Critical Hire Spreadsheet:
HC Request:
Last Updated:
INTERNAL TRANSFERS: Hiring Mgr Must Obtain Releasing Manager Approval PRIOR to Adding the Candidate on the Critical Hire List

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	Internal Transfers: Include Releasing Manager's Name & Approval Date	Internal Transfers: last 3 years of performance ratings, bonuses, and raises	If Rehire- Oracle Term Date	If Rehire- Previous Oracle Salary	If Rehire- Current Salary at Employer	If Rehire- Last Oracle Performance Rating	If Intl Transfer- Current Country to New Country	Replacement Yes/No (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet
	critical	[REDACTED]	[REDACTED]	New Hire									HQ	CMTS	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] No relocation package	Juan Loaiza	[REDACTED] has an incredible breadth of knowledge in the area of system software design and implementation. He spent most of his career developing the operating system used in [REDACTED] systems, and then spent another 7+ years working on database internals in the data storage and processing layer in the [REDACTED] appliance. He seemed to be a very sharp and proficient developer, with excellent debugging skills and an eye for good design. He has the ability to work on any component in the database product and make an immediate impact with little to no setup time. All who interviewed [REDACTED] believe that he would be an excellent addition to our team. He has direct working experience related to the projects we are working on, and those who interviewed him all feel that he can come on board as a senior developer and make an immediate contribution. He asked thought-provoking questions during the interviews, and convincingly described how his current work with integrating [REDACTED] with [REDACTED] can be applicable with the Oracle [REDACTED]. He's one of the few remaining highly-qualified database engineers left in [REDACTED], and we should hire him immediately before he thinks about seriously interviewing with other companies. [REDACTED] also came highly recommended by another star engineer in [REDACTED] - [REDACTED]	

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Important				Rehire								No									
				International Transfer																	
				Transfer																	

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Rank	**Status**	**Candidate Name**	**Hiring Manager**	**Hire Type**	**If Intl Transfer- Current Country to New Country**	**Replacement Yes/No**	**Location**	**Job/Title**	**PROJECT**	**Salary in Local Currency and USD**	**Comments / Special Compensation including Stock, Relocation, etc.**	**VP Requesting**	**JUSTIFICATION**	**Thomas approval Y/N**

Critical	New Hire	Yes
Important	Rehire	No
	Transfer	
	International Transfer	