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**August 9, 2025**

Hiring Team - Oracle (Seattle)

**Re: Software Engineer/Developer Position**

I build production-scale real-time communication systems and ship them to millions of users. I've been doing RTC since 1998 at Microsoft (Exchange/Office RTC, Live Communications Server), then Google (GOOG-411 & Google Voice VoIP backends), Motorola Solutions (WAVE RoIP/PTT), and most recently into large-scale A/V devices at Promethean and AI-powered WebRTC assistants. I am excited to bring that end-to-end RTC, streaming, and AI experience to Oracle.

### **Why me for this role**

- **RTC since 1998.** At Microsoft I worked on Exchange/Office RTC and Live Communications Server, building and testing large-scale conferencing and SIP/VoIP systems (server APIs, MCU, PSTN/VoIP/SIP, ITU-T audio quality). I later expanded that foundation at Google (GOOG-411 & Google Voice VoIP backends), Motorola Solutions (WAVE RoIP/PTT), and **WebRTC** projects.
- **Scaled RTC in production.** At Motorola Solutions (Twisted Pair) I led mobile clients for WAVE - secure PTT/VoIP used in high-stakes environments - implementing resilient audio streaming, signaling, and codec strategy (Opus/AMR/Speex/G.711) over constrained networks. At Mynd.ai/Promethean I was Staff Android Developer and AP9 tech lead for an AOSP device line that shipped **500K+ panels** worldwide, integrating real-time A/V pipelines, AEC/AGC/NS DSP, HDMI/CEC/EDID/HDCP, and standardized telemetry across 30+ apps.
- **AI + Realtime.** I created **AlfredAI**, a push-to-talk assistant that uses the **OpenAI Realtime API over WebRTC** (Android phone + Wear OS, Bluetooth audio routing). I built Kotlin and Dart client SDKs, added WebRTC support to the upstream realtime examples, and A/B tested WebRTC vs. WebSocket for latency and barge-in behavior. I then rewrote it all over again with zero knowledge in Dart/Flutter in half the time.
- **Developer productivity & platforms.** I've repeatedly accelerated engineering teams: designed a Firebase/Crashlytics+Mixpanel/telemetry wrapper used by 30+ apps, migrated 100+ repos and CI jobs (Bitbucket/Bamboo→GitLab), stood up a 20+ automated device lab with check-in/out kiosk, and built local LLM tools to organize 4,000+ pages of internal docs. I love building tools that save time.
- **Operate what I build.** I've supported globally deployed systems on-site (districts running thousands of devices) and am comfortable with on-call for critical incidents. I instrument, measure, and improve - SLOs for call setup time, end-to-end latency, underruns, and freeze rates.
- **Founder mindset.** Early in my career I was the **creator of Vibe** and **co-creator of Sonique** MP3 players (acquired by Lycos for **\$38.8M**). More recently I maintain DistroAV (OBS-NDI) (**~6M total downloads, ~10K DAU**). I own problems end-to-end and care deeply about user experience.

Oracle's mission, "to help people see data in new ways, discover insights, unlock endless possibilities", resonates with how I've built communication systems for mission-critical use cases. I'd welcome the chance to help Oracle and ship the next wave of multimodal, low-latency experiences.

Thank you for your time and consideration.

**Paul Peavyhouse**

Attachment: Résumé