Dive/Save Requests (OPEN)

Employee Email	Country	Current Job Title	Career Level
[REDACTED]	US	10550.Software Developer 5.PRODEV.SWENG	IC5

Country	Job Code	Career Lev
	N/A	N/A
AE	10020.Software Development Manager	IC1
AR	10030.Software Development Snr Manager	IC2
AT	10040.Software Development Director	IC3
AU	10050.Software Development Snr Director	IC4
BE	10060.Software Development VP	IC5
BG	100730.Sales Operations Analyst 3	IC6
BR	101440.Business Process Analyst 4	M1
CA	103320.Client Success Specialist II	M2
CH	103330.Client Success Specialist III	M3
CL	103340.Client Success Specialist IV	M4
CN	103520.Client Success Manager	M5
CO	103530.Client Success Snr Manager	M6
DE	103540.Client Success Director	
DK	103550.Client Success Snr Director	
ES	10510.Software Developer 1	
FI	10520.Software Developer 2	
FR	10530.Software Developer 3	
GB	10540.Software Developer 4	
GR	10550.Software Developer 5	
HK	10560.Software Developer - Architect	
HU	10560.Software Developer 6	
IDC	10610.IT Business Implementation Analyst 1	
IE	106120.Development Systems Administrator 2	
IL	106130.Development Systems Administrator 3	
IT	106140.Development Systems Administrator 4	
JPBG	106150.Development Systems Administrator 5	
KR	10620.IT Business Implementation Analyst 2	
MX	10630.IT Business Implementation Analyst 3	
MY	10640.IT Business Implementation Analyst 4	
NL	10645.IT Business Implementation Analyst 5	

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NO	10710.Applications Developer 1
NZ	10720.Applications Developer 2
PH	10730.Applications Developer 3
PL	10740.Applications Developer 4
PT	10750.Applications Developer 5
RO	10760.Applications Developer - Architect
RU	10760.Applications Developer 6
SE	10810.QA Analyst 1-ProdDev
SG	10820.QA Analyst 2-ProdDev
TR	10830.QA Analyst 3-ProdDev
US	10840.QA Analyst 4-ProdDev
ZA	10841.QA Analyst 5-ProdDev
	10842.QA Manager-ProdDev
	10843.QA Snr Manager-ProdDev
	10844.QA Director-ProdDev
	10845.QA Snr Director-ProdDev
	10846.QA VP-ProdDev
	109310.Data Scientist 1
	109320.Data Scientist 2
	109330.Data Scientist 3
	109340.Data Scientist 4
	109420.Data Scientist Manager
	109430.Data Scientist Snr Manager
	109440.Data Scientist Director
	109450.Data Scientist Snr Director
	109460.Data Scientist VP
	11040.Product Marketing Director
	11050.Product Marketing Snr Director
	11060.Product Marketing VP
	11240.Customer Service Director-Support
	11250.Customer Service Snr Director-Support
	11510.Product Marketing Analyst 1
	11530.Product Marketing Analyst 3
	11550.Product Marketing Analyst 5
	13020.Technical Writer Manager-ProdDev
	13030.Technical Writer Snr Manager-ProdDev
	13040.Technical Writer Director-ProdDev
	13050.Technical Writer Snr Director-ProdDev
	13060.Technical Writer VP-ProdDev
	13510.Technical Writer 1-ProdDev
	13515.Sales VP
	13520.Technical Writer 2-ProdDev
	13530.Technical Writer 3-ProdDev
	13540.Technical Writer 4-ProdDev
	13550.Technical Writer 5-ProdDev
	14111.Business Development Representative II
	14112.Business Development Representative III
	14113.Business Development Representative IV
	14114.Business Development Representative V
	14910.Project Manager 1
	14920.Project Manager 2
	14930.Project Manager 3
	14940.Project Manager 4
	14950.Project Manager 5
	15020.Project Mgmt Manager
	15030.Project Mgmt Snr Manager
	15040.Project Mgmt Director
	15050.Project Mgmt Snr Director
	15120.Release Developer 2
	15130.Release Developer 3
	15140.Release Developer 4
	15150.Release Developer 5
	15603.Business Development Consultant 4-Corp Plan

15604.Business Development Consultant 5-Corp Plan
15630.Business Development Snr Manager - Corp Plan
15640.Business Development Director - Corp Plan
15650.Business Development Snr Director - Corp Plan
15660.Business Development VP - Corp Plan
15720.Business Development Manager - Sales
15730.Business Development Snr Manager - Sales
15740.Business Development Director - Sales
15750.Business Development Snr Director - Sales
15760.Business Development VP - Sales
15820.Project Manager 2 - Ops
15830.Project Manager 3 - Ops
15840.Project Manager 4 - Ops
15930.Project Mgmt Snr Manager-Ops
17110.Product Manager/Strategy 1-ProdDev
17120.Product Manager/Strategy 2-ProdDev
17130.Product Manager/Strategy 3-ProdDev
17140.Product Manager/Strategy 4-ProdDev
17150.Product Manager/Strategy 5-ProdDev
17160.Product Manager/Strategy 6-ProdDev
17220.Product Mgmt/Strategy Manager-ProdDev
17230.Product Mgmt/Strategy Snr Manager-ProdDev
17240.Product Mgmt/Strategy Director-ProdDev
17250.Product Mgmt/Strategy Snr Director-ProdDev
17260.Product Mgmt/Strategy VP-ProdDev
20410.Senior Consultant
20515.Principal Consultant
20610.Senior Principal Consultant
20820.Consulting Technical Manager
21410.Consulting Technical Director
24220.Marketing Comm / PR Manager
24230.Marketing Comm / PR Snr Manager
26130.Internal Customer Tech Support 1-IT
26140.Internal Customer Tech Support 2-IT
26150.Internal Customer Tech Support 3-IT
26160.Internal Customer Tech Support 4-IT
2702.Non-Technical Intern - Second Year
30040.Marketing Research Director
30610.Field Marketing Specialist 1
30620.Field Marketing Specialist 2
30630.Field Marketing Specialist 3
30930.Marketing Comm / PR Specialist 3
30940.Marketing Comm / PR Specialist 4
32740.Graphics Designer 4-Mkt
3312.Applications Sales Representative II
3313.Applications Sales Representative IV
3316.Applications Sales Representative III
3317.Applications Sales Representative V
3327.Sales Snr Manager
3350.Sales Director
3353.Sales Snr Director
36010.Customer Service Representative 1-Ops
36020.Customer Service Representative 2-Ops
36030.Customer Service Representative 3-Ops
36120.Customer Response Manager -Ops
42001.Course/Curriculum Dev 1-Training
42002.Course/Curriculum Dev 2-Training
42003.Course/Curriculum Dev 3-Training
42004.Course/Curriculum Dev 4-Training
42005.Course/Curriculum Dev 5-Training
45520.Administrative Assistant A2
45521.Administrative Assistant A3
45522.Senior Administrative Assistant

45550.Executive Assistant to the Executive Office
45551.Executive Assistant
46010.Business Analyst 1-Ops
46020.Business Analyst 2-Ops
46030.Business Analyst 3-Ops
46040.Business Analyst 4-Ops
46050.Business Analyst 5-Ops
46110.Business Planning Manager-Ops
46120.Business Planning Snr Manager-Ops
46130.Business Planning Director-Ops
46140.Business Planning Snr Director-Ops
46150.Business Planning VP-Ops
50100.Student / Intern
50810.Database Administrator 1-IT
50820.Database Administrator 2-IT
50830.Database Administrator 3-IT
50840.Database Administrator 4-IT
50850.Database Administrator 5-IT
52740.Technical Architect 4
58620.License Management Analyst 2-Fin
62030.Product Training Snr Manager
62420.Course/Curriculum Dev Mgr - Training
62430.Course/Curriculum Dev Snr Mgr - Training
62440.Course/Curriculum Dev Director - Training
62450.Course/Curriculum Dev Snr Director - Training
62460.Course/Curriculum Dev VP - Training
65410.Facilities Supervisor
65430.Facilities Snr Manager
66680.Program Mgmt VP-ProdDev
66681.Program Manager 1-ProdDev
66682.Program Manager 2-ProdDev
66683.Program Manager 3-ProdDev
66684.Program Manager 4-ProdDev
66685.Program Manager 5-ProdDev
66686.Program Mgmt Manager-ProdDev
66687.Program Mgmt Sr Manager-ProdDev
66688.Program Mgmt Director-ProdDev
66689.Program Mgmt Sr Director-ProdDev
7101.Technical Intern - First Year
75010.IT Supervisor
75020.IT Manager
75030.IT Snr Manager
75040.IT Director
75050.IT Snr Director
75060.IT VP
75070.IT SVP
75610.System Administrator 1-IT
75620.System Administrator 2-IT
75630.System Administrator 3-IT
75640.System Administrator 4-IT
75650.System Administrator 5-IT
75920.Network/Telecom Systems Analyst 2-IT
75930.Network/Telecom Systems Analyst 3-IT
75940.Network/Telecom Systems Analyst 4-IT
75950.Network/Telecom Systems Analyst 5-IT
76110.IT Security Analyst 1
76120.IT Security Analyst 2
76130.IT Security Analyst 3
76140.IT Security Analyst 4
76150.IT Security Analyst 5
76510.Programmer Analyst 1-IT
76520.Programmer Analyst 2-IT
76530.Programmer Analyst 3-IT

76540.Programmer Analyst 4-IT
76550.Programmer Analyst 5-IT
76610.Systems Analyst 1-IT
76620.Systems Analyst 2-IT
76630.Systems Analyst 3-IT
76640.Systems Analyst 4-IT
76650.Systems Analyst 5-IT
81120.Data Services Support A2-IT
81130.Data Services Support A3-IT
81140.Data Services Support A4-IT
83345.Customer Service Analyst 5-Support
85020.Office Services Support A2
85040.Office Services Support A4
85502.Systems Analyst 1-Support
85540.Systems Analyst 3-Support
88100.Translation Analyst 2
88200.Translation Analyst 3
88300.Translation Analyst 4
88500.Translation Manager
88600.Translation Snr Manager
88700.Translation Director
88800.Translation Snr Director
88900.Translation VP
9001.Associate Sales Consultant
90023.Technical Analyst 4-Support
90121.Technical Analyst 2-Support
90122.Technical Analyst 3-Support
90230.Technical Analyst 5-Support
90254.Product Support VP
9101.Staff Sales Consultant
9201.Senior Sales Consultant
9301.Principal Sales Consultant
95380.Executive Vice President-Ops
98101.Alliances Consultant 2
98102.Alliances Consultant 3
98103.Alliances Consultant 4
98104.Alliances Manager
98105.Alliances Senior Manager
98106.Alliances Director
98107.Alliances Senior Director
98109.Alliances Consultant 5
99010.User Experience Developer 1-ProdDev
99020.User Experience Developer 2-ProdDev
99030.User Experience Developer 3-ProdDev
99040.User Experience Developer 4-ProdDev
99050.User Experience Developer 5-ProdDev
99060.User Experience Developer 6-ProdDev
9910.Sales Consulting Manager
99200.Localization Analyst 3
9930.Sales Consulting Director
99300.Localization Analyst 4
9931.Sales Consulting Snr Director
9932.Sales Consulting Vice President
99500.Localization Manager
99852.Market Research Analyst 2
99853.Market Research Analyst 3
99858.Product Development SVP

Proposed Job Title	Proposed Career Level	Last 3 years appraisals and/or CWB rating (list CURRENT year first)	Lifeboat Ranking (pull from prior Equity or Focal)
		No performance appraisal. FOCAL RATINGS: FY'18: 5 - Outstanding FY'17: 4 - Exceeds Expectations FY'16: 4 - Exceeds Expectations	[REDACTED]

Current Salary (USD)	Proposed Salary Request (USD)	% Increase	Benchmark:
[REDACTED]	[REDACTED]	21%	[REDACTED]

Salary Range	Midpoint	Current Compa ratio	Proposed Range	Proposed Midpoint	New Compa ratio
[REDACTED]	[REDACTED]	1.01	[REDACTED]	[REDACTED]	1.22

Time in Job	Last 3 years Bonuses (list CURRENT year first)	Last 3 years Stock Grants (list CURRENT year first)	Proposed Other Comp or Job Change Requested
0.3	None	[REDACTED]	

Justification	Previous Salary Increase (USD)	Previous Salary Increase Date (USD)
[REDACTED] is a CMTS + manager of [REDACTED] direct reports with 10 years of experience and a PhD from [REDACTED] in [REDACTED]. She was recently promoted to IC5. She is one of the founders of [REDACTED] and now [REDACTED]. She's constantly being approached by recruiters given her high visibility in academia and her relationship with top-notch developers and academics in the industry. It will be very easy for her to find a new job with the connections she has. [REDACTED] is currently responsible for [REDACTED], and [REDACTED] projects for Saturn. [REDACTED] also contributes significantly to the academic community – she recently earned a [REDACTED] Award for o[REDACTED] and she has frequently worked on the [REDACTED] Committee for [REDACTED] and [REDACTED]. She has expressed extreme concerns with her salary compared to her peers at LinkedIn, Google, and Facebook. She has said that she will look for other opportunities, especially after she found out that more junior people are making more than her. [REDACTED], who is junior to her has told her he is earning a $[REDACTED] salary base at LinkedIn + [REDACTED]% bonus + [REDACTED] stock, and another colleague of hers, with only 3 years of experience at Google, is earning $[REDACTED] total compensation.)	[REDACTED]	1-Jan-18

Previous Salary % Increase	Manager	Group Attrition: 6-12 months (e.g., 5 of 8: 62%)	Requesting VP	Competitive Offer Included
4.4	[REDACTED]	[REDACTED]	Lahiri, Tirthankar	

Local Country HR Approval	LOB Priority

Competitive Offer
Yes
No

Local HR Approval	LOB
Yes	N/A
No	1
Waiting for Response	2
	3
	4
	5
	6
	7
	8
	9
	10