

Subject: Fwd: Re: <[REDACTED]> Rehire Policy Exception Request
From: [REDACTED] <[REDACTED]@oracle.com>
Date: 2/23/2016 1:51 PM
To: Exec.Office_appr@oracle.com
CC: Lisa Hanson <lisa.hanson@oracle.com>, Twyla Devlin <twyla.devlin@oracle.com>, [REDACTED] <[REDACTED]@oracle.com>

Included below are the executive management approvals to rehire [REDACTED]. In addition, resume, job offer, and justification are attached. Please approve this rehire exception.

Thanks,
[REDACTED]

----- Forwarded Message -----

Subject: Re: <[REDACTED]> Rehire Policy Exception Request
Date: Tue, 23 Feb 2016 12:03:15 -0800
From: Thomas Kurian <thomas.kurian@oracle.com>
To: Jeff Caldwell <jeff.caldwell@oracle.com>
CC: STEVEN,MIRANDA <steven.r.miranda@oracle.com>, [REDACTED] <[REDACTED]@oracle.com>

Approved

On Feb 23, 2016, at 11:27 AM, Jeff Caldwell <jeff.caldwell@oracle.com> wrote:

Hello Thomas -

We need your exception approval for a rehire.½ Can you pls approve (within this email chain, only after we can begin the workflow).

Thanks,
Jeff

----- Forwarded Message -----

Subject: Re: Fwd: Rehire Policy Exception Request
Date: Tue, 23 Feb 2016 10:54:41 -0800
From: [REDACTED] <[REDACTED]@oracle.com>
Organization: Oracle Corporation
To: Steve Miranda <steven.r.miranda@oracle.com>
CC: Jeff Caldwell <jeff.caldwell@oracle.com>

Thanks, Steve.½ HR just informed me that we need Thomas approval as well. Can you please forward to Thomas.

Thanks,
[REDACTED]

On 2/23/2016 10:29 AM, Steve Miranda wrote:

approved.

On 2/23/16 10:26 AM, [REDACTED] wrote:

[REDACTED] is a solid [REDACTED]. She has been trained by our [REDACTED] and delivered quality implementation training to [REDACTED] and [REDACTED].

Thanks,
[REDACTED]

On 2/22/2016 5:08 PM, Jeff Caldwell wrote:

[REDACTED] - [REDACTED] has been working for you on [REDACTED] for 2/3 of a year.½ If you had to give her a 1-5 performance score what would it be?

On 2/22/2016 5:03 PM, [REDACTED] wrote:

Steve, here is the info you asked for:

- Salary was \$[REDACTED] when she left in [REDACTED].½ We will be offering her \$[REDACTED].½
- Performance ratings were 3

Thanks,
[REDACTED]

On 2/22/2016 1:25 PM, Steve Miranda wrote:

Please provide:

1. ratings for when she was here previously to show good performance.
2. comp (especially from her more recent stay) to show we aren't giving raises/rewarding for people leaving and returning.

On 2/22/16 1:23 PM, Jeff Caldwell wrote:

Approved.

Steve, pls approve.

Thanks,
Jeff

On 2/22/2016 1:16 PM, [REDACTED] wrote:

Jeff, as discussed, we would like to hire [REDACTED] to a permanent position as a [REDACTED] on our team. She is currently a contractor with us and has done an excellent job in creating [REDACTED]. [REDACTED] has been an employee with Oracle twice and it is Oracle policy that we get executive approval to rehire a third time. Please review and approve. It will require Steve's approval as well.

Thanks,
[REDACTED]

----- Forwarded Message -----

Subject:Rehire Policy Exception Request
Date:Sun, 21 Feb 2016 20:56:30 -0800
From:[REDACTED] <[REDACTED]@oracle.com>
Organization:Oracle Corporation
To:[REDACTED] <[REDACTED]@oracle.com>

[REDACTED],

I'm requesting an exception to the rehire policy for candidate [REDACTED]. The proposed offer summary and candidate details are attached.

[REDACTED] was previously employed at Oracle from [REDACTED] to [REDACTED] supporting the [REDACTED] product. She voluntarily left Oracle in [REDACTED] to take a position at [REDACTED] which was closer to her home. Prior to that, she was at Oracle from [REDACTED] to [REDACTED] working with [REDACTED]. She voluntarily left in [REDACTED] to take a position at [REDACTED] in [REDACTED]. At that time, there was some organizational restructuring in the [REDACTED] area.

Since [REDACTED], [REDACTED] has been a contractor with our team supporting development of [REDACTED]. Over the last 8 months, she has produced high-quality work, meeting all deadlines and effectively collaborating with a cross-functional team, as well as quickly developing product knowledge. I would like to convert [REDACTED] from a contractor to a regular employee to support [REDACTED] needs for [REDACTED] and am therefore requesting an exception to hire her for a third time.

Can you please forward this exception request for approval through our executive management chain?

If executive management approves this request, they can send an email with the attached offer summary and details, including a cc to Lisa Hanson (lisa.hanson@oracle.com) and Twyla Devlin (twyla.devlin@oracle.com), to Exec.Office_appr@oracle.com for CEO Office approval. Once CEO Office approval is received, we can proceed with the SSA offer and approvals.

Thanks,
[REDACTED]

Job offer (Rehire - Regular) to [REDACTED] from [REDACTED] requires approval.htm



Notifications

[Home](#) [Logout](#) [Preferences](#)

Job offer (Rehire - Regular) to [REDACTED] from [REDACTED] requires

approval

From [REDACTED]
To Devlin, Twyla
Sent 17-Feb-2016 13:11:29
ID 283940601



Basic Offer Details



Business Group	Oracle America, Inc.	Justification for this hire	Converting [REDACTED] from a Contractor to a Regular Full-time Employee.
Vacancy Number	[REDACTED]	Candidate Source	Contractor
Proposed Start Date	[REDACTED]	Employee Referral Name	
Job	13530.Technical Writer 3-ProdDev.PRODEV.TECHWR.IC3	Hire Type	Rehire - Regular
Grade	[REDACTED]	Work Schedule	1 Schedule: 8-8-8-8-0-0
Organization	PL07 - Fusion Development Management - ORCL USA	Vacation Plan	Standard Vacation Plan
Location	US-CA-Redwood City-300 Oracle Parkway	Temporary Assignment End Date	
Manager	[REDACTED]	Web / Center / Group	
Manager Email	[REDACTED]	Is this a MAP Offer	
Recruiter	Arnold, Heather Suzanne	Air Fare	No
Employment Status	Full Time - Regular	Car Rental	No
Discretionary Job Title	Senior Technical Writer	Channel	
Product Association	N/A	EMEA University Degree	
Rep Type	N/A	Romania Local Job Grade	
Product Descriptor	N/A	Italy Local Job Grade	
Industry	Not Applicable	France Local Job Grade	
Budgeted Headcount	Yes	EMEA Current Employment Local Grade	
Salary in Budget	Yes	Candidate's Current Job Title	Non-Billable Contractor
Replacement Hire	No	Candidate's Current Salary/ATV	\$ [REDACTED] hour
Replaced Employee		Commission Draw Duration	
Previous Email Address		Former Acquired Company Name	
		Eligible to work where job is posted	Y



Salary Information



Salary Basis	Hourly
Proposed Salary	[REDACTED] USD
Grade Range	[REDACTED] - [REDACTED] USD
Comparatio	0.048
Quartile	3
Annualized FTE Salary	[REDACTED] USD
Annualized Salary	[REDACTED] USD

TIP Conversion rate as on 31-May-2015 from USD to USD: 1 USD =



Additional Offer Details



Individual Compensation Plans for Offers



Documents



Documents Available As Of Application Date

File Name

File Type **Upload Date** **Description** **Preview**

<a id="AplDoesTbl:FndFileName:0" onclick="submitForm('DefaultFormName',1,{IrcAction:'!Apdownload5UzREI9K',IrcActionValue:'!wWUiYL5jmzqRcB1CHPRDUQ9gdn</body> </html>