

CMTS Promotion Proposal for [REDACTED]

Employee Name: [REDACTED]
Current Position: PMTS
of Years in Current Position: 10
of Years in Industry: 14.5

Manager: [REDACTED]
Proposed Position: CMTS
Location: Redwood Shores, CA
Group VP: Vipin Samar

SUMMARY OF EXPERIENCE

[REDACTED] has 14+ years of software development experience primarily with Oracle [REDACTED] products in [REDACTED] and other [REDACTED] areas. In the past four years of work at [REDACTED] team, [REDACTED] has made significant contribution to [REDACTED]. With the breadth and depth knowledge in [REDACTED] and extensive exposure to external products, [REDACTED] has become a strong technical lead and area owner of [REDACTED] integration with [REDACTED] services and [REDACTED] and application [REDACTED]. He is currently leading the efforts on [REDACTED], one of the key security projects for migrating on-premise Oracle [REDACTED] customers to Oracle Cloud.

[REDACTED] mostly has been with Oracle since he graduated from Cornell with MS degree in computer science in [REDACTED] and research work in distributed systems. He had been one of the key developers in [REDACTED] team with distinct technical strength and owned [REDACTED] for a long time. Before he moved to [REDACTED] area, he had led a [REDACTED] team covering customer issues, and had done system research in [REDACTED].

Over the years working in multiple teams of [REDACTED] group, [REDACTED] has delivered a number of key feature and enhancements and resolved more than 600 bugs. He has one published whitepaper and [REDACTED] US patents of [REDACTED] technologies.

Work History

[REDACTED]

Education

- Master of Science in Electrical & Computer Engineering (2004)
Cornell University, School of Electrical and Computer Engineering

[REDACTED]

- Master of Science in Computer Science (1998)

[REDACTED]

- Bachelor of Engineering in Computer Science (1995)

[REDACTED]

Primary Accomplishments at Oracle

[REDACTED]

- Designed and single-handedly implemented [REDACTED] [REDACTED] – One of the most anticipated [REDACTED] to allow direct integration of Oracle [REDACTED] with [REDACTED] for [REDACTED]
- Leading design and implementation for [REDACTED] [REDACTED] (Managed [REDACTED] work in progress) – A key project for [REDACTED] onboarding Oracle Cloud, collaborating with [REDACTED] and [REDACTED] teams on a three-way integration across products and organizations
- Drove the efforts on supporting [REDACTED] [REDACTED] – Strongly demanded by major EUS customers. [REDACTED] [REDACTED] - Implemented required integration in [REDACTED] and guided [REDACTED] team to implement [REDACTED]

[REDACTED]

- Designed and implemented [REDACTED] [REDACTED] - Critical security requirements for finer grained control on application session lifecycle management. Allowing RAS applications to be securely configured and deployed in schema-based multi-tenant databases

- [REDACTED]
- Enhanced [REDACTED] performance and scalability through optimizations for application user/role caches and cleanup for role graph [REDACTED] - Addressed major stress and performance bugs and stabilized the area

- [REDACTED] support for Oracle [REDACTED] - Resolved the long-standing scaling issue with threading across Oracle [REDACTED] releases and a blocking issue for Oracle [REDACTED] release on [REDACTED]

- Windows security for Oracle service for [REDACTED] - greatly improved [REDACTED] security by introducing user based privilege checks on XA transaction operations
- Recovery and security enhancements for [REDACTED]
- Oracle Windows security project on [REDACTED]

- [REDACTED] and distributed transaction support for [REDACTED]
- [REDACTED] programmers to use distributed transaction and 2-phase commit protocols
- Performance improvement for recovering [REDACTED]

- Local recursive transactions re-write and code cleanup across entire [REDACTED]
- Oracle Services support to upgrade a [REDACTED]
- Performance improvement at [REDACTED] to reduce instruction count significantly in transaction commit/rollback code path
- Transaction layer support for performance improvement for [REDACTED]
- Database server side support on client connections enlistment for [REDACTED]
- Read committed isolation support with [REDACTED]

- Local transaction layer support for [REDACTED], and support for [REDACTED]
- Read committed isolation support with [REDACTED]
- Transparent support in [REDACTED] for externally coordinated distributed transactions on clustered database
- [REDACTED]

[REDACTED]

- Performance enhancements for [REDACTED]
- [REDACTED] support for performance improvement on [REDACTED]
- Consistent Read optimization on both [REDACTED] and [REDACTED]

[REDACTED]

- [REDACTED] to achieve network fault-tolerance on [REDACTED]
- [REDACTED] and distributed transaction support for [REDACTED]
- Distributed Transaction Processing (DTP) services on [REDACTED]

[REDACTED]

- Development POC for Oracle [REDACTED] on defect diagnostics and resolution for Oracle customer issues in transaction and data layer areas

SCOPE OF POSITION

[REDACTED] has solid technical expertise and ownership in [REDACTED]. As the owner of [REDACTED] he will be supporting major customers consuming this new feature in [REDACTED] release and making future enhancements. He also has great insight into [REDACTED] and [REDACTED] such as [REDACTED]. With the work on [REDACTED], he is also familiar with [REDACTED]. On the [REDACTED] side, [REDACTED] has in-depth understanding of [REDACTED]. He is well equipped to take database user management to the next level through integration with Oracle Cloud and other standard-

based [REDACTED] systems. Stronger integration with [REDACTED] systems makes it easier and secure for customers to move more databases and applications into Oracle Cloud. This is a critical area for Oracle [REDACTED]

In the [REDACTED] area, [REDACTED] will continue with the work on [REDACTED] [REDACTED]. He will also expand [REDACTED] [REDACTED].

TECHNICAL ABILITY

[REDACTED] has more than 13 years of work experience with Oracle [REDACTED] development. He has extensive experience in software development for large scale systems involving [REDACTED] [REDACTED]. [REDACTED] has consistently demonstrated strong problem solving skills and technical leadership in Oracle [REDACTED]. He is capable of analyzing and solving complex issues efficiently across layers in Oracle [REDACTED]. He is good at in-depth independent technical research and is also good at collaboration with team members.

[REDACTED] also has had great experiences working with Oracle customers ([REDACTED] [REDACTED]) and handled many high profile customer escalations for Oracle. Over the years, [REDACTED] delivered many important [REDACTED] features and resolved a large number of bugs, including many high impact customer issues for Oracle.

Development in [REDACTED]

- [REDACTED]
This is one of the most anticipated DB security features that customers expected from Oracle for a decade. It allows direct integration between Oracle [REDACTED] with [REDACTED]. [REDACTED] had overcome a number of challenges to make it happen.

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED] This is a key project for TR onboarding Oracle Cloud. [REDACTED] is collaborating with [REDACTED] and [REDACTED] teams working on 3-way integration
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
- [REDACTED] Critical security requirements for finer grained control on application session lifecycle management. Allowing [REDACTED] applications to be deployed in [REDACTED]
- [REDACTED] - Addressed major stress and performance bugs and stabilized the area
- Drove the efforts on supporting [REDACTED] - Strongly demanded by major EUS customers. ([REDACTED] and [REDACTED]) - Implemented required integration in [REDACTED] layer, and guided [REDACTED] team to implement [REDACTED]
- [REDACTED] Support in [REDACTED]
- [REDACTED] Support for Oracle [REDACTED] - A long-standing thread scaling issue across Oracle [REDACTED] releases and a [REDACTED] for Oracle [REDACTED]

Research at Oracle Labs

- Software and hardware co-design to [REDACTED]
- Investigated and proposed the design of both [REDACTED] and delivered a prototype based on the design.

Research at [REDACTED]

- Researched and developed a [REDACTED]
- [REDACTED] that have verified the performance improvement for [REDACTED].

Development in [REDACTED]

[REDACTED] was the owner of [REDACTED]. Major projects include:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

In addition to delivering new features, [REDACTED] also resolved a number of serious defects from previous [REDACTED], and made important performance optimizations and enhancements for highly escalated Oracle customer issues. For example,

- He was the primary developer who resolved an extremely escalated Oracle issue with [REDACTED] and the architect of [REDACTED] group recognized [REDACTED] effort. The upper management [REDACTED]
- He resolved a very high profile customer issue from [REDACTED] by providing a critical performance optimization for [REDACTED]

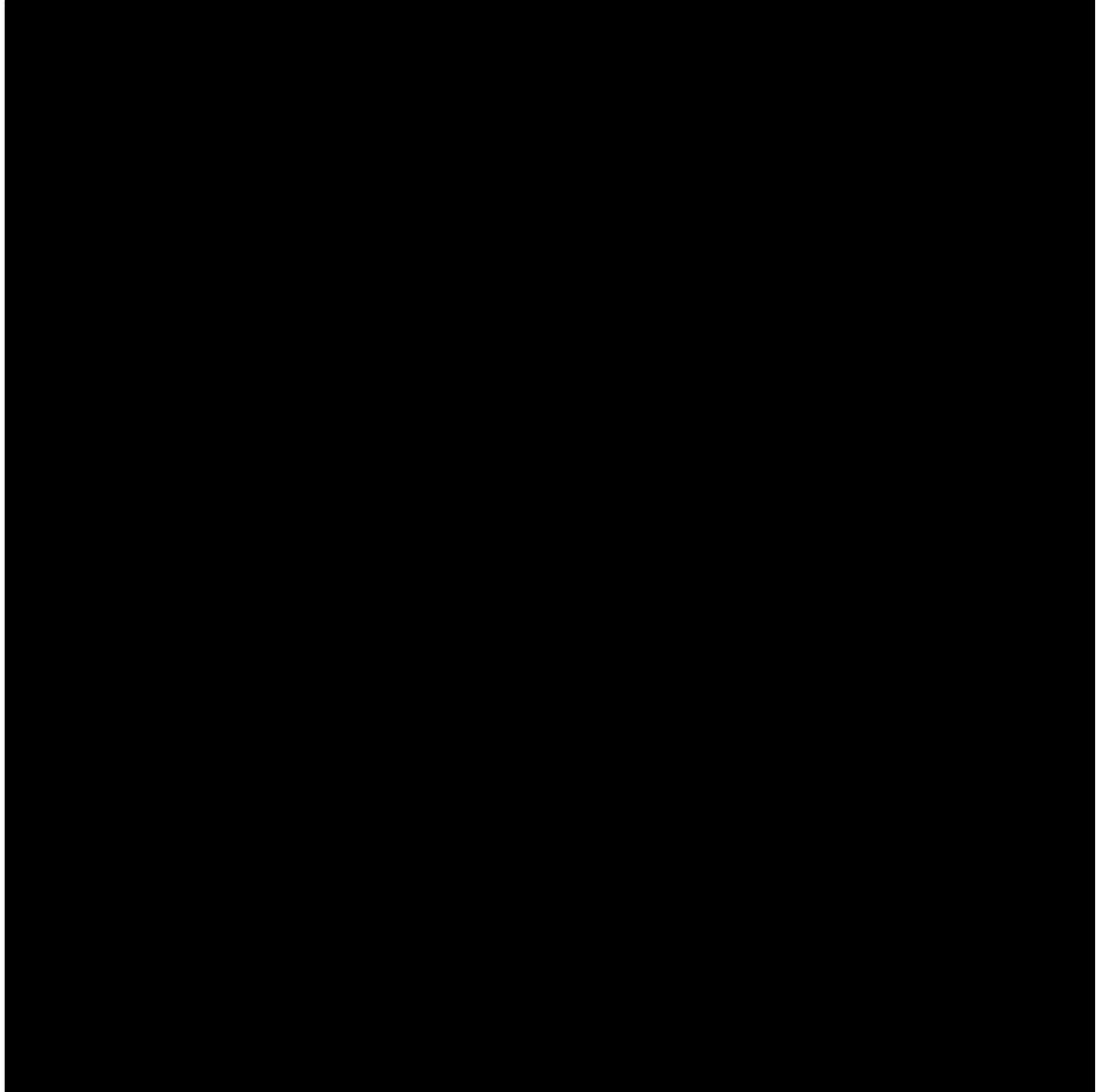
Patents

- [REDACTED]

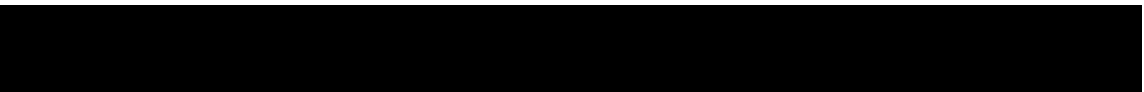
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Technical Documents

Specifications

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Presentations

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- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Whitepapers

Oracle White Paper: [REDACTED]

RECOMMENDATIONS

[REDACTED], Vice President, [REDACTED]

I have worked with [REDACTED] closely on many projects over the years including [REDACTED] and Oracle [REDACTED].

While he was in transaction team, worked with him on many enhancements for [REDACTED]. As a part of [REDACTED], he made the enhancements to run [REDACTED] as a non-privileged user and use secure communication channels. He also made the enhancements to support [REDACTED]. These features are critical for customers using Windows application servers running against [REDACTED] on any platform.

For [REDACTED], I have interacted with him closely regarding [REDACTED]. As [REDACTED] has become a very popular [REDACTED] for enterprises, [REDACTED] has been one of the most requested features from our customers and I am very happy to see that he has developed a very compelling solution in a short time. Had many meetings and email exchanges with him throughout the development cycle starting from requirements and specifications phases, and it has been a pleasure working with him. He has been receptive to any comments and feedback and has done an outstanding job in terms of completing the complex and challenging project in [REDACTED]. In addition to [REDACTED] and [REDACTED] projects, he is also working on the key project for [REDACTED] and [REDACTED], which would be very helpful for our [REDACTED] customers.

██████████ is a critical member of the ██████████ team and he has been doing an outstanding job. He is highly talented, competent and committed and I have always enjoyed working with him. I strongly recommend his promotion to CMTS.

██████████ **Vice President,** ██████████

██████████ is a strong developer with breath and depth of experience in various ██████████. In the last 4 years with ██████████ team he picked up many areas quickly and delivered some key projects that required understanding of products outside of ██████████ including ██████████. On many occasions ██████████ has shown confidence in digging into any piece of code to solve a problem outside of his area such as ██████████. He has demonstrated his ██████████ experience by addressing many complex bugs in ██████████ area. Recently ██████████ did a POC to validate the architecture for the ██████████ to integrate with ██████████ for addressing ██████████ requirement on ██████████. Overall ██████████ is a critical resource in ██████████ team owning ██████████ and contributing to new evolving area of ██████████. I recommend promoting ██████████ to CMTS.

██████████ **Architect,** ██████████

I see that ██████████ has done some interesting work as part of ██████████ team. My experience with ██████████ includes time as his colleague and as his manager. During the course of this interaction, I have found ██████████ to be a very technically sound engineer. He has never shied away from getting his hands dirty and had contributed quite a bit to the transaction processing component of the ██████████ - especially in the area of distributed transaction processing ██████████. He is well-versed with the technical details of the various parts of the ██████████ - both client and server sides. Based on the breadth and depth of his expertise, ██████████ is well-qualified to be promoted to the position of a CMTS within Oracle. That said, there is one area where ██████████ can improve - inter-personal skills. I am sure he is aware of this and is making all attempts to better himself in that one area.

Senior Development Manager,

I have worked with [REDACTED] on few key [REDACTED] projects over past few years.

I and my team have been working closely with [REDACTED] in the [REDACTED]. [REDACTED] was able to clearly communicate the key enhancements required for the project with technical details - pertaining to [REDACTED] and [REDACTED]. We worked together to resolve a series of technical challenges and delivered the enhancements in [REDACTED]. [REDACTED] demonstrated in-depth understanding of Oracle [REDACTED] and [REDACTED]. He led this project and guided the team to help overcome technical challenges and resolve complex issues.

[REDACTED] also collaborated with my team to support [REDACTED], which was strongly demanded by key [REDACTED] customers. [REDACTED] went out of his way to implement and merge the [REDACTED]. He also helped [REDACTED] from my team in [REDACTED]. [REDACTED] demonstrated great technical leadership in this joint efforts on completing this highly escalated enhancement. He demonstrated leadership and maturity in decision making during the various phases of the development effort.

In summary, [REDACTED] has played a major role in leading the design and development effort pertaining to [REDACTED] projects. He can work easily with anyone and all our interactions were very productive and focused.

Hence I endorse and recommend him for promotion to the next level and wish him the very best.

Director,

My team worked with [REDACTED] for last 4 years on several projects including [REDACTED].

[REDACTED] is technically strong in the area of [REDACTED] and has successfully delivered [REDACTED] project. He was the main lead who designed and developed the entire feature. [REDACTED] supports many functionalities that [REDACTED] supports and given that [REDACTED] has been around for several years, implementing these features in [REDACTED] in short time is a great accomplishment.

another notable contribution was in the area of support for . He coordinated with team since the support for this new needed in . He worked very closely with team and successfully implemented the feature.

provided different cross functional testing requirement and helped testing team to quickly fix all the bugs and provided support for any queries. As part of the project he also developed very good unit test cases. Also, being a perfectionist, he sometimes comes too strong; and to complement his overall achievements, he may need to polish his interpersonal communication skills and more adaptive to different teams.

Overall, is very detailed, highly focused and technically strong. I recommend his promotion to CMTS.

Director,

is a highly regarded developer who has made critical contributions towards key areas in .

worked closely with on , and resolved quite a few important bugs efficiently. While fixing those bug, went beyond and completed further optimization and cleanup in .

The work greatly stabilized this . For and others also worked with to test the most anticipated security feature in the release. I believe the work is till going on and targeted for release.

He has fielded total ~97 system testing bugs and fixed 54 of them ().

Given that some of the system testing issues are hard to reproduce with a stand alone test case, willingness to immediately respond to bugs, and work on the available reproducible testing environment greatly helped in reducing the turnaround time of the bugs.

For any [REDACTED] issues he always provided a local fix which would [REDACTED] further testing. I can recall several days during the [REDACTED] testing period where, [REDACTED] worked on several issues way past midnight, which helped in bridging the time zone gap.

[REDACTED] is very responsive and helpful. I strongly endorse his promotion to CMTS.

[REDACTED], Senior Development Manager, [REDACTED]

I am the direct supervisor of [REDACTED] at [REDACTED] team.

[REDACTED] joined the team four years ago and started to work on [REDACTED] and [REDACTED] [REDACTED], one of the most critical and complex areas in [REDACTED]. Knowing [REDACTED] came with strong [REDACTED] background, I was still very impressed by his speed in picking up [REDACTED] and his productivity in delivering work. He implemented [REDACTED] within two weeks, and then [REDACTED] project in 2 months with great quality. [REDACTED] is always very thoughtful in design and coding, and very thorough in testing too. One of [REDACTED] notable habits is to confirm any behavior claims with actual tests. He writes the most comprehensive unit tests for features and fixes, leaving few gaps for QA team to cover. Over the time I have built great confidence in the quality of his work.

I am also pleased to find [REDACTED] is sharp in analyzing complex issues and efficient in getting to the bottom of them, with great instincts and debugging techniques. In [REDACTED] [REDACTED] he resolved a series of [REDACTED] issues under tight schedule. While fixing them he did more optimization and cleanup in role management to make this layer much more robust. [REDACTED] had done an excellent job in improving the performance and stability for [REDACTED] release.

The most significant contribution [REDACTED] has made so far is [REDACTED] [REDACTED] a critical security feature demanded by major customers for years. [REDACTED] had made significant efforts on delivering this project successfully in [REDACTED]. He came up with solid design based on extensive investigation on Oracle [REDACTED] domain controller. He overcame many challenges and single handedly implemented the project, including the required changes in [REDACTED]

He helped [REDACTED] team with the required enhancements for [REDACTED] and [REDACTED] worked closely with [REDACTED] team to make it easy

and secure to install and configure this feature. [REDACTED] was very well received in the [REDACTED].

Currently [REDACTED] is leading the efforts on [REDACTED]. This is a cross product and organization effort to help [REDACTED] customers manage [REDACTED] users for onboarding Oracle Cloud. Beyond major projects, [REDACTED] has help with escalations in other [REDACTED] areas including [REDACTED].

With the in-depth knowledge of [REDACTED], and broad experience with [REDACTED], [REDACTED] has become a very critical technical resource and project lead in the team. He is a very intelligent, dedicated and hard working engineer with outstanding work in multiple areas and releases. I believe [REDACTED] is ready to take the next level of responsibilities to make further contributions to Oracle [REDACTED]. I would strongly endorse his promotion to Consulting Member of Technical Staff.