One of our biggest announcements in many, many years." -- Larry Ellison, introducing Oracle [redacted] at OpenWorld Tokyo 2006.

Within Oracle, it has been deployed to search enable various enterprise repositories: Oracle Intranet websites, Portal, Metalink, Emails, and Calendar. The unified search solution provides a very easy way to find highly secure information embedded in the enterprise.

[redacted] has successfully delivered many important key features for [redacted] product. Following are two examples that show the importance of her deliverables for Oracle's strategic plan and revenue.

1. The flexible authentication and authorization framework designed by her team has enabled [redacted] to support a wide range for enterprise repositories. Without the limitations for [redacted]

[redacted] ([redacted]), [redacted] now provides a very customizable secure search platform for searching many secure enterprise repositories. The value of this framework is obvious by the successful embedding of [redacted] into Siebel applications and E-Business Suite applications. Not only providing an alternate search solution for existing Siebel customers, [redacted] also enabled Siebel end users with a very simple, quick way to access information that resides in E-Business Suite applications. Many of the [redacted] being developed based on this framework have generated additional revenue for Oracle.

2. The intuitive administration and installation interface designed by [redacted] team has a great impact for the product as well. [redacted] embeds [redacted] and [redacted] and automatically configures and manage everything out-of-box. Customers don't need to hire experts familiar with these embedded products. Being a brand new product, [redacted] wanted to establish itself as a very simple and easy to use enterprise search solution. With this competitive advantage, [redacted] is able to shorten the training cycle, the sales cycle and the customer deployment time. This indirectly increases the revenue [redacted] generates for Oracle.

External Visibility

- Presented [redacted] technology to Market Research Analysts e.g. CMS Watch
- Select customer engagements
  - Boeing: Enabled a successful proof-of-concept and delivered [redacted] training workshop for Boeing employees. Implemented several critical requirements and defined a feature delivery plan to ensure a successful production rollout.
  - CNN and Weil: Collaborated to replace [redacted] with [redacted] & provided technical help for [redacted] product
- Select partner engagements:
  - Dell Corporation:
    - Performance benchmark on Dell servers – presented at Oracle open world 2007
    - High availability solution for [redacted] – with Oracle Clusterware, OTN white paper will be published in early 2008
  - Fabric 7:
    - Performance analysis on this high power hardware – presentation is delivered as sizing guidelines for future [redacted] customers

Teamwork and Influence within Oracle

- [redacted] has worked closely with Orion team to successfully deploy [redacted] for Oracle Support Knowledge Management Application.
  - http://support.oracle.com
    - Metalink is the most searched production deployment within Oracle
- [redacted] has worked closely with internal deployment team to successfully complete the [redacted] customization of [redacted] in the following corporate web sites:
  - Internal search site: http://search.oraclecorp.com/search/search
  - Open World external search site: http://search.oracle.com/default/query/search?q=oracle&group=OpenWorld+SF+2008
- Collaborated with Oracle Support, Bug Diagnosis and EscalationsTeam , and Sustaining Engineering team to provide proper training and support for [redacted] and [redacted] products . Conducting regular meetings and providing technical trainings for all virtual Oracle support teams have increased the overall customer satisfaction.

- Collaborated with OUI Install Development, QA, Technical Writing, Product Management, Support, Bug Diagnosis and EscalationsTeam, Sustaining Engineering, and Patch team to ensure frequent communication and effective turnaround times for [redacted] activities. This has resulted in high quality software being delivered into the market in a timely fashion.
- Complete integration story for [redacted] with various Oracle Applications.

The result of this successful integration is a unified search solution, capable of searching most all Oracle enterprise applications. Furthermore, it added value to the applications themselves e.g. [redacted] is now another licensable search solution that Siebel can offer to their customers.

- Conducted regular meetings with Siebel development team to enable Siebel 8.1 & [redacted] integration
  - The integration is successful and completed. The following features are delivered for this integration project: search by file type, start/stop schedule, query-time relevancy weights for attributes, enable [redacted] to be the default search engine for Siebel application
- Conducted regular meetings with PeopleSoft engineering team to enable PeopleSoft and [redacted] integration

Achievements

Presentations

- Presented [redacted] architecture and [redacted] application integration strategy to Fusion Applications development and product management team (Dec 2012)
- Presented [redacted] key features to external customers (2010)
- Conduct technical training sessions to train Oracle internal teams: Bug Diagnosis and Escalations Team, Sustaining Engineering, Support, Sales Consultants, QA, documentation. (2009, 2010, 2011, 2012)

Approved Patent

- [redacted] (No.: US [redacted])

Pending Patents

- Flexible Authentication Model for Secure Search
- Flexible Authorization Model for Secure Search
- Secure Search Performance Improvement

Recommendations

[redacted] *Senior Director, Software Development*, [redacted]

I have known [redacted] for over 5 years and worked closely with her during the rollout of [redacted] for [redacted] ([redacted]) knowledge search. [redacted] has over million registered users with knowledge search as the most used feature and over 80k hits/hr. [redacted] development team has been working closely with [redacted] development ([redacted] team) from the initial roll out in 2008 to till date as we continue to improve our customer experience.

We work with [redacted] and team on major architectural/design changes especially related to performance issues. I am impressed by her commitment to address our issues related to HA, performance, and scalability. I recall [redacted] key contributions to optimal partition design (sizes, numbers etc) for our various sources, number of nodes, federation of external sources etc - all of which helped us achieve some impressive response times of around 1-2 secs for over 2T content at full load.

In my opinion, [redacted] has excellent technical, and leadership qualities. It has been my pleasure working with [redacted] over the years, and I am certain that she will do an excellent job in her new roles as a director.

[redacted] *Senior Director, Software Development*, [redacted]

I have been working with [redacted] since [redacted] release. She is a very talented professional. In my interaction with her, I always found her to be having in-depth product knowledge. She is always up to the speed with the latest developments and manages a diverse team effectively. She has been leading [redacted] team for quite some time now and I have seen her getting promoted at regular intervals. I firmly believe that she is a deserving person and her presence in [redacted] has been tremendously helpful.

I think [redacted] has very strong project management skills. She sets a clear agenda for the meetings, and keeps an updated record of all the meetings. Her documentation effectively captures the essence of discussion. She efficiently leads the discussions towards the fulfilment of the agenda.

With more customer facing responsibilities coming her way, I feel that she is well placed for her next level promotion. I recommend her for a promotion, and wish her good luck.

[redacted] *Senior Director, Software Development*, [redacted]

I've worked with [redacted] for several years on [redacted] maintenance deliverables. I've always found her to have very clear communication skills which ensures there is never a misunderstanding with requirements. [redacted] has always been very proactive with her requests ensuring my team are given clear requirements and enough lead time to ensure that patches and bundles are planned and delivered on time. She follows up with her requests in a very timely manner to ensure issues are resolved without impacting the dates. She is always very professional and has great interaction with all members of my team. I support this proposal for promotion to the position of Director.

[redacted] *Director, Software Development*, [redacted]

I would like to support [redacted] recommendation that [redacted] be promoted to Director (M4). I have collaborated with [redacted] on [redacted] for about 4 years now. She has consistently impressed me with the clarity of her thinking, focus on gaining a solid understanding of any issues raised and reliable execution on agreed actions. She is an effective leader of her team, working well with a variety of personalities and skill-sets to set clear expectations and hold staff accountable for getting things done. I understand she has been instrumental in presentations to external customers and providing critical support to customers including on-site visits. While that work has not been directly visible to me, her work with [redacted] makes [redacted] account of this work very credible. I can readily see why she would be effective in those capacities. I look forward to continued collaboration with [redacted] as we advance the state of the art in [redacted].

[redacted] *Director, Software Development*, [redacted]

As a manager responsible for performance and stress testing for [redacted], I have worked with [redacted] for more than six years. Through my interaction with [redacted], especially in recent months almost on daily basis I have first-hand experience with her dedication to her tasks as as well her abilities managing several projects in parallel. [redacted] is a strong manager who coordinates the high-level priorities and schedule for [redacted] releases while simultaneously driving individual project details. She demonstrated her leadership skill in keeping the team motivated and focused on the results.

It has been a pleasure and privilege to work with [redacted] and I strongly support his promotion to Director and look forward to continue working with [redacted] and [redacted] team.

[redacted] *Director, Release Management*, [redacted]

I am glad that you are considering [redacted] for promotion to Director. I have been working with [redacted] for last four years, specifically in her capacity as Release Manager for [redacted] team, I continued to work with her when she took over the development team as well. In my mind, one of her strength is her ability to stay focused in multitasking environment and deliver!! An example of this happened couple of months back. I wanted to pre flight and tag [redacted] but our pre flights failed, in what we thought to be [redacted] area. I brought [redacted] in to help debug and provide solution. She jumped in immediately, pulling in her team, understanding the critical situation and stayed until the issue was resolved. It just happened that this issue got transferred from her team to 2 other teams, but she stayed with this and saw that we have a solution. Her ability to not only deliver but understand strategic impact is critical and will help her in her new role

Even when she was the release manager, her meticulous follow-through on every single task made her an invaluable asset to have. Her technical knowledge along with her soft skills gives her a unique edge over others. I support her promotion to be the Director of Engineering and wish her well in the new position

[redacted] *Senior Principal Technical Account Manager*, [redacted]

I wanted to let you know how much I have appreciated working with [redacted] over the past few years. I have been fortunate to work with [redacted] on behalf of Boeing as it relates specifically to [redacted]. It has been a great experience due to the person [redacted] is. [redacted] has the rare skill set of being knowledgeable both technically and functionally. She has been able to not only educate me (which can sometimes be challenging!) but work closely with the Boeing at all levels of the organization. In fact, folks from Boeing and myself have said several times that working with [redacted] and the rest of your team has been the best PM/Dev group that we have ever worked with (and there has been several).

[redacted] is able to stay focus on the customer requirements and demands while keeping Oracle's best interests, another hard objective to achieve while keeping everyone happy. In addition to her knowledge and workings the internal and external processes around product fixes and enhancements, [redacted] is able to present and communicate vey effectively, always in a professional manner.

I can go and on because there is so much good to say about [redacted] but I will wrap it up by saying that I totally agree with [redacted] being promoted. She well deserves it.