

FOR USE IN THE PRODUCT DEVELOPMENT ORGANIZATION ONLY

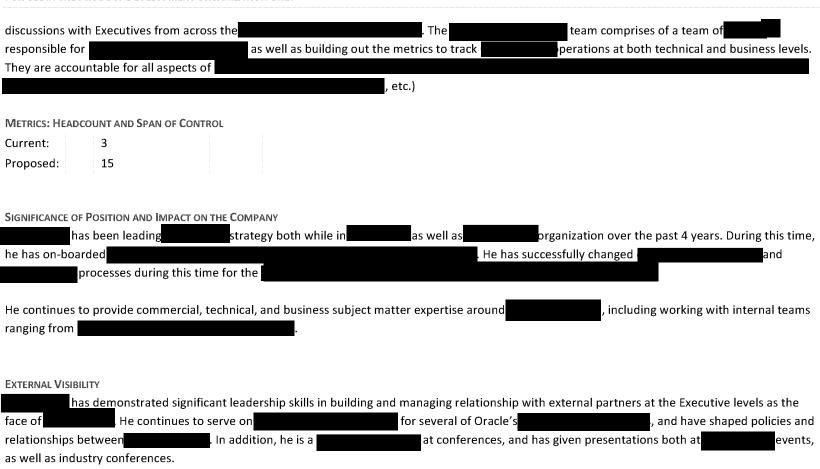
Employee Name:		Manager:	
Current Job Code, Job Code Title, and Career Level:	M5	Proposed Job Code, Job Code Title, and Career Level:	M6
# of Years in Current Position:	3	# of Years in Industry:	19
Current Salary:		Min Salary for Proposed Job Code/Level Salary Range: Salary Increase Amt within the last 3 years:	
Performance Ratings within the last 3 years:	5		
Equity awarded within the last 3 years:			

PLEASE ADDRESS THE FOLLOWING FACTORS, INCLUDING EXAMPLES WHEN RECOMMENDING PROMOTIONS TO SENIOR DEVELOPMENT POSITIONS IN PRODUCT DEVELOPMENT.

SUMMARY OF EXPERIENCE		
has 19 years of overall ex	sperience, 3 years in the current	acle for 5.5 years in various capacities ranging
from development,	design, evaluations, development to bus	iness
has been the leader in	working with both internal and external teams o	on strategic initiatives, including new market
expansion and go-to market partners	hips.	
MANAGEMENT SKILLS		
Since joining Oracle 5.5 years ago,	has lead multiple strategic initiatives working across both inter	nal & external teams. Since March 2015, he has
created & lead the	team accountable for	
While at Oracle, has been	n in the forefront of strategic initiatives and successfully managed	the overall process pertaining to
SCOPE OF POSITION		
, managing	, is responsible for developing the	, leading initiatives from
working with Sales on justification pa	ckages and business models to	. In this
role, he has frequently demonstrated	leadership skills in alignment with what is expected of a	This often includes leading planning



FOR USE IN THE PRODUCT DEVELOPMENT ORGANIZATION ONLY



CONFIDENTIAL ORACLE\_HQCA\_0000363894



FOR USE IN THE PRODUCT DEVELOPMENT ORGANIZATION ONLY

TEAMWORK AND INFLUENCE WITHIN ORACLE
lead the creation of strategic processes such as for Oracle process. He continues to successfully work with Executive Management across Oracle, and is known as a leader who provides strategic vision and input into Oracle successful global growth.
has been able to influence 's direction both at the technical and business front, moving towards a that allowed to grow in a cost effective and flexible manner. In addition, he continues to work with various teams to help shape policies and processes.
Achievement
s high level achievements can be seen in "Significance of Position and Impact on Company" section of this document. However, besides some of the tangible achievements, he has provided many intangible benefits to the company and team. His team provides a trusted and reliable source of know how to get the job done, and assist Execs with many of the strategic discussions. He continues to advance in his ability to communicate at all levels in a concise and effective manner, allowing Oracle to make informed decisions and execute quickly. His ability to look at the picture both holistically as well as microscopically, and influence teams in the background continues to help Oracle navigate through complicated business environments.
RECOMMENDATIONS
I've worked very closely with him over the last year. We've made a great team on our respective sides of the house in driving the projects. He is extremely personable and energetic. Overall a pleasure to work with and a breath of fresh air who is also driven to make great things happen for Oracle. Always responsive, helpful and knowledgeable about our infrastructure as well as the competitive landscape and latest developments. He exhibits awareness of interpersonal and hierarchical dynamics internally as well as within partners, customers and competitors, fostering fruitful relationships and leveraging these insights to accomplish things internally and externally. An opportunity for development is to be proactively less high level when required, anticipating circumstances demanding greater detail, precision and scrutiny in advance of follow ups.
I enjoy working with him, both personally and professionally. We make a highly effective duo driving things and I look forward to continuing to execute on our reservision together.



FOR USE IN THE PRODUCT DEVELOPMENT ORGANIZATION ONLY



CONFIDENTIAL ORACLE\_HQCA\_0000363896