Save Requests (OPEN)

Employee Name (Last Name, First Name)	Country	Current Job Title	Career Level
[REDACTED]	US	Product Mgmt/Strategy Snr Manager-ProdDev.PRODEV.PROD	M3

Country	Job Code	Career Leve
	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	10510.Software Developer 1	IC6
BR	10520.Software Developer 2	M1
CA	10530.Software Developer 3	M2
CH	10540.Software Developer 4	M3
CL	10550.Software Developer 5	M4
CN	10560.Software Developer - Architect	M5
CO	10560.Software Developer 6	M6
DE	10630.IT Business Implementation Analyst 3	
DK	10640.IT Business Implementation Analyst 4	
ES	10710.Applications Developer 1	
FI	10720.Applications Developer 2	
FR	10730.Applications Developer 3	

GB	10740.Applications Developer 4
GR	10750.Applications Developer 5
HK	10760.Applications Developer - Architect
HU	10760.Applications Developer 6
IDC	10800.QA Analyst - IDC
IE	10810.QA Analyst 1-ProdDev
IL	10820.QA Analyst 2-ProdDev
IT	10830.QA Analyst 3-ProdDev
JPBG	10840.QA Analyst 4-ProdDev
KR	10841.QA Analyst 5-ProdDev
MX	10842.QA Manager-ProdDev
MY	10843.QA Snr Manager-ProdDev
NL	10844.QA Director-ProdDev
NO	10845.QA Snr Director-ProdDev
NZ	10846.QA VP-ProdDev
PH	11030.Product Marketing Snr Manager
PL	11040.Product Marketing Director
PT	11050.Product Marketing Snr Director
RO	11060.Product Marketing VP
RU	11230.Customer Service Snr Manager-Support
SE	11240.Customer Service Director-Support
SG	11250.Customer Service Snr Director-Support
TR	11260.Customer Service VP-Support
US	11530.Product Marketing Analyst 3
ZA	11540.Product Marketing Analyst 4
	12610.Consulting Project Manager
	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
	13520.Technical Writer 2-ProdDev
	13530.Technical Writer 3-ProdDev
	13540.Technical Writer 4-ProdDev
	13550.Technical Writer 5-ProdDev
	14930.Project Manager 3
	14940.Project Manager 4
	14950.Project Manager 5
	15120.Release Developer 2
	15130.Release Developer 3
	15140.Release Developer 4
	15150.Release Developer 5
	15602.Business Development Consultant 3-Corp Plan
	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
	15840.Project Manager 4 - 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
20515.Principal Consultant
26110.Internal Customer Tech Support A3-IT
26140.Internal Customer Tech Support 2-IT
26150.Internal Customer Tech Support 3-IT
32740.Graphics Designer 4-Mkt
3304.Technology Sales Representative IV
42002.Course/Curriculum Dev 2-Training
42003.Course/Curricilum Dev 3-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
45551.Executive Assistant
46010.Business Analyst 1-Ops
46020.Business Analyst 2-Ops
46030.Business Analyst 3-Ops
46040.Business Analyst 4-Ops
46110.Business Planning Manager-Ops
46130.Business Planning Director-Ops
48032.Training Coordinator-A3
48033.Training Coordinator-A4
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
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
65420.Facilities Manager
66680.Program Mgmt VP-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
75010.IT Supervisor
75020.IT Manager
75030.IT Snr Manager
75040.IT Director
75050.IT Snr Director
75060.IT VP
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
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
76630.Systems Analyst 3-IT
83353.Adv Customer Service Support Director
85020.Office Services Support A2
85040.Office Services Support A4
90023.Technical Analyst 4-Support
90120.Technical Analyst 1-Support
90121.Technical Analyst 2-Support
90122.Technical Analyst 3-Support
90230.Technical Analyst 5-Support
90246.Product Support Manager
90248.Product Support Sr. Manager
90250.Product Support Director
9201.Senior Sales Consultant
99020.User Experience Developer 2-ProdDev
99030.User Experience Developer 3-ProdDev
99040.User Experience Developer 4-ProdDev
99050.User Experience Developer 5-ProdDev
99858.Product Development SVP

Proposed Job Title	Proposed Career Level	Last 3 years appraisals and/or CWB rating (list CURRENT year first)	Current Salary (USD)	Proposed Salary Request (USD)
17230.Product Mgmt/Strategy Snr Manager-ProdDev	M3	25-JUL-2011 4 - Exceeds Expectations 16-JUL-2010 4 - Exceeds Expectations 01-JUN-2009 4 - Exceeds Expectations	[REDACTED]	[REDACTED]

% Increase	Benchmark:	Salary Range
22%	**Thomas Kurian Level** **17230 Product Mgmt/Strategy Snr Manager-ProdDev** **Min of Current Annual Salary: [REDACTED]** **Max of Current Annual Salary: [REDACTED]** **Avg of Current Annual Salary: [REDACTED] # of incumbents: [REDACTED]** **[REDACTED] Level** **17230 Product Mgmt/Strategy Snr Manager-ProdDev** **Min of Current Annual Salary: [REDACTED]** **Max of Current Annual Salary: [REDACTED]** **Avg of Current Annual Salary: [REDACTED]** **# of incumbents: [REDACTED]**	[REDACTED]

Midpoint	Current Compa ratio	Proposed Range	Proposed Midpoint	New Compa ratio	Time in Job
[REDACTED]	80.638	[REDACTED]	[REDACTED]	**98.2**	2.1

Last 3 years Bonuses (list CURRENT year first)	Last 3 years Stock Grants (list CURRENT year first)	Proposed Other Comp or Job Change Requested
[REDACTED]	[REDACTED]	N/A

Justification
This is a request to increase the base salary of [REDACTED] to $[REDACTED] USD. [REDACTED] leads the [REDACTED] team and is working closely with the Oracle [REDACTED] team on our next generation products. She has been with Oracle nearly 16 years. In the past 6 months, there have been two departures of long term Oracle employees (these employees had approx. 10 years of service) and the primary reason for their departures has been for a significant increase in both their base salary and variable compensation. Both these individuals have worked closely with [REDACTED] over the past 5 years. [REDACTED] has consistently performed (4 rated) for the last 4 performance periods and, she has been identified as a top talent within our SOA product management team resource assessment process. During the current performance period, [REDACTED] is expected to be rated a 5. As we look towards combining the key application integration content, methodology and guidance of [REDACTED] with the Oracle [REDACTED], [REDACTED] is a crucial leader that understands how these two products will come together and the specific ways in which our customers are leveraging these technologies within their environments today as individual, standalone products. With the most recent departure of her strongest product manager, she has become even more of a lynch pin in our plans. If [REDACTED] were to leave the [REDACTED] team, we will not be able to meet the current release schedule for [REDACTED] and this will have a significant impact not only on our [REDACTED] customers, but our Oracle [REDACTED] customers into the foreseeable future. While these products contribute roughly $20M in license revenue for Oracle by themselves, they are key differentiators to a growing segment of our [REDACTED] customers. Further, [REDACTED] is cited as a key differentiator against [REDACTED]'s [REDACTED] offerings. We need to continue to invest and accelerate the applicability of this product in the context of application integration to further our differentiation against our main [REDACTED] competitor. There are several reasons why we need to take steps now to ensure we retain [REDACTED]. With the unfortunate departures of [REDACTED]'s two colleagues, who received significant compensation increases, and with her current [REDACTED] salary ($[REDACTED]), compensation has become a salient issue. Additionally, in recent career discussions with [REDACTED], I know she is thinking about her career progression and recognition here at Oracle. I have already discussed her as a candidate for a directorship with you, Michael; and I am preparing to recommend her for promotion to director within six to twelve months. The immediate salary increase will send a strong message to [REDACTED] that she is a valued member of the organization and provide us with the time to complete her promotion which will reinforce that we are investing in her for the future. Thus I am making a proactive request for an out of cycle increase to $[REDACTED] USD, a 22% increase, in order to keep [REDACTED] at Oracle for the long run. The average salary for her position (job code 17230, Product Mgmt/Strategy Sr. manager) in [REDACTED]'s organization is $[REDACTED]. The salary range is $[REDACTED] with a mid-point of $[REDACTED].

Previous Salary Increase (USD)	Previous Salary Increase Date (USD)	Previous Salary % Increase	Manager	Group Attrition: 6-12 months (e.g., 5 of 8: 62%)
[REDACTED]	1-Sep-11	5.00%	[REDACTED]	[REDACTED]

Requesting VP	Competitive Offer Included	Local Country HR Approval	LOB Priority
Michael Weingartner	No		

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