From:	Shauna Holman Harries
To:	Luong, Hoan - OFCCP
CC:	Neil Bourque; Charles Nyakundi; Lida Daniel; Kela Moon; Sean Smith
Sent:	10/29/2015 9:26:51 PM
Subject:	HQCA 21 of 29
Attachments:	HQCA - Personnel File 20 - ████████████.zip

Best Regards,
Shauna Holman-Harries

ORACLE

Shauna Holman-Harries - Director Diversity Compliance
Phone: +1 602 333 9112 | Fax: +1 602 333 9112 | Mobile: +1 480 689 1858

"Working to create an inclusive, diverse culture that drives innovation and business success."
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Oracle is committed to developing practices and products that help protect the environment

New Employee Paperwork

Candidate's Name _____████████████_____

☐ Rehire		☒ New Hire	
☐ International Transfer		☐ Contractor to Regular	
☐ Temp		☐ Internal Transfer	
☐ VISA Required - Email____		☐ Temp to Regular	
☐ Visa Type:_		☐ Part Time	

    o Dates: <u>NEED VISA DATES</u>

☐ Student/Intern	☐ Student/Intern to Regular
☐ Int'l Address – Email____	☐ Cont. Serv. Hire Date
☐ Veteran	☐ SS# Missing – Email____

☒ Offer Cover Letter

☒ Completed Personal Information Sheet

☐ Employee Self-Identification Form

☐ Employee Eligibility Questionnaire

☒ **Signed** Employment Agreement & Agreement to Arbitrate

☒ **Signed** Proprietary Information Agreement

Visa Dates Email Sent 20 Feb
H1B rcd 2/20
Start email 2/20) (SC)   *NB*

	Date	Initials	
Logged:	_2/20/2014	_NB___	
Sent Email:	_2/20/2014	_NB___	
Con. Email:	_2/20/2014	_NB___	
Entered:	4/10/14	SC	
Scanned:	_____	_____	

Comments:

████████████

<u>New Hire - Regular</u> _____

<u>Imaged</u>_____

18-FEB-14 07.57.54.000000 AM_____

18-FEB-14 07.56.58.000000 AM_

18-FEB-14 07.57.03.000000 AM_____

Imaged: x

Start Date: ████████████   *Employee #*████████████

ORACLE Oracle America, Inc

500 Oracle Parkway   phone   +1 650.506.7000
Redwood Shores   oracle.com
California 94065

████████████

████████████

Dear ████████

We are pleased to offer you the position of Principal Member of Technical Staff with Oracle America, Inc. We offer you starting compensation at an annual rate of ██████████ In addition, you will be eligible to participate in the standard compensation plan for your position.

To accept this offer, please electronically accept the Employment Agreement, the Proprietary Information Agreement, and all other documents required in iRecruitment. In addition, there are documents located in the Offer Packet that must be completed and returned to Oracle. Employment and employee benefits can only begin after you have completed the required documents and they have been received by our Americas HR Shared Services Center. If you have any questions regarding these documents, please feel free to call our Americas HR Shared Services Center at (888) 404-2494.

If you have any questions regarding the conditions of your offer, please feel free to call your manager, ████████████████ or the Americas HR Shared Services Center at 888-404-2494. This offer remains open until ████████████ We look forward to having you begin work with us.

Sincerely,

Joyce E. Westerdahl
Senior Vice President, Human Resources

Ref: IRC2325742

PERSONAL INFORMATION FORM

EMPLOYEE INFORMATION

Last Name	████	First Name	████	Middle Name	
Street Address	████████			Apartment/Unit #	████
City	████	County	████		
State	████	Zip Code	████		

Preferred First Name (optional)

Date of Birth (month-date-year)	████	Social Security No.	████

ORACLE EMPLOYMENT INFORMATION

Initial Oracle Point of Contact in the Recruiting Process   [ ] Hiring Manager   [ ] Oracle Recruiter   [X] Employment Agency

If your initial Oracle Point of Contact was a Hiring Manager or an Oracle Recruiter, choose one of the following that best describes how you found out about the position:

[ ] Oracle Recruiter   [ ] Oracle Hiring Manager   [ ] Employee Referral   [ ] Job Fair   [ ] Print Ad

[ ] Oracle Career Website (www.oracle.com)   [ ] Online Career Website (Monster, CareerBuilder, etc.)

[ ] Rehire (if so, please provide Oracle email address) _____

[ ] Other (please specify) _____

Are you an international transfer or contractor currently working for Oracle?	If yes, what country
[ ] Yes [X] No	If yes, Oracle Email Address:

COMPLETE AND RETURN THE PERSONAL INFORMATION FORM TO ORACLE
CLICK HERE FOR INSTRUCTIONS

EMPLOYEE SELF-IDENTIFICATION FORM

Oracle America is an Equal Opportunity Employer. State and Federal regulations require us to obtain information from each applicant for statistical analysis of our compliance with fair employment practices. We request your cooperation in voluntarily providing information, which is confidential and used only in accordance with the regulations governing Equal Employment Opportunity and Affirmative Action. If you do not wish to provide this information, you will not be subject to any adverse treatment.

EMPLOYEE INFORMATION

Last Name	███████████	First Name	███████████
Date	███████████	Position with Oracle	*Principle member of Technicalstaff*

Sex   [X] Male   [ ] Female

Race/Ethnic Origin

Please check whether or not you are 'Hispanic or Latino' or 'Two or More Races'. If you identify with either of these categories, no further action is needed. If you do not identify with 'Hispanic or Latino' or 'Two or More Races' continue to Part 2 of the form. The designations do not denote scientific definitions of anthropological origins. You may be included in the group to which you belong, with which you identify, or to which you are regarded in the community as belonging

PART 1: *SELECT ONE OF THE FOLLOWING OR GO TO PART 2*

[ ]	HISPANIC OR LATINO	A person of Mexican, Puerto Rican, Cuban, Central South American, or other Spanish culture or origin, regardless of race. (Note: Persons from Brazil, Guyana, Surinam or Trinidad, for example, are classified according to race because they are not Spanish origin, culture, or descent.) If you select 'Hispanic or Latino', DO NOT select another race designation.
[ ]	TWO OR MORE RACES	A person who identifies with more than one of the five races (see below). If you select 'Two or More Races', DO NOT select another race designation.

PART 2: *SELECT ONE OF THE FOLLOWING IF YOU DID NOT SELECT A CATEGORY IN PART 1*

[ ]	AMERICAN INDIAN OR ALASKAN NATIVE	A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.
[X]	ASIAN	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. This area includes, for example, China, Japan, and Korea.
[ ]	BLACK (not of Hispanic origin)	A person having origins in any of the Black racial groups of Africa, American, or other Spanish or origin, regardless of race. (Note: persons from Brazil, Guyana, Surinam, or Trinidad, for example, are classified according to race because they are not of Spanish origin, culture, or descent.)
[ ]	NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	A person having origins in original peoples of Hawaii, Guam, Samoa, Philippines, or other Pacific Islands.
[ ]	WHITE (not of Hispanic origin):	A person having origins in original peoples of Europe, North Africa, or the Middle East.

PART 3: *SELECT ALL THAT APPLY*

[ ]	DISABLED INDIVIDUAL	A person having a physical or mental impairment which substantially limits one or more of the person (s) major life activities, or having a record of such an impairment. (**Note: If accommodation is needed to perform the essential functions of your job please contact your Human Resources Representative).
[ ]	RECENTLY SEPARATED VETERAN	A person who left the military within 12 months of current date. Departure Date:
[ ]	DISABLED VETERAN	A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or was discharged or released from active duty because of a service-connected disability.
[ ]	ARMED FORCES SERVICES MEDAL VETERAN	A veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.
[ ]	OTHER PROTECTED VETERAN	A veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
[ ]	VETERAN	Not Included in Above Categories

COMPLETE AND RETURN ALL PAGES OF THE EMPLOYEE SELF-IDENTIFICATION FORM TO ORACLE
CLICK HERE FOR INSTRUCTIONS

EMPLOYEE ELIGIBILITY QUESTIONNAIRE

MANDATORY: ALL NEW EMPLOYEES MUST COMPLETE AND SIGN THIS FORM
Federal law requires Oracle to hire individuals who are authorized to work in the United States. To ensure compliance, all prospective employees must answer the following questions and sign and date this form.

EMPLOYEE INFORMATION

Are you authorized to work in the U.S.?   ☒ Yes   [ ] No

Which one of the following applies to you (check one only)?

[ ] U.S. Citizen   [ ] U.S. Permanent Resident   ☒ Foreign National with/without temporary status in the U.S.

If you checked U.S. Citizen or U.S. Permanent Resident, *skip to Section 2 – Signature*.

If you checked Foreign National with/without temporary status, *complete Section 1 – Work Authorization and Section 2*.

SECTION 1 - WORK AUTHORIZATION

Which one of the following (A, B or C) describes your current status and/or work authorization?

A) [ ] I have valid U.S. work authorization based on:

[ ] F-1 with valid EAD or valid/properly endorsed Form 1-20
[ ] J-1 with valid and properly endorsed DS-2019
[ ] Valid EAD work card issued to me based on some other immigration sponsorship or filing

Date issued: _____

Date of expiration: _____

B) [ ] I already have work authorization sponsored by Oracle and can begin employed based on this.

Describe your work authorization document: _____
Note: U.S. visa stamps are NOT work documents; Forms I-94 ARE work documents

Date issued: _____

Date of expiration: _____

C) ☒ I do not have U.S. work authorization with Oracle, and require sponsorship for work authorization.
(I have valid H1B, Expiring on ███████████)

SECTION 2 - SIGNATURE

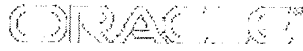| ████████████	███████████	███████
Print Name	Signature	Date

Policy Note: Oracle files F-1 to H-1B petitions requesting "change of status" with the closest immediate effective date. Deferment of H-1B start date is not possible.

COMPLETE AND RETURN THE EMPLOYEE ELIGIBILITY QUESTIONNAIRE TO ORACLE

ORACLE **iRecruitment Administrator**

Home Logout Preferences Chat Now

| Home | Vacancies & Offers |

Offers Workbench >

Candidate Details: ██████████

| Background Check | Back | Candidate 21 | Next |

Applicant Number	██████████	Preferred Language	**English**
Name	██████████	Current Applications	**1**
Email Address	██████████		
Location	██████████		
Current Employer	██████		
Home Phone Number	██████		
Last Degree Completed	**Master's**		
Vacancy	██████	Application Date	██████████
Job Title	**10540.Software Developer 4.PRODEV.SWENG.IC4**	Offer Status	**Approved**
Offer Extended Date			

| Candidate Profile | Qualifications | Jobs Considered For | Applications | Offers |

Select Offer: | **View Details** |

Select	Vacancy	Posting Name	Expiry Date	Proposed Start Date	Offer Creation Date	Offer Status
⊙	████	Software Developer 4		██████████		Approved

██████████

Below is the summary of the offer created for this application. Select any one of the available options and click Go to process the task.

Action ██ | Go |

Basic Offer Details

Business Group	**Oracle America, Inc.**	Replaced Employee	
Vacancy Number	██████	Previous Email Address	
Proposed Start Date	**03-Mar-2014**	Justification for this hire	**Critical need in ██████ ████████ coverage, including ████████ Candidate satisfies requirements for this position.**
Job	**10540.Software Developer 4.PRODEV.SWENG.IC4**		
Grade	██		
Organization	**BA81 - Identify Management Sustaining - ORCL USA**		
Location	**US-CA-Redwood City-500 Oracle Parkway**		
Manager	██████████		
Manager Email	██████████	Candidate Source	
Manager Employee Number	██████	Employee Referral Name	
Recruiter	**Gorman, Todd C**	Hire Type	**New Hire - Regular**
Employment Status	**Full Time - Regular**	Work Schedule	**1 Schedule: 8-8-8-8-8-0-0**
Work Hours	**40**		
Discretionary Job Title	**Principal Member of Technical Staff**	Vacation Plan	**Standard Vacation Plan**
Product Association	**N/A**		

██████████████████████

	N/A	
Rep Type	**N/A**	
	N/A	
Product Descriptor	**N/A**	
	N/A	
Industry	**Not Applicable**	
	N/A	
Budgeted Headcount	**Yes**	
Salary in Budget	**Yes**	
Replacement Hire	**No**	

Temporary Assignment End Date
Channel
University Degree
Romania Local Job Grade
Italy Local Job Grade
France Local Job Grade
Current Employment Local Grade
Candidate's Current Job Title   **Senior Java Developer**

Candidate's Current Salary/ATV ███████

Commission Draw Duration
Former Acquired Company Name
Shift/Premium Eligible   **No**
Display Salary as Hourly?
Eligible to work where job is posted   **Y**

Salary Information

Salary Basis   **Annual**
Proposed Salary ███████
Grade Range
Comparatio   **100.303**
Quartile   **3**
Annualized FTE Salary ███████
Annualized Salary

☑**TIP** Conversion rate as on 31-May-2013 from USD to USD: 1 USD =

Additional Offer Details

Individual Compensation Plans for Offers

Stock
Justification
Car Allowance
Justification
Relocation Amount
Justification
Sign On Bonus
Justification

Attachments

Internal Documents

Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
No results found.								

External Documents

Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
No results found.								

Offer History

███

Offer Status	User	Date/Time
Approved	███████████	███████ 15:41:21
Pending For Approval	███████████	███████ 15:26:56

Approval History

Line number	Approver	Approver Type	Category	Approval Status	Date	Comment
1	BGCHECK	HR People	For Your Information	Notified	04-Feb-2014 15:27:04	
2	Santone, Amie	HR People	Approver	Approved	07-Feb-2014 10:36:37	Approved and supported by HR, Marta Leon.
3	Ranganathan, Hema	HR People	Approver	Approved	08-Feb-2014 22:08:19	Approved
4	Dharan, PV	HR People	Approver	Approved	08-Feb-2014 23:05:37	
5	Meritt, Eleanor	HR People	Approver	Approved	09-Feb-2014 20:58:39	
6	Kurian, Thomas	HR People	Approver	Approved	13-Feb-2014 20:14:40	
7	Ellison, Lawrence	HR People	Approver	Approved	14-Feb-2014 07:53:07	
8	BGCHECK	HR People	Approver	Approved	14-Feb-2014 14:59:01	
9	Wudali, Lalini	HR People	Approver	Approved	14-Feb-2014 15:28:38	
10	HROFFERS	HR People	For Your Information	Notified	14-Feb-2014 15:28:39	

Approval History

Sequence	Name	Action	Date	Comments
1	███████████	Submit	04-Feb-2014 15:27:00	The ████████████████ team has a critical need to enhance its capacity and expertise as we take on additional responsibilities to uptake the ████████. ██████████ is particularly well qualified to join us, with a Master's Degree from ███████████ with over 10 years of development experience in relevant technologies. He is an expert programmer, bringing valuable experience in large-scale Java product development, with a particular focus on solving complex problems. This is immediately applicable to the ████ ████████████ team, and ██████████ will be invaluable to add US coverage for 2 specific products in this space - ████ ████████████ impressed ██████████ teams with his ability to solve complex problems, both problem solving and coding related, providing high-level descriptions of interactions in complex systems and low-level implementation details. ██████████ work for us will result directly in providing accelerated handling of regular and urgent customer issues and escalations; and will help improve the quality of ████████ ████ products thus helping us compete better against our competitors in this space. Given ██████████ significant years of experience as a deep and broad expert in Java development, we would like to propose a base salary of ██████████. His current salary is ███████████████████████. I believe this compensation is good enough to attract ██████████, who is seriously considering a large company for long term career growth rather than a smaller company. This offer is within the

				range for PMTS, and I believe it is justified given his combination of strong technical skills and proven experience and his ability to make an immediate impact in our team.
2	Santone, Amie	Approved	07-Feb-2014 10:36:36	Approved and supported by HR, Marta Leon.
3	Ranganathan, Hema	Approved	08-Feb-2014 22:08:18	Approved
4	Dharan, PV	Approved	08-Feb-2014 23:05:36	
5	Meritt, Eleanor	Approved	09-Feb-2014 20:58:38	
6	Kurian, Thomas	Approved	13-Feb-2014 20:14:39	
7	Ellison, Lawrence	Approved	14-Feb-2014 07:53:06	
8	BGCHECK	Approved	14-Feb-2014 14:59:00	
9	Wudali, Lalini	Approved	14-Feb-2014 15:28:37	

Return To Search   **Background Check**   **Back**   Candidate 21   **Next**

Home   Vacancies & Offers   Home   Logout   Preferences

Name - █████████████

Contact -

███████████████████████████████

Summary:

1. I have **12+ years** of software development experience in IT Industry.
2. **Technical Experience –**
   I have very good experience in designing and developing JEE experience deployed on Linux/Unix platform. I have designed multi threads and distributed enterprise applications using state of the art technologies. I have also worked on capacity planning, horizontal and vertical scaling and Disaster recovery solutions. I used various patterns such as singleton, Factory etc to develop optimized solution.
   a. **Development Experience –**
      i. I have done Java based development for all 8+ years using Java. I am proficient in Core-Java, Collections, Multithreading, Servlets, JDBC, LOG4J, JAXB, XML, Maven, Java Mail, XSLT, JSP, REST Web services and Client Server application.
      ii. I built several web applications using frameworks like Spring and Struts and Database like Oracle. I used several spring capabilities like JDBC Templates, Rest Templates, Threading and schedulers etc
      iii. I have developed Coarse-grained and Scalability SOAP and RESTFul APIs. I have good understanding of SOA.
      iv. I have good working knowledge of Unix/Linux. I have worked on writing build scripts based on unix/linux commands.

   b. **Performance and Service Scalability Exercises -** I had been part of several Scalability exercises. I have used Jmeter to simulate load on one instance of JBoss. I also did several parameters tweaking to bring out better result.
   c. **Information Security –** I worked extensively in information security area for web Applications. I have worked on fixing of SQL Injection, Cross Site Scripting (XSS), Insecure Direct Object Reference, Cross Site Request Forgery (CSRF), App Server Security Misconfiguration

3. **Additional Experience**
   a. **First Level Application Support** – I am supporting incident Management Thread for the two ████████ Products. First level of support comes to me, which includes responding to P1 and P2 tickets. My responsibility is to analyze logs, look into the code, simulation of issue, talking to Engineering Team and End Customers, set up conference, audio/video conversation and resolve issues to ensure business continuity in minimum possible timeframe. I monitor App and DB servers and work with engineering team to enhance application based on incidents and customer feedback.

Education:

- **Degree - Masters of Technology (M. Tech.) from** ████████████████████

Certifications:

- **Sun Certified JAVA Programmer**

Technical Skills:

Languages	Java, Fortran
Scripts	Unix Scripts, Java Scripts, XML, XSD

Frameworks	Spring , Struts 2, Jquery, DOJO, HTML5, AngularJS
Database	Oracle, DB2, MongoDB
Operating System	Windows, Linux, Unix
ORM	Ibatis, Hibernate
Build	Maven, Ant, Jenkins
JEE/J2EE	SOAP Services, RESTful Services, EJB,
Other	Netscaler, WAF, Apache Web Server, JBoss, WebLogic, Tomcat, JMeter, Eclipse, Akamai

Latest Project Information

██████████████████████

Role – Sr. Developer
Duration - ███████████████

████ has ability to diagnostic ██████████ system based products such as ████████ I am developing applications, to capture these diagnostics. The application provides HTTP post capabilities to post diagnostics and Restful ways to pull diagnostics for display and analysis purposes.

Responsibilities:
- Creation of High level Architecture and design for a business sensitive asynchronous operation triggered from ██████
- Development of JSON based Restful services.
- I have used state of the art Spring features such as **Executor Framework**, **Caller Return Policy** and **Job Scheduler** etc
- Involved in the requirement analysis, design, and development as well as in the testing of the Application.
- Memory profiling and Performance testing using **Jmeter** and **Jprofile**.
- Code review and optimization
- Developed a suite of test cases using the **JUnit** test Framework.
- Build and Deployment

Environment: Splunk, Netscaler, Linux Administration, JDK 1.6, JBosss 5.1 and 7.1, Jmeter, JProfile, Java

Melody, Html, CSS, Apache tomcat 6.2, J2EE, Servlet, JDBC, Linux, SCN, eclipse, Spring 3.1 and 3.2, SQL, PL/SQL,

DB Visulaizer, SVN, Log4J, MVC, Design Patterns, UML, SOA, XML, OOAD, WSDL, JUnit

██████████████████████

Role - Sr. Developer
Duration - ███████████████

I am handling proactive information security initiatives for a suite of applications in ██████ As part of this thread I have worked on application fortification by implementing ████████████████████ ████████ etc.

Responsibilities:

- Fixing of ███████ vulnerability.
- ██
  ██
  ██
- Review Application with information security team – Explanation of architecture and design points.
- Creation of Solution to fix information security holes, do Proof of concepts
- Lead team of developers to get information security issue fixed
- Testing of fixes.
- Production deployment of code
- Application monitoring using tools likes Splunk for any infosec attack.

Environment: JBoss Web Services, JDK1.6, Struts, Spring, Oracle etc

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Project Name - ████████████████████
████

Role - Sr. Developer
Duration - ████████████

I am responsible to support a suite of shared services for ████ Business units in ████ use these services for various purposes. I am responsible to ensure availability of services, handling enhancement projects for these services and respond to any error reported.

Responsibilities:

- Define interfaces, creation of XSD and sample XML.
- RESTful service development on Jersey Framework
- SOAP service development on Sun Metro Framework.
- API setup on ESB like platform
- Monitor load on Web Services.
- Provide first level support on day to day issue.
- Planning and Designing improvement of services.
- Minor Enhancements, bug fixing,
- Test Only Support.
- L2 support
Leading team for design and development

Environment: SOA, JBoss, Web Services, JDK1.6, Spring, Oracle etc

---

Project Name - ████████████████████████
Client - ████
Role - Sr. Developer
Duration - ████████████

I worked on merging of two different enterprise applications for one of leading Manufacturing clients. Project had technical challenges due to non-homogeneous technologies and sizing of these two applications.

Responsibilities:

- Creation of High Level Design and Architecture
- Leading meetings, presenting, technical go to person, and cross-functional leader.
- Development of merged code
- Phase rollout

Environment: JBoss, Web Services, JDK1.6, Struts, Spring, Oracle etc

---

Project Name - █████████████████████
Client - ████████
Role - Sr. Developer
Duration - ████████████████

I worked on execution of nonfunctional enhancements to several components and database for a major customer facing application for one of leading Manufacturing clients. Enhancement included migration from JMS to other queuing solution, converting jobs to web services and migration of ████████████████ Project involved planning for functional test, performance test, risk assessment, and major backup/fall back planning for database. Activity was performed Offshore – Onsite mode.

Responsibilities:

- Creation of High Level Design and Architecture
- Leading meetings, presenting, technical go to person, and cross-functional leader

Environment: JDK 1.6, JBoss, JAX WS, Oracle 10g, Oracle 11g, App Perfect Load tester, SOAP UI

Project Name - █████████████████████
Client - ██████████
Role - Sr. Developer
Duration - ████████████████

I worked on this technical enhancement project for one of leading Manufacturing clients ████████████████
Objective of this project was to enhance monitoring of business sensitive transactions.

Responsibilities:

- Creation of High Level Design and Architecture
- Developing enhancements

Environment: JBoss, JMS, JAVA 1.5

Project Name - █████████████████████████
Client - ████████
Role - Sr. Developer
Duration - ████████████████

Evaluated Content Management Systems such as ██████████████████████ etc, did initial level of evaluation of JVM based new programming languages such as █████████████ , etc. Provided road map, strategy and recommendations for capturing relationship between Applications and Application Services Providers

(ASPs). Presented Point of View on Scope of Social Collaboration in Auto Industry, especially in Consumer Facing Applications and Dealer based applications.

Responsibilities:
- Creation of High Level Design and Architecture

Leading meetings, presenting, technical go to person, and cross-functional leader

Environment: NA

Project Name - ███████████████
Client - █████████████
Role - Sr. Developer
Duration - █████████████

I worked in a large scale Service based E Governance Portal application aiming to automate various government services. I chipped into project at later stage to advice on deployment aspects and see other NFR issues. Performed analysis on current state of deployment architecture and suggested improvements. Performed analysis on Hardware Vs Software based Load Balancing. Gave recommendation of usage of ██████████████████████ ████████████████████ Identified areas where database based persistence were required over file-based persistence.

Responsibilities:
- Creation of High Level Design and Architecture
- Leading meetings, presenting, technical go to person, and cross-functional leader

Environment: Web logic Portal, Oracle Service Bus, Oracle DB, Oracle Lifecycle product, OID, Quartz, Apache Solr, JASPER

Project Name - ██████████████████████
Client - █████████████
Role - Solution Architect
Duration - █████████████

Responsibilities:
I worked as ██████████████████████████ project for a key internal application in ████████ where in I has to report to high management such as Assistance Vice President. I was single point of contact between various stakeholders. My responsibility included capturing of requirement in prototype format, getting customer sign off, discussion with several technical teams located at different cities and ensuring deliveries. I was part of architecting and ensured deliveries also.

Environment: Microsoft office SharePoint, Web Services, Windows Server 2003

Project Name ██████████████████████
Client - ████████████

Role - Architect ████████
Duration – ████████████████████

Responsibilities:
I worked on various pre sales support and technology-consulting project during this period. I was lead for presentation creation, customer specific data capturing and analysis, ███████████████████████ ████████████demonstration.

Environment:

Project Name ████████████████████████████

Client – ██████████
Role - Developer ████
Duration – ██████████████████

Responsibilities:
I worked in various projects for a ████████████████████It includes HPS tool migration to Java, MIS Reporting, XML based PDF Generation modules, Technical Enhancements and other J2EE projects/modules development.

Environment: Java, Eclipse, CORBA, Oracle

Subject: RE: Visa Information Required: ████████████████

From: ███████████ ████████████████████

Date: 2/20/2014 1:52 PM

To: HRSSC New Hires <hrssc-new-hires_us@oracle.com>

CC: '███████████████████████████

Here are the details -

Type of Visa: H1B

Issue date of work authorization: 12/12/2012

Valid From : 12/26/2012

Expiration date of work authorization: 12/12/2014

I am also attaching a copy of H1B approval copy to avoid any error in communication. Please see attachment.

Date: Thu, 20 Feb 2014 13:29:20 -0800

From: hrssc-new-hires_us@oracle.com

To: ████████████████

CC: ████████████████

Subject: Visa Information Required: ████████████████

ORACLE

Americas HRSSC

Hello,

Please provide the information requested below:

Type of Visa:

Issue date of work authorization:

Expiration date of work authorization:

Thank You,

HRSSC - New Hires

—Attachments:—

████████████████

17179869184

GB

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D-75

75.18

Subject: Re: URGENT ACTION REQD: New Hire Start Date: ██████████████████

From: ████████████████████████████

Date: 4/2/2014 7:02 PM

To: New Hires <hrssc-new-hires_us@oracle.com>

Hi,

██████████H1b transfer was initiated with INS on March 28th and we are expecting to receive

a receipt in 2-3 weeks. While the approval will take a couple of months, we were advised that ████████can start at Oracle as soon as the receipt is received.

I have discussed a start date of ████████ for ████████ Please let me know what are the next steps to get his onboarding process started asap

thanks

████████

On 2/20/14 3:45 PM, New Hires wrote:

> Hello ████
> Your candidate indicated that he/she has a H1 visa already and provided us with proof. If a transfer is needed, you will need to contact our immigration department (rich.nagase@oracle.com or http://my.oracle.com/site/hr/us_immigration/index.htm) for more information on how to initiate that process. Once that process is completed, please respond to this email notifying the HRSSC of a start date.
> Regards,
> Solomon/Americas HRSSC
>
> On 2/20/2014 3:30 PM, Lalini Wudali wrote:
>
> > Hi,
> > My candidate needs an H1B transfer to be initiated, before a start date can be determined.
> >
> > I will wait for for instructions on how/where to start visa process so that a visa request can be placed.
> > Once that is done, I can work to determine the start date.
> >
> > thanks
> > ████████

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On 2/20/14 2:13 PM, New Hires wrote:

Manager,

We have received the acceptance paperwork for your new hire, ████████████
received on 20FEB2014.

**Please respond by replying to this email with his/her official Oracle start date. If you
respond today the earliest acceptable start date would be 27FEB2014.**

The start date must be 5 or more business days out from the date you respond, to allow time for processing.**

Please advise if this candidate is a rehire. If the candidate is an international transfer, please
provide the original start date for vacation and vesting purposes, the employees previous
email address and the country code. Please let us know if you have any additional
questions.

Thank You,
Americas HRSSC

ORACLE

Hardware and Software, Engineered to Work Together

Ref ████████████████

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75.22

Subject: Fwd: Employment Authorization Notification, ████████████
From: ████████████████████████████
Date: 4/3/2014 10:29 AM
To: New Hires <hrssc-new-hires_us@oracle.com>

Hi,

Here is the INS receipt notice for ███████████ H1b transfer. I will discuss with ███████████ to see if he wants to pull in the joining date from ████████ will keep you updated.

If you can send a Wiki on next steps, e.g getting a office, getting a computer, email accounts etc, I will get started on that.

thanks

████████

-------- Original Message --------
Subject: Employment Authorization Notification, ████████████████
  Date: Thu, 3 Apr 2014 17:19:23 +0000
  From: Vicki Lee <vlee@balglobal.com>
    To: ████████████████ < ████████████████ , ████████████████
    <lalini.wudali@oracle.com>
  CC: ins_us@oracle.com <ins_us@oracle.com>, Vicki Lee <vlee@balglobal.com>

Dear ██████ and ████████

Please see the Action Items in red text below for manager and/or employee.

Attached is the USCIS receipt notice for the H-1B transfer petition filed on behalf of ██████████████ Our records indicate that ████████████ is currently in the U.S. in valid H-1B status. As long as ██████████ has not been employed without authorization in the U.S. since his most recent entry, he is eligible to begin employment with Oracle now.

Manager must forward this entire email to HRSSC New Hires (hrssc-new-hires_us@oracle.com) with proposed start date, in order to complete the hiring process.

████████████

We have contacted USCIS to request a correction on the spelling of your last name.

Attached is a copy of the certified Labor Condition Application (LCA), which is required to be provided to you before your first day of work.

TRAVELING ABROAD:
Please contact BAL should you need to travel abroad prior to the H-1B approval. USCIS has issued interim travel guidance for individuals who are in valid H-1B status and who change employers upon the filing of a new H-1B

petition. This guidance represents formal recognition by USCIS of the H-1B portability provisions.

According to USCIS, an individual who is in valid H-1B status and who has changed employment upon the filing of a new H-1B petition, and who then travels outside the U.S. and returns prior to approval of the new H-1B petition, must meet four conditions in order to be readmitted to the U.S. BAL's interpretation of the four conditions is as follows:

At the Port of Entry inspection, the H-1B individual must:

1.   Present a valid, unexpired passport;
2.   Present a valid, unexpired H-1B visa;
3.   Present evidence that the individual was previously admitted in H-1B status or previously accorded H-1B status – this evidence may be in the form of a copy of the previously issued Form I-94 indicating admission in H-1B status, or a copy of Form I-797 Notice of Action (H-1B approval notice) with the original petition's validity dates.
4.   Present evidence that a new H-1B petition was timely filed with USCIS (e.g., a dated H-1B filing receipt notice). "Timely filed" means that the new H-1B petition must have been filed prior to the expiration of the individual's previous period of admission in H-1B status.

Important Notes:

A.   An individual whose original H-1B status has expired is not admissible unless the new H-1B petition has been approved.
B.   An individual who meets these requirements is admissible until the validity date of the previous H-1B petition, plus ten days.
C.   An individual who has changed employers but is not in possession of a Form I-797C Receipt Notice for the new H-1B petition, is not admissible unless USCIS finds evidence that a new H-1B petition has been filed.
D.   H-4 dependents must meet the same requirements.

This interim guidance clarifies one important aspect of the H-1B portability provisions. Although many issues await resolution in the form of formal regulations, the much-needed interim travel guidance described above is a significant step forward toward that end.

We will inform you as soon as our office receives news from USCIS on your petition. Please contact us should you have any questions.

Regards,
Vicki

Vicki Lee
Lead Paralegal to Susan K. Wehrer, Esq

BAL Corporate
Immigration

Berry Appleman & Leiden LLP
Attorneys at Law

4/3/2014 11:18 AM

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353 Sacramento Street, Suite 1300
San Francisco, CA 94111

DIRECT +1 (415) 617-4561| **FAX** +1 (415)398-1808| **EMAIL** vlee@balglobal.com | **WEB** www.balglobal.com

Confidentiality Notice: This message may contain confidential client communications. If you are not the intended recipient of this message, please forward the message back to the sender and destroy the original message (and any copies). Thank you.

─Attachments:───

1264_001.pdf   582 KB

4/3/2014 11:18 AM

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Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor

Electronic Filing of Labor Condition Applications
For The H-1B Nonimmigrant Visa Program

This Department of Labor, Employment and Training Administration (ETA), electronic filing system enables an employer to file a Labor Condition Application (LCA) and obtain certification of the LCA. This Form must be submitted by the employer or by someone authorized to act on behalf of the employer.

A) I understand and agree that, upon my receipt of ETA's certification of the LCA by electronic response to my submission, I must take the following actions at the specified times and circumstances:
- print and sign a hardcopy of the electronically filed and certified LCA;
- maintain a signed hardcopy of this LCA in my public access files;
- submit a signed hardcopy of the LCA to the United States Citizenship and Immigration Services (USCIS) in support of the I-129, on the date of submission of the I-129;
- provide a signed hardcopy of this LCA to each H-1B nonimmigrant who is employed pursuant to the LCA.

☑ Yes ☐ No

B) I understand and agree that, by filing the LCA electronically, I attest that all of the statements in the LCA are true and accurate and that I am undertaking all the obligations that are set out in the LCA (Form ETA 9035E) and the accompanying instructions (Form ETA 9035CP).

☑ Yes ☐ No

C) I hereby choose one of the following options, with regard to the accompanying instructions:

☐ I choose to have the Form ETA 9035CP electronically attached to the certified LCA, and to be bound by the LCA obligations as explained in this form

☑ I choose not to have the Form ETA 9035CP electronically attached to the certified LCA, but I have read the instructions and I understand that I am bound by the LCA obligations as explained in this form

ETA Form 9035/9035E Attestation   FOR DEPARTMENT OF LABOR USE ONLY   Page 1 of 1

Case Number: I-200-14057-624834   Case Status: CERTIFIED   Period of Employment: 03/02/2014   to   03/01/2017

Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor

*Please read and review the filing instructions carefully before completing the ETA Form 9035 or 9035E. A copy of the instructions can be found at http://www.foreignlaborcert.doleta.gov/. In accordance with Federal Regulations at 20 CFR 655.730(b), incomplete or obviously inaccurate Labor Condition Applications (LCAs) will not be certified by the Department of Labor. If the employer has received permission from the Administrator of the Office of Foreign Labor Certification to submit this form non-electronically, ALL required fields/items containing an asterisk (*) must be completed as well as any fields/items where a response is conditional as indicated by the section (§) symbol.*

A. Employment-Based Nonimmigrant Visa Information

1. Indicate the type of visa classification supported by this application *(Write classification symbol):* *	H-1B

B. Temporary Need Information

1. Job Title * SOFTWARE DEVELOPER

2. SOC (ONET/OES) code *	3. SOC (ONET/OES) occupation title *
15-1133	SOFTWARE DEVELOPERS, SYSTEMS SOFTWARE

4. Is this a full-time position? *	Period of Intended Employment	
☑ Yes ☐ No	5. Begin Date * 03/02/2014 *(mm/dd/yyyy)*	6. End Date * 03/01/2017 *(mm/dd/yyyy)*

7. Worker positions needed/basis for the visa classification supported by this application

10	Total Worker Positions Being Requested for Certification *

Basis for the visa classification supported by this application
(Indicate the total workers in each applicable category based on the total workers identified above)

10	a. New employment *	0	d. New concurrent employment *
0	b. Continuation of previously approved employment * without change with the same employer	0	e. Change in employer *
0	c. Change in previously approved employment *	0	f. Amended petition *

C. Employer Information

1. Legal business name * ORACLE AMERICA, INC.

2. Trade name/Doing Business As (DBA), if applicable N/A

3. Address 1 * 500 ORACLE PARKWAY

4. Address 2 N/A

5. City * REDWOOD SHORES	6. State * CA	7. Postal code * 94065
8. Country * UNITED STATES OF AMERICA	9. Province N/A	
10. Telephone number * 6505067000	11. Extension N/A	
12. Federal Employer Identification Number (FEIN from IRS) * 942805249	13. NAICS code (must be at least 4-digits) * 511210	

Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor

D. Employer Point of Contact Information

Important Note: The information contained in this Section must be that of an employee of the employer who is authorized to act on behalf of the employer in labor certification matters. The information in this Section must be different from the agent or attorney information listed in Section E, unless the attorney is an employee of the employer.

1. Contact's last (family) name * NAGASE	2. First (given) name * RICHARD	3. Middle name(s) * N/A
4. Contact's job title * IMMIGRATION SPECIALIST		
5. Address 1 * 500 ORACLE PARKWAY		
6. Address 2 N/A		
7. City * REDWOOD SHORES	8. State * CA	9. Postal code * 94065
10. Country * UNITED STATES OF AMERICA	11. Province N/A	
12. Telephone number * 6505067000	13. Extension N/A	14. E-Mail address INS_US@ORACLE.COM

E. Attorney or Agent Information (If applicable)

1. Is the employer represented by an attorney or agent in the filing of this application? * If "Yes", complete the remainder of Section E below.	☑ Yes	☐ No
2. Attorney or Agent's last (family) name § HERRMANN	3. First (given) name § CHRISTIAN	4. Middle name(s) § ORSON
5. Address 1 § 2121 TASMAN DRIVE		
6. Address 2 N/A		
7. City § SANTA CLARA	8. State § CA	9. Postal code § 95054
10. Country § UNITED STATES OF AMERICA	11. Province N/A	

12. Telephone number § 4089190600	13. Extension 1106	14. E-Mail address SANTACLARA9@FRAGOMEN.COM
15. Law firm/Business name § FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP		16. Law firm/Business FEIN § 132726464
17. State Bar number (only if attorney) § 220960		18. State of highest court where attorney is in good standing (only if attorney) § CALIFORNIA
19. Name of the highest court where attorney is in good standing (only if attorney) § SUPREME COURT OF CALIFORNIA		

ETA Form 9035/9035E	FOR DEPARTMENT OF LABOR USE ONLY			Page 2 of 5
Case Number I-200-14057-824834	Case Status: CERTIFIED	Period of Employment: 03/02/2014	to 03/01/2017	

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Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor

F. Rate of Pay

I. Wage Rate (Required) From: $ ████ To: $ ████	2. Per: (Choose only one) * ☐ Hour ☐ Week ☐ Bi-Weekly ☐ Month ☑ Year

G. Employment and Prevailing Wage Information

Important Note: It is important for the employer to define the place of intended employment with as much geographic specificity as possible. The place of employment address listed below (must be a physical location and cannot be a P.O. Box. The employer may use this section to identify up to three (3) physical locations and corresponding prevailing wages covering each location where work will be performed and the electronic system will accept up to 3 physical locations and prevailing wage information. If the employer has received approval from the Department of Labor to submit this form non-electronically and the work is expected to be performed in more than one location, an attachment must be submitted in order to complete this section.

a. Place of Employment 1

1. Address 1 * 500 ORACLE PARKWAY	
2. Address 2 N/A	
3. City * REDWOOD SHORES	4. County * SAN MATEO
5. State/District/Territory * CALIFORNIA	6. Postal code * 94065

Prevailing Wage Information (corresponding to the place of employment location listed above)

7. Agency which issued prevailing wage § N/A	7a. Prevailing wage tracking number (if applicable) § N/A
8. Wage level * ☐ I ☐ II ☐ III ☑ IV ☐ N/A	
9. Prevailing wage * $ ████	10. Per: (Choose only one) * ☐ Hour ☐ Week ☐ Bi-Weekly ☐ Month ☑ Year
11. Prevailing wage source (Choose only one) * ☑ OES ☐ CBA ☐ DBA ☐ SCA ☐ Other	
11a. Year source published * 2013	11b. If "OES", and SWA/NPC did not issue prevailing wage OR "Other" in question 11, specify source § OFLC ONLINE DATA CENTER

H. Employer Labor Condition Statements

/ *Important Note:* In order for your application to be processed, you MUST read Section H of the Labor Condition Application – General Instructions Form ETA 9035CP under the heading "Employer Labor Condition Statements" and agree to all four (4) labor condition statements summarized below:

  (1) Wages: Pay nonimmigrants at least the local prevailing wage or the employer's actual wage, whichever is higher, and pay for non-productive time. Offer nonimmigrants benefits on the same basis as offered to U.S. workers.
  (2) Working Conditions: Provide working conditions for nonimmigrants which will not adversely affect the working conditions of workers similarly employed.
  (3) Strike, Lockout, or Work Stoppage: There is no strike, lockout, or work stoppage in the named occupation at the place of employment.
  (4) Notice: Notice to union or to workers has been or will be provided in the named occupation at the place of employment. A copy of this form will be provided to each nonimmigrant worker employed pursuant to the application.

1. I have read and agree to Labor Condition Statements 1, 2, 3, and 4 above and as fully explained in Section H of the Labor Condition Application – General Instructions – Form ETA 9035CP. *	☑ Yes ☐ No

ETA Form 9035/9035E	FOR DEPARTMENT OF LABOR USE ONLY		Page 3 of 5
Case Number: I-200-14057-624694	Case Status: CERTIFIED	Period of Employment: 03/02/2014 to 03/01/2017	

Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor

I. Additional Employer Labor Condition Statements – H-1B Employers ONLY

/ **Important Note**: In order for your H-1B application to be processed, you **MUST** read Section I – Subsection 1 of the Labor Condition Application – General Instructions Form ETA 9035CP under the heading "Additional Employer Labor Condition Statements" and answer the questions below.

a. Subsection 1

1. Is the employer H-1B dependent? §	☐ Yes ☒ No
2. Is the employer a willful violator? §	☐ Yes ☒ No
3. If "Yes" is marked in questions I.1 and/or I.2, you must answer "Yes" or "No" regarding whether the employer will use this application ONLY to support H-1B petitions or extensions of status for exempt H-1B nonimmigrants? §	☐ Yes ☐ No ☒ N/A

If you marked "Yes" to questions I.1 and/or I.2 and "No" to question I.3, you **MUST** read Section I – Subsection 2 of the Labor Condition Application – General Instructions Form ETA 9035CP under the heading "Additional Employer Labor Condition Statements" and indicate your agreement to all three (3) additional statements summarized below.

b. Subsection 2

- A. **Displacement**: Non-displacement of the U.S. workers in the employer's workforce
- B. **Secondary Displacement**: Non-displacement of U.S. workers in another employer's workforce; and
- C. **Recruitment and Hiring**: Recruitment of U.S. workers and hiring of U.S. workers applicant(s) who are equally or better qualified than the H-1B nonimmigrant(s).

4. I have read and agree to Additional Employer Labor Condition Statements A, B, and C above and as fully explained in Section I – Subsections 1 and 2 of the Labor Condition Application – General Instructions Form ETA 9035CP. §	☐ Yes ☐ No

J. Public Disclosure Information

/ **Important Note**: You must select from the options listed in this Section.

1. Public disclosure information will be kept at: *	☒ Employer's principal place of business ☐ Place of employment

K. Declaration of Employer

By signing this form, I, on behalf of the employer, attest that the information and labor condition statements provided are true and accurate; that I have read sections H and I of the Labor Condition Application – General Instructions Form ETA 9035CP, and that I agree to comply with the Labor Condition Statements as set forth in the Labor Condition Application – General Instructions Form ETA 9035CP and with the Department of Labor regulations (20 CFR part 655, Subparts H and I). I agree to make this application, supporting documentation, and other records available to officials of the Department of Labor upon request during any investigation under the Immigration and Nationality Act. Making fraudulent representations on this Form can lead to civil or criminal action under 18 U.S.C. 1001, 18 U.S.C. 1546, or other provisions of law.

1. Last (family) name of hiring or designated official * NAGASE	2. First (given) name of hiring or designated official * RICHARD	3. Middle initial * N/A
4. Hiring or designated official title * IMMIGRATION SPECIALIST		
5. Signature *	6. Date signed * 3 / 18 / 2014

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Labor Condition Application for Nonimmigrant Workers
ETA Form 9035 & 9035E
U.S. Department of Labor
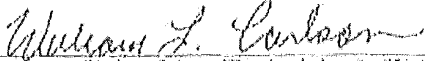
L. LCA Preparer

Important Note: Complete this section if the preparer of this LCA is a person other than the one identified in either Section D (employer point of contact) or E (attorney or agent) of this application.

1. Last (family) name §	2. First (given) name §	3. Middle Initial §
N/A	N/A	N/A

4. Firm/Business name §
N/A

5. E-Mail address § N/A

M. U.S. Government Agency Use (ONLY)

By virtue of the signature below, the Department of Labor hereby acknowledges the following:

This certification is valid from ___03/02/2014___ to ___03/01/2017___

[signature] William L. Carlson

Department of Labor, Office of Foreign Labor Certification

03/06/2014

Determination Date (date signed)

I-200-14057-624834

Case number

CERTIFIED

Case Status

The Department of Labor is not the guarantor of the accuracy, truthfulness, or adequacy of a certified LCA.

N. Signature Notification and Complaints

The signatures and dates signed on this form will not be filled out when electronically submitting to the Department of Labor for processing, but **MUST** be complete when submitting non-electronically. If the application is submitted electronically, any resulting certification MUST be signed *immediately upon receipt* from the Department of Labor before it can be submitted to USCIS for further processing.

Complaints alleging misrepresentation of material facts in the LCA and/or failure to comply with the terms of the LCA may be filed using the WH-4 Form with any office of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor. A listing of the Wage and Hour Division offices can be obtained at http://www.dol.gov/esa. Complaints alleging failure to offer employment to an equally or better qualified U.S. worker, or an employer's misrepresentation regarding such offer(s) of employment, may be filed with the U.S. Department of Justice, Office of the Special Counsel for Immigration-Related Unfair Employment Practices, 950 Pennsylvania Avenue, NW, Washington, DC, 20530. Please note that complaints should be filed with the Office of Special Counsel at the Department of Justice only if the violation is by an employer who is H-1B dependent or a willful violator as defined in 20 CFR 655.710(b) and 655.734(a)(1)(ii).

O. OMB Paperwork Reduction Act (1205-0310)

These reporting instructions have been approved under the Paperwork Reduction Act of 1995. Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Obligations to reply are mandatory (Immigration and Nationality Act, Section 212(n) and (t) and 214(c). Public reporting burden for this collection of information, which is to assist with program management and to meet Congressional and statutory requirements is estimated to average 1 hour per response, including the time to review instructions, search existing data sources, gather and maintain the data needed, and complete and review the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Room C-4312, 200 Constitution Ave. NW, Washington, DC 20210. (Paperwork Reduction Project OMB 1205-0310.) Do NOT send the completed application to this address.

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name

Last
First
Title
Prefix
Suffix
Middle

Gender: Male   Action
Person Type for Action
Person Types
Employee.Ex-applicant

Identification
Employee

Social Security

| Personal | Employment | Office Details | Applicant | Further Name | Other | Benefits |

Birth Date   Age
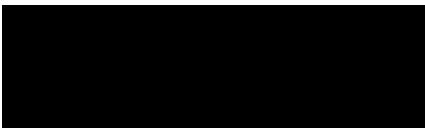Town of Birth   Status
Region of Birth   Nationality
Country of Birth   Registered Disabled

Effective Dates

From   To   Latest Start Date   [Nc]

Address   Assignment   Special Info   Others...

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name

Last ██████████

First ██████████

Title

Prefix

Suffix

Middle

Gender Male ▾   Action ▾

Person Type for Action

Person Types

Employee.Ex-applicant

Identification

Employee ▾   ██████████

Social Security

| Personal | Employment | Office Details | Applicant | Further Name | Other | Benefits |

Ethnic Origin █████

Ethnicity Disclosed

VETS100

☐ Child Support Obligation

☐ Opted for Medicare

I-9 Status

I-9 Expiration

New Hire Include in New Hire Rep

Exception Reason

Vets 100A

Effective Dates

From ██████████   To   Latest Start Date ██████████   [Nc]

(Address)   (Assignment) (Special Info) (Others...)
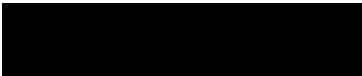
Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Previous Employment Information

Previous Employer
Employer
Address   USA
Country
Type   Unknown
Sub Type
Description

□ All Assignments

Start Date
End Date
Years
Months
Days
Further Information

[   ]

Previous Job

Start Date	End Date	Job	Employee Category	Years	Months
		Technical Architect			

(Extra Information)

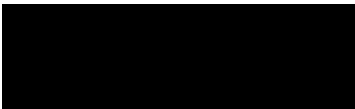Assignment - Previous Job Mappings

Assignment	Job	Start Date	End Date	Years	Months

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization	BA81 - Identify Management Sustaining O	Group	Oracle.No.Standard.
Job	10540.Software Developer 4.PRODEV.SWE	Position	
Grade		Payroll	Semi-Monthly
Location	US-CA-Redwood City-500 Oracle Parkway	Status	Active Assignment
		Vacancy	

Assignment Number

Collective Agreement

Assignment Category Full Time - Regular

Employee Category

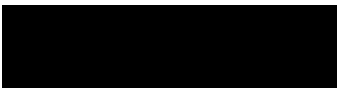**Salary Information**   Supervisor   Probation & Notice Period   Standard Conditions   Statutory Information

Salary Basis Annual

Review Salary

Review Performance

Every

Every

Effective Dates

From

To   [Pr]

Salary   Entries   Others...

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Salary Administration

Previous Proposal
Date ▮
Currency USD
Bases/Year 1
Conversion Rate 1.00

Salary Basis Annual
Last Value ▮
Annual Salary ▮
Converted Salary ▮

Grade Salary Limits
Grade ▮
Currency USD
Min Salary ▮
Max Salary ▮
Comparatio 100.885

Salary Proposal
Change Date ▮
Change Value ▮
Change % 2.593
Reason Annual Salary Review
Ranking

Currency USD
New Value ▮
Annual Salary ▮
☑ Approved
Next Review
Performance Review

Salary Information
Salary Basis Annual
Pay Basis Annual Salary
Bases/Year 1

Proposal Components

Reason	Change Value	Change %	Approved	[ ]
			☐	
			☐	
			☐	[ ]
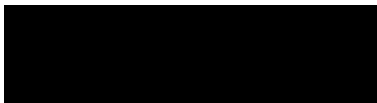
(Performance)

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Performance

Interview

Type	Performance Review
Location	
Date	01-JUN-2014
Rating	2 - Needs Improvement/New to Job
Next Date	[ ]

Every

Salary History

Employment History

Oracle Applications - GSI&P — DateTrack History of Assignments

From Date	To Date	Assignment Number	Contract	Employment	Grade	Inter	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Norm	Normal	Organization	Payroll	People Group	Position	Primary
(blacked out)		(blacked out)	Full Time -		(blacked out)		10540.Software Developer 4.PRODEV.SWENG.IC4	SOLOMON.CHEN(	10-APR-2014 09:2(	US-CA-Redwood C	No	17:00	40	09:00	BA81 - Identify Manag(	Semi-Monthly	Oracle.No.Standar(		Yes
18-FEB-2014	20-APR-2014		Full Time -				10540.Software Developer 4.PRODEV.SWENG.IC4	SOLOMON.CHEN(	10-APR-2014 09:2(	US-CA-Redwood C	No	17:00	40	09:00	BA81 - Identify Manag(	Semi-Monthly	Oracle.No.Standar(		No
17-FEB-2014	17-FEB-2014						10540.Software Developer 4.PRODEV.SWENG.IC4	VSAXENAH@HOT	18-FEB-2014 07:57	US-CA-Redwood C	No	17:00	40	09:00	Oracle America, Inc.	Semi-Monthly	Oracle.No.Standar(		No
04-FEB-2014	16-FEB-2014						10540.Software Developer 4.PRODEV.SWENG.IC4	LALINI.WUDALI@(	17-FEB-2014 10:2(	US-CA-Redwood C	No	17:00	40	09:00	Oracle America, Inc.	Semi-Monthly	Oracle.No.Standar(		No

Oracle Applications - GSI&P — DateTrack History of Assignments

ager	Normal	Norm	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reason	Recruiter	Recruitme	Salary B	Special	Status	Statutory Information	Supervisor	Title	Vacancy	Workin	Effective
	17:00	40	09:00	BA81 - Identify Manage	Semi-Monthly	Oracle.No.Standar(		No					Gorman, Todd C		Annual		Active Assignment	Payroll Oracle Ame				Week	☑
	17:00	40	09:00	BA81 - Identify Manage	Semi-Monthly	Oracle.No.Standar(		No					Gorman, Todd C		Annual		Accepted	Payroll Oracle Ame	(blacked out)		(blacked out)	Week	
	17:00	40	09:00	Oracle America, Inc.	Semi-Monthly	Oracle.No.Standar(		No					Gorman, Todd C				Offer	Payroll Oracle Ame				Week	
	17:00	40	09:00	Oracle America, Inc.	Semi-Monthly	Oracle.No.Standar(		No					Gorman, Todd C				Active Application	Payroll Oracle Ame				Week	
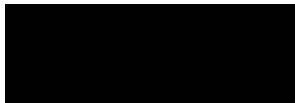
Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization	BA81 - Identify Management Sustaining - OF	Group	Oracle.No.Standard.
Job	10540 Software Developer 4.PRODEV.SWE	Position	
Grade	██	Payroll	Semi-Monthly
Location	US-CA-Redwood City-500 Oracle Parkway	Status	Active Assignment
		Vacancy	████

Assignment Number ████
Assignment Category Full Time - Regular

Collective Agreement
Employee Category

Salary Information | Supervisor | Probation & Notice Period | Standard Conditions | Statutory Information

Name ██████
Worker Number ██
Assignment Number

Effective Dates
From ████   To   [Pr]

Salary   Entries   Others...