

All,

This template has been created for consistency to use across Customer Services.

Please complete all the necessary fields pertaining to your request.

Note: You do not need to fill out all 3 templates; you will only fill out the template pertaining to you

* **Complete Tab 2 (Email Offer Body) and Tab 3 (Email Offer Details)**

-- use these 2 templates to extend external offers, internal transfer (in country or between countries)

-- **complete Tab 3 first** when submitting an offer via email (Tab 2 will 'auto-fill' most of the info fi

-- cut and paste the information in Tab 2 in the body of the email

-- attach this template to the email your are submitting up your management chain for approval

* **Complete Tab 4 (Salary Adjustment Business Justification)**

-- attach this template to the SSA form to support your request

This template is commonly used to support a salary adjustment request for:

counter offer

promotion

r request.

rom Tab 3)

Cut and paste the information to the body of the email

Use this template in conjunction with tab 3.

Shaded cells are 'auto fill' fields.

Category

Candidate:
Organization:
Job Code/Title:
Local Currency:
Base Salary:
Annual Target Variable:
Overall Target Earnings
Sign-on Bonus:
Stock Option Shares:
Relocation:
Headcount Slot#:
Replacement:
Replacing Employee:
Previous Base Compensation:
Previous Variable Compensation:
Car Allowance:
Special Vacation Accrual:
Billable Job:
Revenue Generating:
Previous Acquisition Candidate:
Acquisition Company:
Acquisition Candidate Term Reason:
Acquisition Candidate Term Date:
Acquisition Candidate Severance:
Hiring Manager:

Details

[REDACTED]
Support Services
90023.Technical Analyst 4-Support
US - USD
[REDACTED]
0.00
0.00
none
none
\$0
[REDACTED]
No
Not applicable
[REDACTED]
0.00
\$0.00
No
No
Yes
No
[REDACTED]

For **REHIRE**, please provide additional information:

Previous Base Salary:
Previous Variable Salary:
Previous Comparatio
Last Job Code/Description
Last Rating :
Date of leaving :
Reason for Leaving:

[REDACTED]
\$0
#REF!
1/0/1900

Proposed Base Compensation:
Proposed Variable Compensation:
Proposed Comparatio:
Proposed Job Code:

[REDACTED]
0.00
112%
90023.Technical Analyst 4-Support

Candidate Details

CROzwat Direct Report	Hiring Manager's Email Address	Candidate Name	Complete Job Code	Addit
[REDACTED]	[REDACTED]	[REDACTED]	90023.Technical Analyst 4-Support	Type of Hire
Special Vacation Accrua	No	Cost Center:	0820 - Sup - DBS Exadata - US	Replacement Hire
Stock Options Shares:	none			Replacing Who
Sign-on Bonus:	none			Reference Checked
*Relocation Offered (in USD) enter the breakdown of the relocation dollars and justify the relocation request				Headcount Slot #
REHIRE: Date last worked at Oracle: Previous Salary (in local currency): **Reason for Leaving:				Revenue Generating Search Firm Retainer Required
				Source of Recruitment
				Recruiter's email Referring Employee Email Id Approving Business HR
				Product Line

* If Relocation is offered, provide justification on the space provided
 ** Please add pertinent information [example: last rating; previous mgr's comments; Severance Paid (if any)]

Compensation Details

Local Currency:	US - USD	Exchange Rate (to USD):	1.0000	Exchange Rate (to USD):	US - USD	#N/A
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Compensation (please use local country's currency)					Difference (in USD)
	Current	Converted - USD	Proposed	Converted USD	
Base Salary	[REDACTED]	[REDACTED]	[REDACTED]	#VALUE!	#VALUE!
Variable	0	0.00	0	#N/A	#N/A
Car Allowance/yearly	0	0.00	0	#N/A	#N/A
Plan Split - Base%	[REDACTED]	[REDACTED]	0%	#VALUE!	
Plan Split - Variable%	[REDACTED]	[REDACTED]	[REDACTED]	#N/A	
OTE	[REDACTED]	[REDACTED]	0	#VALUE!	#VALUE!
Comp Ratio to Mid	105.4%	105.4%	112.1%	#N/A	#VALUE!
Salary Range	Current	Converted - USD	Proposed	Converted USD	
Min	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
Mid	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
Max	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	

Justifications must be around why the employee is the best fit for the role including :
 (1) What is Job? (2) Quota/revenue, territory coverage/ Accounts/Customers and product family
 (3) Expected billable rate and utilization (if applicable) (4) Skills,competencies,experience,qualifications & education
 (5) Brief work history, including relevant years of experience and significant former employers (6) Detailed justification for any exceptional salary increases, non sta career level changes (6) Additional justifications in cases of high comp-ratio

[REDACTED] has 14 years of experience working with Oracle database technology and he has a proven track record with various high impact roles. He has strong fundamentals wh adopt and support [REDACTED]. His real world experience would be an asset to the team and he has the potential to be an Oracle star.

Education:

Personal Information:
New
No
Not applicable
Yes
[REDACTED]
No
No
[REDACTED]
Susan Phan
Engineered Systems

Standard ATV(if any), exceptional
which will aid in his ability to quickly

Bachelors of Computer Science
Master of Computer Applications

Areas Evaluated:

- 1) Core Database Concepts
- 2) Backup and Recovery
- 3) RAC
- 4) ASM
- 5) Grid control
- 6) OS
- 7) Networking

Interviewer Comments:

- 1) Fluent in Core database concepts.
- 2) Interpersonal communication skills were strong.
- 3) Well versed in backup and recovery strategies
- 4) [REDACTED] possesses good practical knowledge pertaining to RAC.
- 5) He is one of the best technical candidates that we have interviewed so far.
- 6) He was able to provide detailed answers to almost all of our questions.

[REDACTED] was subjected to a technically aggressive panel interview process and he performed well. There were very few questions that he wasn't able to answer and the ones that he did answer were to the point. His breadth of knowledge was refreshing and his ability to quickly analyze technical issues is exactly what we are looking for. We believe he will be able to make a short period of time.

We recommend [REDACTED] to be hired as a Principal Technical Support Engineer (grade IC4) at [REDACTED] for the [REDACTED] Team. Considering his experience, we recommend a salary of [REDACTED].

Work Authorization: Greencard Holder

No visa sponsorship is needed.

that he did answer were detailed
positive impact on the team in a

recommend hiring [REDACTED] at a

[Hiring/Receiving Manager](#) please complete **all** sections and attach this template to the SSA request (or email) for salary adjustment request.

Name of employee: John Smith
Current Job Code/Title: 90122.Technical Analyst 3-Support
Current Country Base: Romania
Proposed Job Code/Title: 90122.Technical Analyst 3-Support
Proposed Country Base: Romania

Request

Brief summary of what you're requesting and why...

Level of flight risk

Enter the level of flight risk here...

Counter offer (if relevant)

Enter your answer here...

Impact on the business if the employee leaves

Enter your answer here...

Track record to date

Compensation proposal and details

For proposing managers: Please complete white cells in local currency. **Grey cells are calculated cells.** Pick country for exchange rate

calculated cells	<----- no data entry needed
data enter cells	<----- data entry needed

For approver: go to summary bottom (50 rows down)

Pick country and currency
US - USD

Exchange Rate (to USD):	1.0000
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	Salary range (Base salary) current			Salary range (Base salary) new		
	MIN	MID	MAX	MIN	MID	MAX
Local Currency (Euro)	14,000,000	15,000,000	16,000,000	14,000,000	15,000,000	16,000,000
Variable at standard s	100	0	-	-	-	-
USD	14,000,000	15,000,000	16,000,000	14,000,000	15,000,000	16,000,000
USD Variable at standard split	-	-	-	-	-	-

Current (Job)				New (Job)				
	Current employee compensation	Salary range midpoint Base current job & standard split variable	Compa ratio current salary range / standard OTE	New employee compensation	Salary range midpoint Base (new) job & standard split variable	Compa ratio new salary range / standard OTE	Increase	Increase %
	US - USD	US - USD	%	US - USD	US - USD	%	US - USD	%
Base	20,000.00	15,000,000.00	0%	21,000	15,000,000.00	0%	1,000	5%
Variable	5,000.00	0.00		5,250.00	0.00		250	5%
OTE	25,000.00	15,000,000.00	0%	26,250.00	15,000,000.00	0%	1,250	5%
Split	80 / 20	100 / 0		80 / 20	100 / 0			

White fields to be completed manager, grey fields are **calculated** fields

Earnings to date

If on **Sales Plan**, provide earnings for last 2 full years and year to date for current year if possible.

If not on a **Corp Bonus Plan** (non-sales) provide base salary last 2 years

Information on previous salaries can be found in Information Workbench (IWB) via Manager Self Service - training on IWB can be found in the EMEA Manager Guide - HR Systems - Compensation Workbench - IWB

[COMPENSATION WORKBENCH TOOLKIT](#)

	US - USD	USD
FY11 Annual fixed	38,664	38,664
FY11 Annual variable	38,664	38,664
FY11 Actual commission	40,000	40,000

FY12 Annual fixed		-
FY12 Annual variable		-
FY12 Actual commission		-

White fields to be completed manager, grey fields are **calculated** fields

* Previous FY USD conversion based on Oracle FY10 constant USD rate

Proposal summary (USD)				
	Current compensation	New compensation	Increase	Increase%
Currency	USD	USD	USD	%
Base	\$20,000.00	\$21,000.00	\$1,000	5%
Variable	\$5,000.00	\$5,250.00	\$250	5%
OTE	\$25,000.00	\$26,250.00	\$1,250	5%
Split	80 / 20	80 / 20		

calculated

calculated

calculated

Currency	Countries	Exchange Rate	Employees Business Group
1 Afgani	Afghanistan - AFN	0.0200407	Afghanistan
2 Lek	Albania - ALL	0.0089326	Albania
3 Dinar	Algeria - DZD	0.0130924	Algeria
1 Peso	Argentina - ARS	0.2233639	Argentina
2 Dram	Armenia - AMD	0.0024563	Armenia
3 Gilder	Aruba - AWG	0.5586592	Aruba
4 Dollar	Australia - AUD	0.9849500	Australia*
5 Euro	Austria - EUR	1.2524000	Austria
6 Manat	Azerbaijan - AZN	1.2743724	Azerbaijan
7 Dollar	Bahamas - BSD	1.0000000	Bahamas
8 Dinar	Bahrain - BHD	2.6524495	Bahrain
9 Taka	Bangladesh - USD	0.0122100	Bangladesh
10 Dollar	Barbados - BBD	0.5000000	Barbados
11 Ruble	Belarus - BYR	0.0001211	Belarus
12 Euro	Belgium - EUR	1.2524000	Belgium
13 Dollar	Belize - BZD	0.5226026	Belize
14 Dollar	Bermuda - BMD	1.0000000	Bermuda
15 Bhutan	Bhutan - BTN	0.0179630	Bhutan
16 Boliviano	Bolivia - BOB	0.1436782	Bolivia
17 Mark	Bosnia Herzegovina - BAM	0.6380807	Bosnia Herzegovina
18 Pula	Botswana* - BWP	0.1294000	Botswana*
19 Real	Brazil - BRL	0.5014039	Brazil
20 Lev	Bulgaria - BGN	0.6380807	Bulgaria
21 Franc	Burundi - BIF	0.0007156	Burundi
22 Riel	Cambodia - KHR	0.0002471	Cambodia
23 Franc	Cameroon - XAF	0.0018934	Cameroon
24 CND	Canada - CAD	0.9760859	Canada
25 Escudo	Cape Verde - CVE	0.0109902	Cape Verde
26 xxx	Caribbean - USD	1.0000000	Caribbean
27 Dollar	Cayman Islands - KYD	1.2195122	Cayman Islands
28 xxx	Central Europe - USD	1.0000000	Central Europe
29 Peso	Chile - CLP	0.0019598	Chile
30 Yuan	China - CNY	0.1580578	China
31 Peso	Colombia - COP	0.0005433	Colombia
32 Franc	Comoros - KMF	0.0025376	Comoros
33 Franc	Congo - CDF	0.0010822	Congo
34 Colon	Costa Rica - CRC	0.0019763	Costa Rica
35 Kuna	Croatia - HRK	0.1643493	Croatia
36 Peso	Cuba - CUP	1.0000000	Cuba
37 Euro	Cyprus - EUR	1.2524000	Cyprus
38 Koruna	Czech. Republic - EUR	0.0491039	Czech. Republic
39 Krone	Denmark - DKK	0.1679712	Denmark
40 Franc	Djibouti - DJF	0.0056268	Djibouti
41 Peso	Dominican Republic - DOP	0.0255754	Dominican Republic
42 Dollar	E. Caribbean - XCD	0.3703704	E. Caribbean
43 Sucre	Ecuador - USD	0.0000400	Ecuador
44 Pound	Egypt - EGP	0.1655547	Egypt
45 Euro	Estonia - EUR	1.2524000	Estonia
46 Birr	Ethiopia - ETB	0.0568466	Ethiopia
47 Euro	Euro - EUR	1.2524000	Euro*
48 Pound	Falkland Islands - FKP	0.6398771	Falkland Islands

49 Dollar	Fiji* - FJD	0.5475000 Fiji*
50 Euro	Finland - EUR	1.2524000 Finland
51 Euro	France - EUR	1.2524000 France
52 Frank	French Polynesia - XPF	0.0104616 French Polynesia
53 Dalsi	Gambia - GMD	0.0319081 Gambia
54 Euro	Germany - EUR	1.2524000 Germany
55 Cedi	Ghana - GHS	0.5318583 Ghana
56 Pound	Gibraltar - GIP	0.6398771 Gibraltar
57 Euro	Greece - EUR	1.2524000 Greece
58 Quetzal	Guatemala - GTQ	0.1283697 Guatemala
59 Franc	Guinea - GNF	0.0001441 Guinea
60 Franc	Guinea-Bissau - XOF	0.0018839 Guinea-Bissau
61 Dollar	Guyana - GYD	0.0050125 Guyana
62 Gourde	Haiti - HTG	0.0242896 Haiti
63 Lempira	Honduras - HNL	0.0524797 Honduras
64 Dollar	Hong Kong - HKD	0.1288012 Hong Kong
65 Forint	Hungary - HUF	0.0041948 Hungary
66 xxx	IC Distributors - USD	1.0000000 IC Distributors*
67 Krona	Iceland - ISK	0.0076746 Iceland
68 Rupee	India - INR	0.0179501 India
69 Rupiah	Indonesia - IDR	0.0001062 Indonesia
70 Rial	Iran - IRR	0.0000817 Iran
71 Dinar	Iraq - IQD	0.0008584 Iraq
72 Euro	Ireland - EUR	1.2524000 Ireland
73 Shekel	Israel - ILS	0.2579979 Israel
74 Euro	Italy - EUR	1.2524000 Italy
75 Franc	Ivory Coast - XOF	0.0018839 Ivory Coast
76 Dollar	Jamaica - JMD	0.0114443 Jamaica
77 Yen	Japan - JPY	0.0125878 Japan
78 Dinar	Jordan - JOD	1.4072615 Jordan
79 Tenge	Kazakistan - KZT	0.0067600 Kazakistan
80 Shilling	Kenya - KES	0.0116550 Kenya
81 Won	Korea - KRW	0.0008493 Korea
82 Dollar	Kuwait - KWD	3.5672243 Kuwait
83 Kip	Laos - LAK	0.0001246 Laos
84 Lati	Latvia - LVL	1.7921147 Latvia
85 Pound	Lebanon - LBP	0.0006671 Lebanon
86 Loti	Lesotho - LSL	0.1197547 Lesotho
87 Dollar	Liberia - LRD	0.0141553 Liberia
88 Dinar	Libya - LYD	0.7788162 Libya
89 Litai	Lithuania - LTL	0.3632797 Lithuania
90 Pataca	Macau - MOP	0.1250516 Macau
91 Denar	Macedonia - MKD	0.0203153 Macedonia
92 Ariary	Madagascar - MGA	0.0004764 Madagascar
93 Kwacha	Malawi - MWK	0.0037037 Malawi
94 Ringgit	Malaysia - MYR	0.3155570 Malaysia
95 Rufiyaa	Maldives - MVR	0.0650195 Maldives
96 Euro	Malta - EUR	1.2524000 Malta
97 Ouguiya	Mauritania - MRO	0.0033557 Mauritania
98 Rupee	Mauritius - MUR	0.0333890 Mauritius
99 Peso	Mexico - MXN	0.0718660 Mexico
100 Dirhams	Middle East - AED	0.2722496 Middle East
101 Leu	Moldova - MDL	0.0836680 Moldova
102 Tugrik	Mongolia - MNT	0.0007622 Mongolia
103 Dirhams	Morocco - MAD	0.1128210 Morocco
104 New Metical	Mozambique - MZN	0.0351494 Mozambique

105 Kyat	Myanmar - MMK	0.0011891 Myanmar
106 Rupee	Nepal - NPR	0.0112880 Nepal
107 Euro	Netherlands - EUR	1.2524000 Netherlands
108 Guilder	Netherlands Antilles - ANG	0.5586592 Netherlands Antilles
109 Dollar	New Zealand - NZD	0.7603000 New Zealand*
110 Cordoba oro	Nicuragua - NIO	0.0426608 Nicuragua
111 Naira	Nigeria - NGN	0.0062617 Nigeria
112 Krone	Norway - NOK	0.1666039 Norway
113 Rial	Oman - OMR	2.5925542 Oman
114 Rupee	Pakistan - USD	0.0107407 Pakistan
115 Balboa	Panama - PAB	1.0000000 Panama
116 Kina	Papua New Guinea - PGK	1.9704000 Papua New Guinea
117 Guarani	Paraguay - PYG	0.0002262 Paraguay
118 New Sol	Peru - PEN	0.3704801 Peru
119 Peso	Philippines - PHP	0.0230627 Philippines
120 Zloty	Poland - PLN	0.2883922 Poland
121 Euro	Portugal - EUR	1.2524000 Portugal
122 Riyal	Qatar - QAR	0.2745066 Qatar
123 Leu	Romania - RON	0.2793764 Romania
124 Ruble	Russia - RUB	0.0311662 Russia
125 Franc	Rwanda - RWF	0.0016472 Rwanda
126 Riyal	Saudi Arabia - SAR	0.2666240 Saudi Arabia
127 Dinar	Serbia - RSD	0.0107184 Serbia
128 Rupee	Seychelles - SCR	0.0659979 Seychelles
129 Leone	Sierra Leone - SLL	0.0002279 Sierra Leone
130 Dollar	Singapore - SGD	0.7824726 Singapore
131 Euro	Slovak Rep. - EUR	1.2524000 Slovak Rep.
132 Dollar	Solomon Islands - SBD	6.5317000 Solomon Islands
133 Shilling	Somalia - SOS	0.0006154 Somalia
134 Rand	South Africa - ZAR	0.1201201 South Africa
135 Rand	South Africa Distributor - USD	0.1201201 South Africa Distributor
136 Euro	Spain - EUR	1.2524000 Spain
137 Rupee	Sri Lanka - USD	0.0075700 Sri Lanka
138 Pound	St. Helena - SHP	0.6398771 St. Helena
139 Franc	Sudan - SDP	0.0003759 Sudan
140 Dollar	Surinam - SRD	0.3076923 Surinam
141 Lilangeni	Swaziland - SZL	0.1197547 Swaziland
142 Krona	Sweden - SEK	0.1395342 Sweden
143 Franc	Switzerland - CHF	1.0437760 Switzerland
144 Pound	Syria - SYP	0.0156610 Syria
145 Dollar	Taiwan - TWD	0.0337712 Taiwan
146 Shilling	Tanzania - TZS	0.0006313 Tanzania
147 Baht	Thailand - THB	0.0315597 Thailand
148 Dollar	Trinidad & Tobago - TTD	0.1552795 Trinidad & Tobago
149 Dinar	Tunisia - TND	0.6187353 Tunisia
150 New Lira	Turkey - TRY	0.5473753 Turkey
151 Dirham	U A E - AED	0.2722496 U A E
152 Shilling	Uganda - UGX	0.0004024 Uganda
153 Pound	UK* - GBP	1.5665400 UK*
154 Griwna	Ukraine - UAH	0.1251173 Ukraine
155 New Peso	Uruguay - UYU	0.0486315 Uruguay
156 Som	Uzbekistan - UZS	0.0005394 Uzbekistan
157 Vatu	Vanuatu - VUV	0.0106383 Vanuatu
158 Bolivar	Venezuela - VEF	0.2325581 Venezuela
159 Dong	Vietnam - USD	0.0000479 Vietnam
160 Rial	Yemen - YER	0.0046479 Yemen

161 Kwacha
162 Dollar
163 Dollar

Zambia - ZMK
Zimbabwe - ZWD
US - USD

0.0001890 Zambia
0.0031022 Zimbabwe
1.0000000 US

Countries	Reporting Currency	Country	Local Currency Rate	Local Currency Name
Afghanistan	AFN	Afghanistan	49.899	Afgani
Albania	ALL	Albania	111.950	Lek
Algeria	DZD	Algeria	76.380	Dinar
Argentina	ARS	Argentina	4.4770	Peso
Armenia	AMD	Armenia	407.114	Dram
Aruba	AWG	Aruba	1.790	Gilder
Australia	AUD	Australia*	1.0153	Dollar
Austria	EUR	Austria	0.7985	Euro
Azerbaijan	AZN	Azerbaijan	0.785	Manat
Bahamas	BSD	Bahamas	1.000	Dollar
Bahrain	BHD	Bahrain	0.3770	Dinar
Bangladesh	USD	Bangladesh	81.9000	Taka
Barbados	BBD	Barbados	2.000	Dollar
Belarus	BYR	Belarus	8260.000	Ruble
Belgium	EUR	Belgium	0.7985	Euro
Belize	BZD	Belize	1.914	Dollar
Bermuda	BMD	Bermuda	1.000	Dollar
Bhutan	BTN	Bhutan	55.670	Bhutan
Bolivia	BOB	Bolivia	6.9600	Boliviano
Bosnia Herzegovina	BAM	Bosnia Herzegovina	1.567	Mark
Botswana*	BWP	Botswana*	7.728	Pula
Brazil	BRL	Brazil	1.9944	Real
Bulgaria	BGN	Bulgaria	1.567	Lev
Burundi	BIF	Burundi	1397.430	Franc
Cambodia	KHR	Cambodia	4046.900	Riel
Cameroon	XAF	Cameroon	528.150	Franc
Canada	CAD	Canada	1.025	CND
Cape Verde	CVE	Cape Verde	90.990	Escudo
Caribbean	USD	Caribbean	1.0000	xxx
Cayman Islands	KYD	Cayman Islands	0.820	Dollar
Central Europe	USD	Central Europe	1.0000	xxx
Chile	CLP	Chile	510.260	Peso
China	CNY	China	6.327	Yuan
Colombia	COP	Colombia	1840.690	Peso
Comoros	KMF	Comoros	394.079	Franc
Congo	CDF	Congo	924.057	Franc
Costa Rica	CRC	Costa Rica	506.000	Colon
Croatia	HRK	Croatia	6.085	Kuna
Cuba	CUP	Cuba	1.000	Peso
Cyprus	EUR	Cyprus	0.7985	Euro
Czech. Republic	EUR	Czech. Republic	20.3650	Koruna
Denmark	DKK	Denmark	5.953	Krone
Djibouti	DJF	Djibouti	177.720	Franc
Dominican Republic	DOP	Dominican Republic	39.100	Peso
E. Caribbean	XCD	E. Caribbean	2.700	Dollar
Ecuador	USD	Ecuador	25000.000	Sucre
Egypt	EGP	Egypt	6.040	Pound
Estonia	EUR	Estonia	0.7985	Euro
Ethiopia	ETB	Ethiopia	17.591	Birr
Euro	EUR	Euro*	0.798	Euro
Falkland Islands	FKP	Falkland Islands	1.563	Pound

Fiji*	FJD	Fiji*	1.826	Dollar
Finland	EUR	Finland	0.7985	Euro
France	EUR	France	0.7985	Euro
French Polynesia	XPF	French Polynesia	95.588	Frank
Gambia	GMD	Gambia	31.340	Dalsi
Germany	EUR	Germany	0.7985	Euro
Ghana	GHS	Ghana	1.880	Cedi
Gibraltar	GIP	Gibraltar	1.563	Pound
Greece	EUR	Greece	0.7985	Euro
Guatemala	GTQ	Guatemala	7.790	Quetzal
Guinea	GNF	Guinea	6940.000	Franc
Guinea-Bissau	XOF	Guinea-Bissau	530.820	Franc
Guyana	GYD	Guyana	199.500	Dollar
Haiti	HTG	Haiti	41.170	Gourde
Honduras	HNL	Honduras	19.055	Lempira
Hong Kong	HKD	Hong Kong	7.764	Dollar
Hungary	HUF	Hungary	238.390	Forint
IC Distributors	USD	IC Distributors*	1.000	xxx
Iceland	ISK	Iceland	130.300	Krona
India	INR	India	55.710	Rupee
Indonesia	IDR	Indonesia	9415.000	Rupiah
Iran	IRR	Iran	12244.902	Rial
Iraq	IQD	Iraq	1165.000	Dinar
Ireland	EUR	Ireland	0.7985	Euro
Israel	ILS	Israel	3.876	Shekel
Italy	EUR	Italy	0.7985	Euro
Ivory Coast	XOF	Ivory Coast	530.820	Franc
Jamaica	JMD	Jamaica	87.380	Dollar
Japan	JPY	Japan	79.442	Yen
Jordan	JOD	Jordan	0.711	Dinar
Kazakstan	KZT	Kazakstan	147.930	Tenge
Kenya	KES	Kenya	85.800	Shilling
Korea	KRW	Korea	1177.450	Won
Kuwait	KWD	Kuwait	0.280	Dollar
Laos	LAK	Laos	8028.500	Kip
Latvia	LVL	Latvia	0.558	Lati
Lebanon	LBP	Lebanon	1499.000	Pound
Lesotho	LSL	Lesotho	8.350	Loti
Liberia	LRD	Liberia	70.645	Dollar
Libya	LYD	Libya	1.284	Dinar
Lithuania	LTL	Lithuania	2.753	Litai
Macau	MOP	Macau	7.997	Pataca
Macedonia	MKD	Macedonia	49.224	Denar
Madagascar	MGA	Madagascar	2099.000	Ariary
Malawi	MWK	Malawi	270.000	Kwacha
Malaysia	MYR	Malaysia	3.169	Ringgit
Maldives	MVR	Maldives	15.380	Rufiyaa
Malta	EUR	Malta	0.7985	Euro
Mauritania	MRO	Mauritania	298.000	Ouguiya
Mauritius	MUR	Mauritius	29.950	Rupee
Mexico	MXN	Mexico	13.915	Peso
Middle East	AED	Middle East	3.673	Dirhams
Moldova	MDL	Moldova	11.952	Leu
Mongolia	MNT	Mongolia	1312.000	Tugrik
Morocco	MAD	Morocco	8.864	Dirhams
Mozambique	MZN	Mozambique	28.450	New Metical

Myanmar	MMK	Myanmar	840.940	Kyat
Nepal	NPR	Nepal	88.590	Rupee
Netherlands	EUR	Netherlands	0.7985	Euro
Netherlands Antilles	ANG	Netherlands Ant	1.790	Guilder
New Zealand	NZD	New Zealand*	1.315	Dollar
Nicaragua	NIO	Nicaragua	23.441	Cordoba oro
Nigeria	NGN	Nigeria	159.700	Naira
Norway	NOK	Norway	6.002	Krone
Oman	OMR	Oman	0.386	Rial
Pakistan	USD	Pakistan	93.103	Rupee
Panama	PAB	Panama	1.000	Balboa
Papua New Guinea	PGK	Papua New Guir	0.508	Kina
Paraguay	PYG	Paraguay	4420.000	Guarani
Peru	PEN	Peru	2.699	New Sol
Philippines	PHP	Philippines	43.360	Peso
Poland	PLN	Poland	3.468	Zloty
Portugal	EUR	Portugal	0.7985	Euro
Qatar	QAR	Qatar	3.643	Riyal
Romania	RON	Romania	3.579	Leu
Russia	RUB	Russia	32.086	Ruble
Rwanda	RWF	Rwanda	607.095	Franc
Saudi Arabia	SAR	Saudi Arabia	3.751	Riyal
Serbia	RSD	Serbia	93.297	Dinar
Seychelles	SCR	Seychelles	15.152	Rupee
Sierra Leone	SLL	Sierra Leone	4388.051	Leone
Singapore	SGD	Singapore	1.278	Dollar
Slovak Rep.	EUR	Slovak Rep.	0.7985	Euro
Solomon Islands	SBD	Solomon Islands	0.153	Dollar
Somalia	SOS	Somalia	1625.000	Shilling
South Africa	ZAR	South Africa	8.325	Rand
South Africa Distributor	USD	South Africa Dis	8.325	Rand
Spain	EUR	Spain	0.7985	Euro
Sri Lanka	USD	Sri Lanka	132.100	Rupee
St. Helena	SHP	St. Helena	1.563	Pound
Sudan	SDP	Sudan	2660.000	Franc
Surinam	SRD	Surinam	3.250	Dollar
Swaziland	SZL	Swaziland	8.350	Lilangeni
Sweden	SEK	Sweden	7.167	Krona
Switzerland	CHF	Switzerland	0.958	Franc
Syria	SYF	Syria	63.853	Pound
Taiwan	TWD	Taiwan	29.611	Dollar
Tanzania	TZS	Tanzania	1584.000	Shilling
Thailand	THB	Thailand	31.686	Baht
Trinidad & Tobago	TTD	Trinidad & Toba	6.440	Dollar
Tunisia	TND	Tunisia	1.616	Dinar
Turkey	TRY	Turkey	1.827	New Lira
U A E	AED	U A E	3.673	Dirham
Uganda	UGX	Uganda	2485.000	Shilling
UK*	GBP	UK*	0.638	Pound
Ukraine	UAH	Ukraine	7.993	Griwna
Uruguay	UYU	Uruguay	20.563	New Peso
Uzbekistan	UZS	Uzbekistan	1854.030	Som
Vanuatu	VUV	Vanuatu	94.000	Vatu
Venezuela	VEF	Venezuela	4.300	Bolivar
Vietnam	USD	Vietnam	20870.000	Dong
Yemen	YER	Yemen	215.150	Rial

Zambia
Zimbabwe
US

ZMK	Zambia	5290.000	Kwacha
ZWD	Zimbabwe	322.355	Dollar
USD	USA	1.000	Dollar

0.0200			50
0.0089	0.008933		
0.0131			
0.2234			45
0.0025			
0.5587			
0.9850		Fx rate	#N/A
1.2524		currency	Euro
1.2744			
1.0000			
2.6524		Business group	Finland
0.0122			
0.5000			
0.0001			
1.2524			
0.5226			
1.0000			
0.0180			
0.1437			
0.6381			
0.1294			
0.5014		New	
0.6381		International Transfer	
0.0007			
0.0002			
0.0019			
0.9761			
0.0110			
1.0000		Rehire	
1.2195			
1.0000		Transfer (In Country)	
0.0020			
0.1581			
0.0005			
0.0025			
0.0011			
0.0020		Yes	
0.1643		No	
1.0000			
1.2524			
0.0491			
0.1680			
0.0056			
0.0256			
0.3704			
0.0000			
0.1656			
1.2524			
0.0568			
1.2524			
0.6399			

0.5475
1.2524
1.2524
0.0105
0.0319
1.2524
0.5319
0.6399
1.2524
0.1284
0.0001
0.0019
0.0050
0.0243
0.0525
0.1288
0.0042
1.0000
0.0077
0.0180
0.0001
0.0001
0.0009
1.2524
0.2580
1.2524
0.0019
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0.0117
0.0008
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0.0001
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0.0203
0.0005
0.0037
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0.0650
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0.0034
0.0334
0.0719
0.2722
0.0837
0.0008
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0.0351

0.0012
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0.1666
2.5926
0.0107
1.0000
1.9704
0.0002
0.3705
0.0231
0.2884
1.2524
0.2745
0.2794
0.0312
0.0016
0.2666
0.0107
0.0660
0.0002
0.7825
1.2524
6.5317
0.0006
0.1201
0.1201
1.2524
0.0076
0.6399
0.0004
0.3077
0.1198
0.1395
1.0438
0.0157
0.0338
0.0006
0.0316
0.1553
0.6187
0.5474
0.2722
0.0004
1.5665
0.1251
0.0486
0.0005
0.0106
0.2326
0.0000
0.0046

0.0002
0.0031
1.0000

Salary Adjustment

Name of employee: John Smith
Current Job Code/Title: 90122.Technical Analyst 3-Support
Current Salary Base: 20,000.00 US - USD 20000 USD
Current Variable Salary: 5,000.00 US - USD 5000 USD
Current OTE: 25,000.00 US - USD 25000 USD
Current Plan/Mix: 80 / 20
Current Comp Ratio: 0%

	MIN	MID	MAX
Salary Range:	14000000	15000000	16000000

Proposed Job Code/Title: 90122.Technical Analyst 3-Support
Proposed Salary Base: 21000 US - USD 21000 USD
Proposed Variable Salary: 5,250.00 US - USD 5250 USD
Proposed OTE: 26,250.00 US - USD 26250 USD
Proposed Plan/Mix: 80 / 20
Proposed Comp Ratio: 0%

Salary Adjustment Requested	1,000.00	1,000.00 USD
Percent Increase Requested	5%	5%

Internal Transfer

Name of Employee: [REDACTED]
Current Job Code/Title: 90023.Technical Analyst 4-Support
Current Salary Base: [REDACTED]
Current Variable Salary: 0
Current OTE: [REDACTED]
Current Plan/Mix:
Current Comp Ratio: 105%

	Min	Mid	Max
Salary Range:	[REDACTED]	[REDACTED]	[REDACTED]

Proposed Job Code/Title:
Proposed Salary Base: [REDACTED]
Proposed Variable Salary: 0.00
Proposed OTE: 0
Proposed Plan/Mix:
Proposed Comp Ratio: 1.120743331

	Min	Mid	Max
Salary Range:	[REDACTED]	[REDACTED]	[REDACTED]