## DOCUMENT PRODUCED IN NATIVE FORMAT

ORACLE\_HQCA\_0000299559 D-377 377.1

HC Re Last U	dated:	dsheet: 1 12/1/2015 FERS: Hiring Mgr Must		ng Manager Appro	val PRIOR to Adding	the Candidate on the	e Critical Hire	) List											
Rank	Status	Candidate Name	Hiring Manager		Internal Transfers: Include Releasing Manager's Name & Approval Date	performance ratings, bonuses,	lf Rehire- Oracle	Previous Oracle	Current	Performance	Country to	Replacement Yes/No (if yes, replacement name)		Job/Title	Current 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]	transfer	[REDACTED]	Perf. Rat: 4, raise: 3.38% [REDACTED]							HQ, Redwood Shores, CA	IC4/PMTS	[REDACTED]	 Proposed Oracle Salary is higher because [REDACTED] would incur commute/extraneous		(1) [REDACTED] will be responsible for [REDACTED] projects on oracle [REDACTED] release. [REDACTED] deployment for [REDACTED] is scheduled for [REDACTED]. Inability to hire this resource will affect [REDACTED] for the above features. (2) [REDACTED] has strong [REDACTED]	

												if Inti										
							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

							Internal Transfers:					If Inti Transfer-							Comments /			
						Internal Transfers:						Current	Replacement					Proposed	Special			
- 1						Include Releasing											Current Salary:	Oracle Salary:	Compensation			
- 1				Hiring	Hire Type (new	Manager's Name &	ratings, bonuses,	Oracle	Oracle	Salary at	Performance	New	replacement				Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												if Inti										
- 1							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												if Inti										
- 1							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												if Inti										
- 1							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												if Inti										
- 1							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

							Internal Transfers:					If Inti Transfer-							Comments /			
						Internal Transfers:						Current	Replacement					Proposed	Special			
- 1						Include Releasing											Current Salary:	Oracle Salary:	Compensation			
- 1				Hiring	Hire Type (new	Manager's Name &	ratings, bonuses,	Oracle	Oracle	Salary at	Performance	New	replacement				Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

											If Inti										
						Internal Transfers:					Transfer-							Comments /			
					Internal Transfers:					If Rehire-Last							Proposed	Special			
					Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
					Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
R	nk Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												if Inti										
- 1							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

											If Inti										
						Internal Transfers:					Transfer-							Comments /			
					Internal Transfers:					If Rehire-Last							Proposed	Special			
					Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
					Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
R	nk Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												if Inti										
- 1							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												if Inti										
- 1							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

											if inti										
						Internal Transfers:					Transfer-							Comments /			
					Internal Transfers:					If Rehire-Last							Proposed	Special			
					Include Releasing											Current Salary:	Oracle Salary:	Compensation			
					Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
Ra	nk Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												if Inti										
- 1							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

											If Inti										
						Internal Transfers:					Transfer-							Comments /			
					Internal Transfers:					If Rehire-Last							Proposed	Special			
					Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
					Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
R	nk Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

											If Inti										
						Internal Transfers:					Transfer-							Comments /			
					Internal Transfers:					If Rehire-Last							Proposed	Special			
					Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
					Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
R	nk Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												if Inti										
- 1							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

											If Inti										
						Internal Transfers:					Transfer-							Comments /			
					Internal Transfers:					If Rehire-Last							Proposed	Special			
					Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
					Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
R	nk Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

							Internal Transformer					If Inti							Commonte (			
							internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:	last 3 years of		If Rehire-	If Rehire-	If Rehire-Last	Current	Replacement					Proposed	Special			
- 1						Include Releasing											Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												if Inti										
- 1							Internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:							Replacement					Proposed	Special			
- 1						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

							Internal Transformer					If Inti							Commonte (			
							internal Transfers:					Transfer-							Comments /			
- 1						Internal Transfers:	last 3 years of		If Rehire-	If Rehire-	If Rehire-Last	Current	Replacement					Proposed	Special			
- 1						Include Releasing											Current Salary:	Oracle Salary:	Compensation			
- 1						Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
	Rank	Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

											if inti										
						Internal Transfers:					Transfer-							Comments /			
					Internal Transfers:					If Rehire-Last							Proposed	Special			
					Include Releasing											Current Salary:	Oracle Salary:	Compensation			
					Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
Ra	nk Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

											If Inti										
						Internal Transfers:					Transfer-							Comments /			
					Internal Transfers:					If Rehire-Last							Proposed	Special			
					Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation			
					Manager's Name &											Local Currency	Local Currency	including Stock,	Andy's Direct		Date Critical hire was
R	nk Status	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

												If Inti										
							Internal Transfers:					Transfer-							Comments /		í l	
						Internal Transfers:	last 3 years of		If Rehire-	If Rehire-	If Rehire-Last	Current	Replacement					Proposed	Special		í l	
						Include Releasing	performance	If Rehire-	Previous	Current	Oracle	Country to	Yes/No (if yes,				Current Salary:	Oracle Salary:	Compensation		í l	
				Hiring	Hire Type (new	Manager's Name &	ratings, bonuses,	Oracle	Oracle	Salary at	Performance	New	replacement				Local Currency	Local Currency	including Stock,	Andy's Direct	í l	Date Critical hire was
5	tank Stat	us Ca	Candidate Name	Manager	hire/transfer)	Approval Date	and raises	Term Date	Salary	Employer	Rating	Country	name)	Location	Job/Title	PROJECT	& USD	& USD	Relocation, etc.	Report	BUSINESS JUSTIFICATION	added to spreadsheet

Critical Important New Hire Rehire International Transfer Transfer

Yes No

Critical	Critical Hire Spreadsheet														
HC Rec	C Request														
Last Up	st Updated:														
						If Inti									
						Transfer-						Comments /			
						Current					Salary in	Special			
						Country to					Local	Compensation			Thomas
				Hiring		New	Replacement				Currency and	including Stock,			approval
Ran	۲ St	Status	Candidate Name	Manager	Hire Type	Country	Yes/No	Location	Job/Title	PROJECT	USD	Relocation, etc.	VP Requesting	JUSTIFICATION	Y/N

Critical Important New Hire Yes Rehire No Transfer International Transfer