DOCUMENT PRODUCED IN NATIVE FORMAT

Critical Hire Sprea	adsheet:																	
HC Request:																		
Last Updated:																		
INTERNAL TRANS	SFERS: Hiring Mgr Must	Obtain Releasing	g Manager Approv	al PRIOR to Adding th	he Candidate on the	Critical Hire I	List											
					Internal Transfers:					lf Inti Transfer-								
				Internal Transfers: Include Releasing	last 3 years of performance	If Rehire-	If Rehire- Previous		If Rehire- Last Oracle		Replacement Yes/No (if yes,				Current Salary:	Proposed Oracle Selecture		
		Hiring	Hire Type (new						Performance	New	replacement						Comments / Special Compensation including Stock, Relocation,	Andy's Direct
Rank Status	Candidate Name	Manager	hire/transfer)	Approval Date				Employer		Country	name)	Location	Job/Title	PROJECT	& USD	& USD	etc.	Report
critical	[REDACTED]	[REDACTED]	New								[REDACTED]	Redwood S	CMTS	[REDACTED]		[REDACTED]	[REDACTED]	6

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New Hire Rehire International Transfer Transfer

Yes No



The [REDACTED] Group has lost [REDACTED] engineers in the last 9-Nov-18 year. Last week, the team's [REDACTED] quit his job. At this point, we've lost all [REDACTED].

We need to quickly rebuild this team. [REDACTED] is used by thousands of customers, such as [REDACTED], etc. Further, Oracle's own applications, such as [REDACTED] rely heavily on [REDACTED]. We cannot maintain, let alone deliver new capabilities such as [REDACTED] support unless we refil the positions.

[REDACTED] is a senior developer with 15 years of experience with [REDACTED]. He comes highly recommended and was interviewed by [REDACTED]. No Architeds and two Senior Directors of [REDACTED]. Everyone liked him and believe that his in-depth [REDACTED] and [REDACTED] can be easily adapted for work in [REDACTED] and [REDACTED] in general.

The \$[REDACTED] proposed base salary meets his minimum

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