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Dive/Save Requests (OPEN)

Employee Name (Last Name, First Name)	Country	Current Job Title	Career Level	Proposed Job Title
[REDACTED]	US	17150.Product Manager/Strategy 5-ProdDev	IC5	17150.Product Manager/Strategy 5-ProdDev

Job	Grade Range	Range Midpoint	Count of Job	Min Salary (USD)
17150.Product Manager/Strategy 5-ProdDev	[REDACTED]	[REDACTED]		
			[REDACTED]	[REDACTED]
			[REDACTED]	[REDACTED]

Country	Job Code	Career Level
	N/A	N/A
AE	10020.Software D	IC1
AR	10030.Software D	IC2
AT	10040.Software D	IC3
AU	10050.Software D	IC4
BE	10060.Software D	IC5
BG	10510.Software D	IC6
BR	10520.Software D	M1
CA	10530.Software D	M2
CH	10540.Software D	M3
CL	10550.Software D	M4
CN	10560.Software D	M5
CO	10560.Software D	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 Career Level	Last 3 years appraisals and/or CWB rating (list CURRENT year first)	Current Salary (USD)	Proposed Salary Request (USD)	% Increase
IC5	2013 - 5 2012 - 4 2011 - 5	[REDACTED]	[REDACTED]	24%

Avg Salary (USD)	Max Salary (USD)	LOB Lead
[REDACTED]	[REDACTED]	Volpe
[REDACTED]	[REDACTED]	Pacalin

Benchmark:	Salary Range	Midpoint	Current Compa ratio	Proposed Range
See Below	[REDACTED]	[REDACTED]	85.32	[REDACTED]

Proposed Midpoint	New Compa ratio	Time in Job	Last 3 years Bonuses (list CURRENT year first)	Last 3 years Stock Grants (list CURRENT year first)
[REDACTED]	105.99	US - 2.5 yrs IDC - 2.5 yrs	[REDACTED]	[REDACTED]

Proposed Other Comp or Job Change Requested	Justification	Previous Salary Increase (USD)	Previous Salary Increase Date (USD)	Previous Salary % Increase
NA	[REDACTED] is a highly experienced [REDACTED] and [REDACTED] Product Manager. He's currently leading the effort to rebuild the [REDACTED] that needs an urgent overhaul in order to be competitive with [REDACTED]. Additionally, he is the key POC for Sales and Sales Consulting in the [REDACTED] and [REDACTED] space including [REDACTED]'s and [REDACTED] Workshops for migrating from [REDACTED] to [REDACTED]. He has a thorough understanding of the competitor landscape and is involved in Analyst Briefings also. He is well liked by the field and his peers in Development and it would be a big loss for Oracle if Informatica is successful in poaching him from Oracle. Informatica has offered Narayanarao $[REDACTED] and [REDACTED] RSU's to lead the Product Marketing for [REDACTED] in the [REDACTED]. Narayana is great at what he does and would love to stay with Oracle. We are confident that an increase to $[REDACTED] will allow us to retain him.	[REDACTED]	[REDACTED]	3.04%

Manager	Group Attrition: 6-12 months (e.g., 5 of 8: 62%)	Requesting VP	Competitive Offer Included	Local Country HR Approval
[REDACTED]	[REDACTED]	Laurent Pacalin		

LOB Priority
1

Competitive Offer	Local HR Approval
Yes	Yes
No	No
	Waiting for Response

LOB

N/A

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