## DOCUMENT PRODUCED IN NATIVE FORMAT

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## Critical Hire Spreadsheet:

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AL TRANS	ERS: Hiring Mgr Must	t Obtain Releasir	ng Manager Appi	roval PRIOR to Addin	ng the Candidate on t	the Critical Hi	re List													
Status	Candidate Name	Hiring Manager	Hire Type			If Rehire- Oracle	Previous Oracle	Current Salary at	Oracle Performance	If IntI Transfer- Current Country to New Country	•		Job/Title	PROJECT	Local Currency	Salary: Local	Compensation including Stock,	VP		Thomas approval Y/N
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Critical	[REDACTED]	[REDACTED]	New Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	US	IC5 - Senior Principal Product Manager	[REDACTED]	oming promotion and assignment of greater responsibility will	Higher salary reflects cost-of- living adjustment for California since	9	Juan Loaiza	introduced by Oracle, with an annual \$1Billion revenue run rate. To continue to be successful, [REDACTED] needs a solid [REDACTED] team, which can act as the focal point among Development, Sales and Customers on a worldwide basis. After some recent changes, this team is currently comprised of [REDACTED] and [REDACTED], and neither of them can focus on [REDACTED] and [REDACTED], and neither of them can focus on [REDACTED] team, and [REDACTED] is the first proposed hire as part of this effort.  [REDACTED] is one of the rare candidates with direct [REDACTED] experience as a customer, which means he can immediately establish credibility while interacting with other customers as a [REDACTED]. [REDACTED] has over 15 years of experience in all phases of design, development, and implementation of Oracle environments. He has worked for companies in the Insurance, manufacturing, financial and other services industries.  His direct experience with [REDACTED] stems from the early days as a customer, at two distinct mission-critical customer sites ([REDACTED] and [REDACTED]). He has directly owned implementation of 15 [REDACTED] and managed all phases from [REDACTED] site survey, configuration worksheet, and customizing [REDACTED] implementation to fit application needs. He has spoken at OOW, has mentored Linux engineers and Oracle DBAs in successful implementation of Oracle databases on various platforms. As part of these implementations, he is also very familiar with various Oracle Development groups, and has been highly rated by Oracle employees who have interacted with him.  His overall areas of technical expertise include [REDACTED], which makes his skill-set ideal for this position.	
	Status	Status Candidate Name	Hiring Status Candidate Name Manager	Hiring Status Candidate Name Manager Hire Type	Internal Transfers: Include Releasing Hiring Status Candidate Name Manager Hire Type Approval Date	Internal Transfers:   Internal Transfers:   Iast 3 years of   Include Releasing   Manager's Name &   Performance   Transfers:   Iast 3 years of   Performance   Performance   Performance   Transfers:   Iast 3 years of   Performance   Perfo	Internal Transfers: Include Releasing Manager's Name & Approval Date  Status Candidate Name Manager Hire Type Internal Transfers:  Internal Transfers: Iast 3 years of performance ratings, bonuses, and raises  Oracle Term Date	Internal Transfers:   last 3 years of performance performance ratings, bonuses, and raises   If Rehire-Previous	Internal Transfers: Include Releasing Manager's Name & Approval Date  Internal Transfers: Internal Transfers: Iast 3 years of performance ratings, bonuses, and raises  If Rehire-Previous Current Salary at Employer	Internal Transfers: Include Releasing Manager's Name & Approval Date    Internal Transfers:   Iast 3 years of performance ratings, bonuses, and raises   If Rehire- Previous   If Rehire- Current   Oracle   Oracle   Salary at   Date   Oracle   Salary   Employer   Rating   Oracle   Current   Oracle   O	Internal Transfers: Include Releasing Manager Hire Type    Internal Transfers:   Internal Transfers:   Internal Transfers:   Iast 3 years of performance ratings, bonuses, and raises   If Rehire-Previous   If Rehire-Prev	Status Candidate Name    Internal Transfers:   Internal Transfers:   Internal Transfers:   Internal Transfers:   Internal Transfers:   Internal Transfers:   Iast 3 years of performance ratings, bonuses, and raises   If Rehire-Previous   If Rehire-Previous   If Rehire-Previous   If Rehire-Previous   If Rehire-Previous   If Rehire-Previous   Oracle   Performance   Previous   Oracle   Performance   Oracle   Performance   Oracle   Oracl	Internal Transfers: Include Releasing Manager's Name & Approval Date    Status   Candidate Name   Manager   Country   Country	Status Candidate Name Hiring Hire Type Approval Date N/A	Status Candidate Name Hiring Hiring Candidate Name Manager Hire Type Manager's Name & Approval Date Critical [REDACTED] [REDACTED] REDACTED] REDACTED] Rewrite N/A	Internal Transfers:   Internal Transfers:	Status Candidate Name Hiring Status Candidate Name Principal REDACTED] REDAC	Status Candidate Name Hirring Status Product (Country to Principal	Include Releasing Status  Candidate Name  Manager  Hirry Type Manager Names Approval Date Manager  FREDACTED)  REDACTED  Now Hire Status  Relative Manager  Now Hirr Type Manager  Now NA	Status Candidate Name   Holing   Heat Type   Heat Type

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Yes No

Critical New Hire Important Rehire

International Transfer Transfer

Critical Hire Spreadsheet														
HC Request														
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Critical New Hire Yes

Important Rehire No Transfer

International Transfer