DOCUMENT PRODUCED IN NATIVE FORMAT

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 If Inti Transfer-Current Country to New Country Hiring Hire Type (new Manager's Name & Approval Date

[REDACTED] New Hire Comments / Special If Rehire-If Rehire-Previous Oracle Term Date Salary Internal Transfers: last 3 years of performance ratings, bonuses, and raises Replacement Yes/No (if yes, replacement name) Compensation including Stock, Relocation, etc. Report If Rehire- Last Oracle Performance Rating 5 - Excellent If Rehire- Current Salary at Employer Candidate Name [REDACTED] [REDACT N/A ED] Yes, [REDACTED]

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				Hiring		ratings, bonuses, and			If Rehire- Last Oracle		replacement			Current Salary: Local			Andy's Direct
F	Rank S	Status	Candidate Name	Manager	Approval Date		Term Date		Performance Rating			Job/Title	PROJECT	Currency & USD	& USD	Relocation, etc.	Report

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Critical Important New Hire Rehire International Transfer Transfer Yes No

Date Critical hire was
BUSINESS JUSTIFICATION added to spreadsheet

BUSINESS JUSTIFICATION

[REDACTED] was a superstar [REDACTED] in the
[REDACTED] team and he took 2 years off work for
personal reasons. He is back in the job market and we
want to rehie him to work on the (REDACTED)
project as an [REDACTED] in the [REDACTED] area.

[REDACTED] has a verbal offer from Cloudera for [REDACTED] annual base * [REDACTED]% guaranteed annual bonus * [REDACTED] signon * [REDACTED] stylon * [REDACTED] stylon * [REDACTED] stylon * [REDACTED] stylon * [REDACTED] for for, especially considering that [REDACTED] is widely expected to have a very successful [REDACTED] and see significant stock price appreciation.

[REDACTED]'s Feedback: [REDACTED] was one

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Date Critical hire was added to spreadsheet BUSINESS JUSTIFICATION

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Date Critical hire was added to spreadsheet BUSINESS JUSTIFICATION

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Rank	Status	Candidate Name		Hire Type	-	Yes/No	Location	Job/Title	PROJECT	USD	Relocation, etc.	VP Requesting	JUSTIFICATION	Y/N

Critical Important New Hire Yes Rehire No Transfer International Transfer

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