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

Rank	Status	Candidate Name	Hiring Manager	Hire Type	Internal Transfers: Include Releasing Manager's Name & Approval Date	Internal Transfers: last 3 years of performance ratings, bonuses, and raises	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	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	VP Requesting	BUSINESS JUSTIFICATION	Thomas approval Y/N
	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: [REDACTED] got a [REDACTED] sign on bonus from [REDACTED] when he started in the [REDACTED] team. And they have told him to expect [REDACTED]% bonus at the end of the year. This is holding him back at [REDACTED] and delaying his move. Our proposed sign on bonus of [REDACTED]K is still short of the [REDACTED]K+ of bonus that he expects to lose by leaving [REDACTED], but the rest of the package + the opportunity to work in the core team of the most successful database will probably be work. Our Need: 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] operations. 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 strenght 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				New Hire								Yes									
Important				Rehire								No									
				International Transfer																	
				Transfer																	