

- [REDACTED] is a major feature and crucial milestone in [REDACTED] offering. It introduces a new account model which has wide ranging impact on [REDACTED] and other components of [REDACTED]. The [REDACTED] model enables [REDACTED] and [REDACTED] based services. The feature supports many important use-cases in [REDACTED] such as [REDACTED]. The [REDACTED] feature development lead to a major project which involves many sub projects of significant impact on various components of [REDACTED].
- [REDACTED] has led a team of [REDACTED] members on this challenging and crucial project.
- [REDACTED] has developed multiple specification and design documents which include [REDACTED]
- As the [REDACTED] feature impacts multiple components and quite wide in its scope, [REDACTED] coordinated well with multiple teams including [REDACTED] for its successful rollout.
- [REDACTED] has given many presentations on the [REDACTED] model to multiple teams which include external service teams, QA teams and development teams.
- [REDACTED] has worked closely with multiple teams such as [REDACTED] and other service teams for integration of [REDACTED] feature in their product.
- [REDACTED] has coordinated closely with [REDACTED] teams for well integrated solution.
- [REDACTED] has worked extensively with release and [REDACTED] team for successful release of [REDACTED] feature for [REDACTED] service orders.
- [REDACTED] has immensely helped [REDACTED] in handling production issues involving [REDACTED] service orders which internally use [REDACTED] feature. He has also trained them in handling various issues with such orders.
- [REDACTED] has worked closely with release and rollout team in [REDACTED] that have support for [REDACTED] service and [REDACTED] enabled services.

- The project enables offering of [REDACTED] services with [REDACTED] with subsequent option of converting the services to [REDACTED] subscription or terminating the subscriptions. The promotion offer includes all the [REDACTED] services such as [REDACTED]
- [REDACTED] specified and designed the [REDACTED] for such orders.
- [REDACTED] led a team of [REDACTED] members for the project. He coordinated with multiple teams such as [REDACTED] for the feature.
- [REDACTED] worked with [REDACTED] PMs on notifications and other details of project.

- [REDACTED] feature allows a new customer to get services under a promotion offer. The feature is meant for new customers which have no footprint in [REDACTED] or [REDACTED]. The [REDACTED] accepts information from a prospective long term customer and seed the information in [REDACTED]. The customers get access to services and a fixed promotion amount.
- [REDACTED] design and developed the underlying [REDACTED]

- [REDACTED] closely worked with [REDACTED] PM and team on design of interface for [REDACTED]. This was new flow where [REDACTED] was accepting [REDACTED] and it led to many refinements in existing modeling of customer object in [REDACTED].
- [REDACTED] developed interface between [REDACTED] and [REDACTED] for [REDACTED].
- [REDACTED] designed [REDACTED] for communication from [REDACTED] for accepting update on orders submitted to GSI.
- [REDACTED] led a team of [REDACTED] members for the project and contributed significantly in code base, test plans and integration testing with [REDACTED] environments.
- [REDACTED] coordinated with multiple teams for the project including [REDACTED].
- [REDACTED] closely worked with QA teams on developing test cases and delivering good quality product.

- [REDACTED] has worked on various phases of [REDACTED] ranging from industry competitive solution research, present product in Oracle, design of the new product, evaluation of technologies for implementation of various components of the new product, development of functional and design specifications, product development, install and deployment schema and code development, integration with an existing service [REDACTED] and test plan development for the product.
- Industry solution research included [REDACTED] and [REDACTED]. Component technologies included [REDACTED] and [REDACTED] for [REDACTED]; and alternative design included [REDACTED] for integration of [REDACTED] solution with it.
- [REDACTED] allows a service to [REDACTED] via invoking [REDACTED] exposes [REDACTED] based interface to [REDACTED] services to register their requirement for a [REDACTED] operations. [REDACTED] permitted [REDACTED] uses [REDACTED]. [REDACTED] extensible design permitted modular addition of new [REDACTED].
- [REDACTED] developed functional and design specification for [REDACTED] and [REDACTED] core processing engine.
- [REDACTED] designed [REDACTED] processor engine which supported [REDACTED] with [REDACTED]. It has advanced capability of [REDACTED] and update capabilities with extensive [REDACTED]. He designed [REDACTED] used internally for such dynamic extensions.
- [REDACTED] led a team of [REDACTED] members for development and implementation of [REDACTED] and [REDACTED]. He contributed significantly to [REDACTED] design, [REDACTED] code base and [REDACTED] code base.
- [REDACTED] along with other team member designed initial [REDACTED] and later designed it to its next version with enhanced capability.
- [REDACTED] worked on [REDACTED] for initial proof of concept and exploratory work; later he assisted [REDACTED] team responsible for integration with [REDACTED] in their work.
- [REDACTED] led the integration effort across multiple teams involved in the development of multiple parts of [REDACTED]. These teams were developing modules related to [REDACTED] and using [REDACTED] and various [REDACTED].
- [REDACTED] led the installation and deployment effort of [REDACTED].

- [REDACTED] was instrumental in driving the whole [REDACTED] development, installation, integration and documentation effort.
- [REDACTED] extensively coordinated with [REDACTED] team for onboarding of [REDACTED] service with [REDACTED]. He helped [REDACTED] team in understanding these technologies and adapting [REDACTED] accordingly.
- [REDACTED] also developed tools for simplifying the onboarding of a service which was used by [REDACTED] team during their development and testing process.

[REDACTED]

- [REDACTED] provides capabilities to [REDACTED]. Internally it introduces completely different [REDACTED] than what was in [REDACTED]. [REDACTED] processing engine implemented [REDACTED].
- [REDACTED] designed [REDACTED] which achieved important objectives of better extensibility, maintainability and traceability. It was a major enhancement.
- [REDACTED] contributed significantly in design of [REDACTED].
- [REDACTED] led a team of [REDACTED] members in implementation of [REDACTED] and [REDACTED].
- [REDACTED] led many enhancements in [REDACTED] and [REDACTED] on a continuous basis based on feedback and behavior of [REDACTED] components like [REDACTED]. Such enhancements includes [REDACTED].
- [REDACTED] led the next level of enhancement in [REDACTED] processing with [REDACTED]. It is now extensively used in [REDACTED] and other internal request processing.
- [REDACTED] made a series of presentations on [REDACTED] to multiple teams including Operations, QA, external team members.

[REDACTED]

- [REDACTED]. It presented a light weight yet powerful UI to [REDACTED] team to monitor the health of [REDACTED]. It exposes details on health of various jobs, requests and data of these components. In addition to [REDACTED] features, the [REDACTED].
- [REDACTED] specified and designed the [REDACTED] components.
- [REDACTED] coordinated on combining [REDACTED]. For [REDACTED], existing [REDACTED] were converted to [REDACTED] for the purpose.
- [REDACTED] lead the team [REDACTED] team members for the development of the [REDACTED] development, integration and implementation of [REDACTED].
- [REDACTED] made a series of presentations on [REDACTED] to multiple teams including Operations and QA teams.
- The product was widely appreciated and used by [REDACTED] team as the [REDACTED] give great amount of internal information on processing of any request which was so far

not easily available, and that made quicker and easier for them debug and take appropriate control actions whenever a customer issue was reported.

- The [redacted] project provides a common [redacted] authorization layer for [redacted] and client applications to use to protect [redacted]. It uses [redacted] as the underlying authorization and policy evaluation engine.
- [redacted] extensively researched industry standards, products and trends in [redacted]. He authored a [redacted].
- [redacted] worked on integration of [redacted] with [redacted] as [redacted].
- [redacted] was point person for [redacted].
- [redacted] worked on refinements of [redacted] for [redacted] creation as per the [redacted].
- Worked with [redacted] teams on integration of [redacted] module and assisted [redacted] team in design of their [redacted].
- [redacted] closely coordinated with [redacted].

- Capability of [redacted] was extended to replicate [redacted]. Earlier [redacted] replicated [redacted]. The need for [redacted] arose because of service directly pushing metrics to [redacted].
- [redacted] led the effort of developing the [redacted] which included [redacted] and [redacted]. The design supported [redacted] to control the [redacted].
- He led a team of [redacted] members, worked closely with QA team on the testing of the feature and worked with Ops with production issues.

- [redacted] provides capabilities to [redacted] services to directly [redacted]. The [redacted] allows [redacted]. The [redacted] are extensively used by many services such as [redacted].
- [redacted] designed and developed the [redacted]. It included complete design and implementation of [redacted] and [redacted].
- The [redacted] was deployed as a separate independent component which just shares [redacted] for its database. [redacted] implemented the installation and deployment [redacted].
- He coordinated with [redacted] and services team for [redacted].

- [REDACTED] allows services integrated with [REDACTED] to [REDACTED]. To collect the data, [REDACTED] supports both [REDACTED]. For [REDACTED].
- Continuing the [REDACTED] effort which started in [REDACTED], [REDACTED] continued adding capabilities in [REDACTED]. He added [REDACTED] support for overcoming limitations of [REDACTED] in handling the cases when a [REDACTED].
- [REDACTED] extensively provided support to Ops in diagnosing many usage reporting issues.
- [REDACTED] led the effort of adding [REDACTED].
- [REDACTED] designed the solution to support multiple [REDACTED] with a single [REDACTED] and led [REDACTED] based team on developing the solution.
- [REDACTED] coordinated with [REDACTED] in depth with upcoming scalable solution to [REDACTED] which included [REDACTED] and [REDACTED].
- [REDACTED] designed [REDACTED] for [REDACTED].
- [REDACTED]
- [REDACTED] contributed to [REDACTED] designing for [REDACTED] section and added support in [REDACTED] to accept and process as per [REDACTED] input. It involved removing many [REDACTED].

- [REDACTED] is working closely with [REDACTED] and [REDACTED] team in handling production and customer related issues for various projects. He has immensely helped them and trained in addressing various types of issues.
- He has conducted many presentations to [REDACTED] team especially on [REDACTED].
- He is actively involved in quickly resolving various [REDACTED] issues.
- He has helped in discovering some subtle issues in other [REDACTED] such as [REDACTED] and coordinated with such team on delivering patches for [REDACTED].
- He has helped [REDACTED] team in resolving many critical issues related to [REDACTED] and [REDACTED] roles in [REDACTED] for [REDACTED] components during production environment upgrades.
- [REDACTED] has helped [REDACTED] team in [REDACTED] with [REDACTED] in [REDACTED], in [REDACTED] issues by [REDACTED] and working with [REDACTED] teams.

[REDACTED] led a team of [REDACTED] members on the following projects.

- [REDACTED] Such data includes [REDACTED]
- [REDACTED] The functionality is achieved by multiple [REDACTED]
- [REDACTED] led the design and development of [REDACTED]
- [REDACTED] added support for [REDACTED] which made the solution scalable. It was a critical enhancement as [REDACTED] kept growing and today extensive amount data is getting [REDACTED]

- [REDACTED] allows services integrated with [REDACTED] to [REDACTED]
- [REDACTED] To [REDACTED] supports both [REDACTED]
- [REDACTED] . For [REDACTED]
- [REDACTED] worked extensively with [REDACTED] and [REDACTED] team on the project.
- [REDACTED] coordinated extensively with [REDACTED] based QA team and contributed significantly to test plans and documents.

[REDACTED]

[REDACTED] led a team of [REDACTED] members on the following projects.

[REDACTED]

- [REDACTED] added support for [REDACTED] document from [REDACTED]. It was used for [REDACTED]
- Worked with [REDACTED] team to [REDACTED]
- Developed [REDACTED] module which [REDACTED] such documents from [REDACTED] technology.
- Designed [REDACTED] for the functionality.
- Coordinated with [REDACTED] team on [REDACTED] interface design.

[REDACTED]

- Designed [REDACTED] model for the [REDACTED] system. Evaluated persistence solution for the [REDACTED] and led team in the implementation of the [REDACTED] system. It is used for [REDACTED]
- [REDACTED] design of objects in [REDACTED] system.
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

- Developed and led team on implementation of the [REDACTED] [REDACTED]. The component provides [REDACTED] to [REDACTED]

[REDACTED]

- Understand and gather the requirements of [REDACTED] and its subsystems.
- Setup a [REDACTED] with [REDACTED] to better understand the underlying details of [REDACTED]

- Interacted with other team managers to share information about various aspects of [REDACTED] system.

[REDACTED]

[REDACTED] led a team of [REDACTED] members and contributed to various aspects of the [REDACTED] project.

- [REDACTED] Designed to support both [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]: Evaluated and significantly assisted QA team on testing of the [REDACTED]
- Evaluated and documented [REDACTED] and investigation of various [REDACTED].
- [REDACTED]: resolved some critical issues and supported QA team extensively in testing these.
- Worked on initial stages of specification and implementation techniques for [REDACTED] and [REDACTED]. [REDACTED] and various [REDACTED] were evaluated.

[REDACTED] was responsible for design and development of [REDACTED] project. His team developed [REDACTED] for various types of information generated in [REDACTED] such as [REDACTED]. The project also provided support for customizations of [REDACTED]

- [REDACTED] were supported for many types of information: [REDACTED]
- Support for customizations of [REDACTED]
- Multiple [REDACTED] support
- Tested and provided necessary adaptation for various [REDACTED]
- Authored [REDACTED] the same.
- Did initial work on test cases and [REDACTED] and its performance testing. Later assisted QA team in this aspect significantly.

[REDACTED]: [REDACTED] led a small team of [REDACTED] members and contributed to various UI design discussions and implementations of [REDACTED] of the [REDACTED]. He also managed the integration of [REDACTED] with the client and its extensive testing on [REDACTED]

[REDACTED]: [REDACTED] managed a team that developed the initial version of [REDACTED]. This [REDACTED] became the foundation for a rich client that was subsequently developed and is being widely used by [REDACTED] customers.

[REDACTED]: [REDACTED] was part of a [REDACTED] team that led the research and education of the team into some new domains including [REDACTED]. [REDACTED] also contributed significantly to the research, design and development of following prototypes.

- [REDACTED]: A [REDACTED] which constructs a [REDACTED] and [REDACTED] and allows [REDACTED].
 - Adobe Flash based user interface.
 - Provides [REDACTED]
- [REDACTED]: Adapted and implemented latest algorithms for [REDACTED].
 - [REDACTED]
 - [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]: As an individual contributor, [REDACTED] analyzed current [REDACTED] products and developed the following alternative solution.

- Developed a [REDACTED] system with [REDACTED] technology - a prototype where a [REDACTED]
- Analyzed [REDACTED] techniques of existing technology used in the product and detected limitations in that protocol, which were causing [REDACTED] and suggested few solutions. One of those leads to development of [REDACTED]
- Performed Tech-Lead role for [REDACTED] project.

Education

- Masters of Technology in Computer Science and Engineering from [REDACTED]

Academic Honors

- Certificate of Merit for the most outstanding performance in Master of Technology program in Computer Science Engineering – [REDACTED] Rank [REDACTED] in M.Tech. programme.

- Organize regular meetings with external teams to coordinate their deliverables schedules with overall [REDACTED] feature release.
- Work with [REDACTED] and [REDACTED] team for interface design for orders with promotion offer.
- Work with [REDACTED] team for accepting orders for customer, [REDACTED] and order creation.
- Work with [REDACTED] and developers for integration for promotion order submission and customer creation order from [REDACTED] to [REDACTED] for [REDACTED].
- Interface design between [REDACTED] and [REDACTED] for accepting data from [REDACTED].
- Requirement analysis for [REDACTED] Communicate with Ops team to gather requirement
- Develop short-term and long-term goals for the team as well as for the multiple projects of [REDACTED] itself, keeping in mind the overall strategic business plan and strategic objectives.
- Produce detailed functional and design specifications for complex product areas taking into account several factors including impact on existing flows, customer requirements, strategic objectives and business plan, overall design and product architecture, release schedule, and available resources.
- Work with external service teams such as [REDACTED] for metrics integration directly with [REDACTED]
- Work with [REDACTED] and [REDACTED] team for various views exposed at [REDACTED]
- Work with [REDACTED] teams for [REDACTED] and integration with [REDACTED]
- Work with [REDACTED] teams for various production issues.
- Work with multiple PMs of [REDACTED] services such as [REDACTED] [REDACTED] for their metric definition and customized computations.
- Manage and lead a team of [REDACTED] members on various projects of [REDACTED]
- Work with [REDACTED] recruitment team for hiring and building team.
- Participate in various recruitment and on-campus hiring events during the tenure in [REDACTED]. Hire and train interns. Conduct sessions and interviews for candidates, interns and campus recruits.
- Technical work involved
 - Design [REDACTED] which include adaptations and enhancements in [REDACTED]. The design should support [REDACTED] feature in scalable manner and remain backward compatible to support existing flows.
 - Design [REDACTED] and specify test cases and plans.
 - Design new [REDACTED] orders for [REDACTED] creation and [REDACTED]
 - Design [REDACTED] which is extensible and scalable.
 - Design [REDACTED] for orders with promotion offer. It includes design of [REDACTED]
 - Design [REDACTED] and schema for promotion entities and limits.
 - Design [REDACTED] and [REDACTED]. The [REDACTED] design was to be customizable, extensible and scalable. Implement the [REDACTED] and [REDACTED] and provide [REDACTED]
 - Design integrated [REDACTED] and design the underlying [REDACTED]

- Design and implement [REDACTED]
- Design interface between [REDACTED] and [REDACTED] for collecting [REDACTED]
- Design and implement [REDACTED] based on [REDACTED] to [REDACTED]
- Design and implement [REDACTED]
- Design [REDACTED] based [REDACTED]
- Design and implement scalable and extensible [REDACTED] for accepting [REDACTED]
- Design [REDACTED]
- Design [REDACTED] for retrieving [REDACTED]
- Design and implement [REDACTED]
- Design [REDACTED] that stores information about [REDACTED]
- Devise [REDACTED] design of objects in [REDACTED] and evaluate various persistence solution which can be used in [REDACTED]
- Design [REDACTED]
- Setup and explore [REDACTED] and its use in providing a [REDACTED] solution.

- Achieving strategic goals and Managing product development
 - Industry solution research, current process, solutions paradigms, technologies for individual pillars, our solution, project plans, [REDACTED] integration, deployment, communicate and coordinate, deliverables and release, support.
 - Understand the requirements by researching present offerings and solutions provided by other [REDACTED] solution providers in the industry and by analyzing present process of [REDACTED]
 - Analyze industry prevalent solutions for various aspects of [REDACTED] such as [REDACTED] and [REDACTED] for [REDACTED]
 - Understand current [REDACTED] details such as [REDACTED]
 - Understand other competitive technologies such as [REDACTED]. It includes understanding [REDACTED]
 - Manage and deliver the processing engine of [REDACTED] and its [REDACTED] interface.
 - Work closely with other teams involved in [REDACTED] development.
 - Coordinate the efforts on integration of all sub-components of [REDACTED]
 - Work with [REDACTED] team for secured and protected [REDACTED]
 - Introduce concepts, interfaces and underlying designs of [REDACTED] to external teams such as [REDACTED]
 - Communicate and coordinate of onboarding of [REDACTED] product with [REDACTED]
 - Develop short-term goals as per long term plans for [REDACTED] project, keeping in mind the overall strategic business plan and strategic objectives.
 - Produce detailed functional and design specifications for complex product areas taking into account several factors including customer requirements, strategic

objectives and the overall business plan, overall design and product architecture, release schedule, and available resources.

- Technical work involved
 - Research into other [REDACTED] tools with focus on [REDACTED] technology. Understand [REDACTED]
 - Research into [REDACTED] tools such as [REDACTED] for quick start.
 - Specification and Design development of [REDACTED] for [REDACTED] operations.
 - Design [REDACTED] based [REDACTED] based interface for service registration.
 - Design [REDACTED] queue based [REDACTED] which is scalable, extensible and support parallelism.
 - Understand [REDACTED] technology and develop solutions based on it. Assist in development of [REDACTED] Such [REDACTED]
 - Assist in design and development of [REDACTED] and as well as other little and big [REDACTED].
 - Design of [REDACTED] and its integration with [REDACTED] and [REDACTED].

[REDACTED]

- Achieving strategic goals and Managing product development
 - Manage and deliver the [REDACTED] between [REDACTED] and the [REDACTED]
 - Demonstrate a Proof of Concept for [REDACTED] and sample services.
 - Work closely with consumers of [REDACTED] such as [REDACTED] to ensure that [REDACTED] meets the needs of their services in an efficient manner.
 - Develop short-term and long-term goals for the [REDACTED] project, keeping in mind the overall strategic business plan and strategic objectives.
 - Research industry trends, technologies and products for [REDACTED] and produce a detailed comparative study.
 - Produce detailed functional specification for [REDACTED] and [REDACTED] solution.
- Technical work involved
 - Research into [REDACTED] solutions prevalent in Industry such as [REDACTED] Understand [REDACTED] and [REDACTED] for [REDACTED]
 - Contribute in research for developing requirement specification of [REDACTED] and [REDACTED]
 - Research into [REDACTED] design and specification [REDACTED]
 - Research into various technologies used in [REDACTED]. These includes [REDACTED]
 - Design of enhancement to [REDACTED] that conforms to the [REDACTED] and [REDACTED] and that meets the requirement of [REDACTED] based solution for [REDACTED] and clients.
 - Implement [REDACTED] and [REDACTED]

[REDACTED]

- Achieving strategic goals and Managing product development
 - Manage and lead team on various projects of [REDACTED]
 - Work with [REDACTED] recruitment team for hiring and building team.

- Participate in various recruitment and on-campus hiring events.
- Regularly involve in team members performance appraisal activities.
- Produce functional and design specifications for various projects. Work with QA teams on testing and code coverage evaluation.
- Lead the team for research into various techniques for suggested search.
- Produce specifications for profile management and configuration [REDACTED].
- Manage [REDACTED] development for various [REDACTED] objects.
- Manage design and development of [REDACTED] project.
- Understand requirements and evaluate [REDACTED] and [REDACTED].
- Conduct design discussions on various technologies for solution development.
- Produce design and functional specifications for the [REDACTED].
- Coordinate with QA team for test case development and code-coverage evaluation.
- Communicate and coordinate effort on UI development for [REDACTED] [REDACTED] modules of [REDACTED] client.
- Manage integration effort of [REDACTED] with [REDACTED] client.
- Work with other teams in [REDACTED] to coordinate effort on [REDACTED] client development.
- Communicate with other [REDACTED] teams to understand requirements for [REDACTED].
- Coordinate testing effort of [REDACTED] with [REDACTED] client.
- Product detailed functional and design specifications for the [REDACTED] taking into account several factors including web-based [REDACTED] client, overall product architecture, release schedule and available resources.
- Technical work involved
 - Research into various techniques for suggested search based on thesauri and spell corrections.
 - Develop [REDACTED] for [REDACTED].
 - Design [REDACTED].
 - Work on [REDACTED] and [REDACTED] modules.
 - Work on integration of [REDACTED] module with [REDACTED].
 - Understand [REDACTED] and its integration with [REDACTED]. Work with QA teams for testing of the integration.
 - Understand on [REDACTED] and [REDACTED] products; evaluate and document their integration with [REDACTED].
 - Understand and evaluate [REDACTED] and its various web-services.
 - Design and implement [REDACTED].
 - Analyze and optimize [REDACTED] with [REDACTED].
 - Understand requirements and evaluate [REDACTED] and [REDACTED] based [REDACTED] technologies.
 - Evaluate various [REDACTED] mechanisms for the [REDACTED].
 - Work and test with desktop and web based [REDACTED].
 - Develop security checklists for [REDACTED] and be SPOC for the same.
 - Develop test cases and introduce code-coverage tools.
 - Understand and contribute to [REDACTED] design for [REDACTED] [REDACTED] modules.
 - Develop design for [REDACTED].
 - Design and develop [REDACTED] to be used in [REDACTED].

- Achieving research goals and Managing prototypes development
 - Lead team on various research proof-of-concept prototypes.
 - Organize technical discussions for research papers.
 - Work with [REDACTED] recruitment team for hiring and building the team.
 - Maintain research lab infrastructure and work with IT team.
 - Develop short-term goals for various projects for prototype development, keeping in mind the overall research objectives.
- Technical work involved
 - Understand [REDACTED]
 - Develop [REDACTED] for emails.
 - Implement [REDACTED] which can support multiple participants.
 - Work with [REDACTED]. Use [REDACTED] for the conferencing.
 - Understand [REDACTED] and technology. Develop a [REDACTED] which can analyze [REDACTED]
 - Devise and implement a [REDACTED] algorithm based on latest prevalent keyword searching techniques such as [REDACTED] etc.
 - Devise and implement an [REDACTED]
 - Understand [REDACTED] such as [REDACTED] and accept [REDACTED]
 - Develop [REDACTED] meeting scheduling system prototype which [REDACTED]
 - Understand [REDACTED] and incorporate in the prototype.
 - Analyze current [REDACTED] technology of [REDACTED] products. It includes understanding its [REDACTED] techniques at [REDACTED] and analyze its limitations.
 - Devise alternative better solutions to present [REDACTED] technology.
 - Develop [REDACTED] technology.
 - Tech lead for [REDACTED] project. It includes working on [REDACTED].

SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

(Describe the position's significance and how it impacts products, revenue generation, critical technology or its importance to customers/ partners.)

[REDACTED] has led many significant projects including [REDACTED] in [REDACTED]. [REDACTED] is a critical component of [REDACTED] and plays an important role in managing [REDACTED]. It orchestrates and controls provisioning of the services offered on [REDACTED] and manages many critical customer [REDACTED] such as [REDACTED] being the central [REDACTED] plays a crucial role in meeting the expectations of Oracle customers and partners, which has direct impact on revenue generation by [REDACTED] offerings. [REDACTED] contributed significantly to [REDACTED]. [REDACTED] provide business and billing usage information to [REDACTED] customers about their services and permit many financial operations on subscriptions contracted by Oracle customers

for the services. As billing and usage data have direct bearing on financial aspects, these have significant impact on [REDACTED] customer experience and on revenue of [REDACTED]

TEAMWORK AND INFLUENCE WITHIN ORACLE

(Describe the amount and quality of inter-action with other Oracle groups and what results have been achieved. How has the position contributed to their success or how has it influenced other groups to ensure the success of their own strategic projects?)

[REDACTED] has worked in a variety of teams of different sizes and in different capacities. He has been a senior manager of small-to-mid sized teams in [REDACTED]. He has always maintained a positive, cooperative attitude and has been willing to take a leadership role where appropriate. He has conducted training sessions and made presentations for coworkers a number of times.

- *Interaction with other groups*
 - [REDACTED] work on [REDACTED] spans a variety of interactions with other teams. In all cases, [REDACTED] is considered an authority on the technical implementation of [REDACTED] and someone who is both knowledgeable and easy to work with when designing workflows and interactions between the various components.
 - [REDACTED] has extensive meetings with [REDACTED] teams for [REDACTED] feature development. He has helped many services in developing their blueprints for the [REDACTED]
 - [REDACTED] has represented [REDACTED] and worked with [REDACTED] team for [REDACTED] project.
 - [REDACTED] has coordinated effort of various services such as [REDACTED] team in testing their readiness for [REDACTED] based flows.
 - [REDACTED] has given presentations on wide ranging aspects including [REDACTED] to many internal teams including [REDACTED] development teams, [REDACTED] QA teams and trained them.
 - [REDACTED] has worked extensively with QA teams in coming up detailed test plans and test cases. He helped in building close to real life environment by [REDACTED]
 - [REDACTED] has interacted with many teams including [REDACTED] for promotion offer orders and [REDACTED] flows. He has been considered the point of contact for [REDACTED] implementation and integration testing. He has done extensive work in coordinating effort, interface designing and release planning with these teams for the [REDACTED] flows.
 - [REDACTED] has had extensive meetings and interaction with [REDACTED] architects and teams located in [REDACTED] for [REDACTED] integration. He has spent more than four years meeting regularly, dedicated to working out all of the details of the interaction between these systems, from the high level concepts to the obscure details. [REDACTED] is regularly consulted for help in understanding the nuances of these interactions.
 - [REDACTED] has worked extensively with the [REDACTED] and [REDACTED] teams to determine [REDACTED]. He has worked [REDACTED] team on many production issues to troubleshoot problems.
 - Given the nature of the complex interactions between many systems, [REDACTED] as part of [REDACTED] which includes [REDACTED]

[REDACTED] much of the integration testing has been performed manually or partially automated environments. [REDACTED] has interacted with a number of development and QA teams as part of numerous such test processes, acting as a [REDACTED] and verifying data, troubleshooting problems, and offering workarounds and solutions where necessary to move essential processes forward.

- [REDACTED] closely worked with PMs of [REDACTED] teams for monthly availability feature design and architecture. The architecture takes into account the current limitations and drawbacks of daily uptime value computation and display.
- [REDACTED] has worked extensively with PMs of [REDACTED] for design and computation of metrics for these services in [REDACTED]
- For [REDACTED] [REDACTED] has worked extensively with service teams which directly [REDACTED]. Such teams includes [REDACTED]. He worked with them in developing their service blueprints, integration testing, and resolving issues in test labs and in production environments.
- [REDACTED] has worked with many [REDACTED] service teams in developing their service blueprints, at times their blueprint for [REDACTED] too, for [REDACTED]. He has extensively work with many teams in onboarding their services, making sure [REDACTED], [REDACTED] are collected and [REDACTED] to [REDACTED]
- [REDACTED] has immensely helped [REDACTED] teams in making sure [REDACTED] and [REDACTED] configuration is working and running smoothly. Many a times he worked with [REDACTED] teams responsible for [REDACTED]. He has worked with [REDACTED] developers for fixing bugs in underlying [REDACTED] framework layer and coordinated for urgent patch delivery and application on [REDACTED] deployed in [REDACTED]
- [REDACTED] has closely worked with Ops for [REDACTED] issues which arose in production environments.
- [REDACTED] has worked with Ops teams on resolving production issues in processing many paid orders processed by [REDACTED]. Such orders includes [REDACTED] orders provisioned with [REDACTED]. He worked extensively with Ops team for any issues with such orders.
- [REDACTED] has worked with Ops team for issues with [REDACTED] and debugged many [REDACTED] issues.

[REDACTED]

work in [REDACTED] and [REDACTED] spans all the aspects of them. He is considered authority on the technical implementation of them by other teams.

- [REDACTED] has trained and made many presentations to Ops, QA and Dev teams on [REDACTED]
- [REDACTED] has worked with Ops team on debugging and resolving sessions for many [REDACTED] via the [REDACTED]
- During the course the product development and production issue resolution, [REDACTED] extensively interacted with Service PMs, Customer Supports and their Ops team.

- [REDACTED] work in [REDACTED] covers many aspects of it and he was considered the point person for [REDACTED] and [REDACTED]
 - [REDACTED] worked with geographically distributed teams involving in the development of [REDACTED]. He extensively coordinated with these teams and was considered central person on the various aspects of [REDACTED]
 - [REDACTED] worked with [REDACTED] team in bringing them onboard with [REDACTED] and was the point person from [REDACTED] team for any [REDACTED] and [REDACTED]
 - [REDACTED] closely worked with installation and deployment team in [REDACTED] for the product.
- [REDACTED] As the point of contact for proof of concept of [REDACTED] with [REDACTED] and [REDACTED], [REDACTED] interacted with multiple parties to ensure the success of this effort.
 - [REDACTED] interacted with [REDACTED] architects and team, and contributed in the development of [REDACTED]. The interface was used in [REDACTED] module as well as other [REDACTED] modules. He coordinated with [REDACTED] teams.
 - [REDACTED] had to interact with [REDACTED] experts to work out a number of installation/configuration issues with the product, as well as discuss conceptual object model mappings between the products.
 - [REDACTED] had to interact with consumers of the [REDACTED] service, such as the [REDACTED] service, in order to determine whether the consumer's needs were being met and ready for proof of concept integration effort.
- [REDACTED] As a manager and one of the leading contributors to various aspects of [REDACTED], [REDACTED] has had to interact with several groups within the [REDACTED] organization. These include interactions with the [REDACTED] team and the [REDACTED] teams. [REDACTED] demonstrated excellent team work in all his interactions with external teams.
- [REDACTED] As one of the leading contributors to various exploratory and research prototypes for [REDACTED] product, [REDACTED] interacted with development groups within [REDACTED] and made demo presentations to other teams of [REDACTED]. [REDACTED] demonstrated excellent team work in all his interactions with external teams.

ACHEIVEMENT

(Describe specific, significant deliverables or accomplishments attributed to this individual as the major contributor. Who within or outside of Oracle would know of these achievements? Also explain how the individual exhibits the qualities of leadership, technical credentials and overall ability to represent their group/Development both within and outside Oracle.)

[REDACTED] has accomplished many complex and critical projects including [REDACTED] and [REDACTED] products. Prior to that he has led and completed many projects for [REDACTED] and [REDACTED] products. During [REDACTED] product development, he has also led teams to develop various types of research prototypes and demonstrated proofs of many new concepts. [REDACTED] has published several research papers and filed multiple patents. He has excellent leadership and managerial skills as shown by successful completions of these multiple projects. Some of these aspects are highlighted below.

- Ability to understand complex systems and design layered architectures spanning repository, business logic, and presentation layers.
- Strong desire to learn new ideas and technology as well as a deep understanding of varied technology domains from theoretical database aspects to [REDACTED] application development.
- Strong communication skills with the ability to articulate complex technical ideas and concepts clearly.
- Proven leadership skills with the required skills to mentor a team of developers and sound judgment in making design and product decisions.
- Excellent engineering and mathematical skills contributing to his ability to solve technical problems in a timely and innovative way. [REDACTED] can be counted on to address any new technical challenge in a thorough fashion and deliver well-thought-out solutions with minimal guidance.
- Good grasp of the business side of the product and the ability to understand and put into perspective the overall business plan, strategic goals, customer requirements, and the release schedule. [REDACTED] has continually proven that he can manage the available resources to deliver successful products on time taking into account the overall product direction.

Pending Patents

[REDACTED] has filed various patents during his tenure at Oracle:

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

Published Papers

[REDACTED] has published several papers in leading journals:

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

- [REDACTED]
- [REDACTED]

Documents Authored

[REDACTED] has authored several key documents over the many years. These documents demonstrate [REDACTED] technical expertise as well his ability to articulate complex ideas in a succinct and lucid manner.

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

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

Additional External Work Experience

[REDACTED]

RECOMMENDATIONS

(Comments from other senior management staff, both within and outside of group)

[REDACTED] has been the technical authority on a few key are of [REDACTED] including [REDACTED] integrations and new [REDACTED] and [REDACTED]. He is the go-to person for several areas

in [REDACTED] and has been a mentor for many of our new hires. [REDACTED] owned the design, implementation and communication of the enhancements with the various teams involved in each project. [REDACTED] also is a very active participant in other design and implementation efforts in [REDACTED]. He was always clear in communicating the requirements, updates and any follow-up.

[REDACTED] is prompt in responding to the detailed questions posed to him. In cases that him does not know the answer right away, [REDACTED] investigates to provide feedback quickly. Due to his approachability, technical skills and effective communication, [REDACTED] has earned respect and cooperation with all member with [REDACTED] org. In all my interactions with [REDACTED] he has demonstrated a strong work ethic and confidence. In summary, I support the promotion request for [REDACTED]

[REDACTED]
Senior Director, Product Development
[REDACTED]

As a key member of the [REDACTED] development team whose framework is used by all of [REDACTED], [REDACTED] has a challenging job. Supporting multiple teams in their [REDACTED] and implementing new features with minimal regressions requires constant attention to detail and ability to digest and communicate new information. In my interactions with [REDACTED], I find that he is always calm and has context on the key issues for the feature or bug and a plan to resolve. [REDACTED] is also very approachable to developers in the [REDACTED] team as well and answers any queries promptly. I support [REDACTED] promotion to Sr Manager.

[REDACTED]
Director, Product Development
[REDACTED]

I have known [REDACTED] at Oracle for almost 5 years. We have worked together for [REDACTED] product that is being successfully used in production. It has been a pleasure to work with him and the group of developers he leads.

Over these years, [REDACTED] was the primary developer and the lead for few major [REDACTED] features, including [REDACTED] and [REDACTED]. My team interacted closely with [REDACTED] on these features to understand the design and development details of these features. He helped us to come up with the right set of test cases for these areas.

He played an important role in many aspects of both of these critical projects in [REDACTED] including gathering requirements, design, guiding a group of developers, and worked with my QA team to come up with test scenarios and testing prioritization.

██████ is technically competent and highly knowledgeable about the product. He worked well with everybody. ██████ has been able to continually prioritize and manage the work of his virtual team to deliver multiple projects in parallel with competing priorities.

I strongly recommend his promotion to the Senior Manager position.

████████████████████

Director, Product QA

████████████████████