#### DOCUMENT PRODUCED IN NATIVE FORMAT

#### Critical Hire Spreadsheet:

INTERN.	AL TRANSI	FERS: Hiring Mgr Must	Obtain Releasi	ng Manager A	approval PRIOR to Ad	ding the Candidate	on the Critical	l Hire List													
						<b>Internal Transfers:</b>					If Inti										
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1	Critical	[REDACTED]	[REDACTED]	New Hire									HQ	CMTS	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Juan Loaiza	(REDACTED):	

[REDACTED] is a super star candidate with both a strong systems experience (5 years in [REDACTED] team) and a strong database experience at [REDACTED] (5 years in [REDACTED] team). This is a perfect fit for our critical need in the area of [REDACTED], [REDACTED] and [REDACTED] area where we apply [REDACTED] techniques to [REDACTED].

Salary Increase: [REDACTED] is currently in [REDACTED] for the past few months and wants to move back to [REDACTED] work. He is considering Vertica and EMC/Greenplum. He came to Oracle first because his colleage from [REDACTED] joined my group earlier. He said that he will take Oracle's offer only if the compensation package is competitive.

#### Signon Bonus:

Signon blows: [REDACTED] got a [REDACTED] sign on bonus from [REDACTED] when he started in the [REDACTED] team. And they have both into expect [REDACTED] to bonus at the end of the year. This is holding him back at [REDACTED] and desleying him one. Our proposes dig no thorus of [PEBACTED] is still short of the [REDACTED] is close to be seen to prove the proposition of th

Our rever:
We have a critical need for experts who can do [REDACTED] for [REDACTED] and [REDACTED]. This
person would be responsible for [REDACTED] operations like [REDACTED] and join and develop new techniques for [REDACTED] at 3 levels - [REDACTED]. When [REDACTED] are done end-to-end dramatic improvements in performance area possible.

[REDACTED] is a highly specialized engineer who is strong in both a) hardware and compiler level optimizations (as the lead compiler engineer for [REDACTED]) and then b) [REDACTED] optimizations where he applied his low level systems knowledge to optimize processing for key [REDACTED]

Its is difficult to find expertise in each of these areas, and our unique need for finding talent who has had interdisciplinary experience in both areas is even rarer. His strength in applying hardware/compiler to [REDACTED] processing is a perfect fit for our needs in the [REDACTED] area. We would greatly benefit

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Critical Important

New Hire Rehire International Transfer Transfer