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

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	Internal Transfers: Include Releasing Manager's Name &	Internal Transfers: last 3 years of performance ratings,	If Rehire- Oracle Term Date	If Rehire- Previous Oracle Salary	If Rehire- Current Salary at Employer	If Rehire- Last Oracle Performance Rating	If Intl Transfer- Current Country to New Country	Replacement Yes/No (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION
1	critical	[REDACTED]	[REDACTED]	New Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	HQ	Senior Principal Product Manager (IC5)	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Juan Loaiza	[REDACTED] has over 18 years of experience in [REDACTED] industry, with experience in [REDACTED] and [REDACTED] development, and [REDACTED] in the [REDACTED] space, both on the hardware and software side. His last several years of experience has focused on [REDACTED] technologies from [REDACTED], including their backup product called [REDACTED]. He is expected to fulfill a critical open PM position for [REDACTED], which is Oracle's [REDACTED] in the [REDACTED] space. The [REDACTED] product has tremendous potential, as evident from customer momentum, and the formation of a dedicated sales team around this. However, the PM resources for this product are severely stretched. For the last several months, this [REDACTED] system has had **only one** full-time Product Manager - [REDACTED]. There is currently **NO** product management support for [REDACTED]. Other critical [REDACTED] such as [REDACTED] etc. are being handled on a part-time basis by other PMs. While [REDACTED] is doing the best he can under the circumstance, without solid and scalable PM support, [REDACTED] is not able to live up to its true business potential. We need **several PMs** who can work on this product to [REDACTED], and take this product to the next level in [REDACTED]. We have tried to hire PMs, but it has been almost impossible to find a qualified candidate with the right skills, that too in the expensive Bay Area. However, [REDACTED], with his deep [REDACTED] expertise specifically in the area of [REDACTED], fits the profile nicely, and will be an asset as a PM for [REDACTED]. For example, he can immediately start helping the [REDACTED] group's effort in [REDACTED] (such as [REDACTED]) with [REDACTED]. With his [REDACTED] connections, he can immediately start looking into why the [REDACTED] business for [REDACTED] is not picking up. Note that all his referrals are Oracle employees and they gave him excellent recommendations (attached). His interviewers assessed him

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Critical				New Hire							Yes									
Important				Rehire							No									
				International Transfer																
				Transfer																

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18-Feb-16

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Critical

Important

New Hire

Rehire

Transfer

International Transfer

Yes

No