

From: Deanna Fairchild
Sent: Monday, August 27, 2018 5:37 PM
To: Ashi Sareen
Subject: FW: APPROVAL REQUESTED: Out of cycle increase for [REDACTED] (US IC5) with competitive offer

Hi Ashi,

Please enter the transaction into HCM using the justification below. Be sure to attach this approval email to the transaction as well.

Thanks,

Deanna

From: Christopher Adamson
Sent: Thursday, August 09, 2018 2:47 PM
To: Deanna Fairchild <deanna.fairchild@oracle.com>
Cc: Jaganathan Jeyapaul <jj.jeyapaul@oracle.com>; Ashi Sareen <ashi.sareen@oracle.com>
Subject: Re: APPROVAL REQUESTED: Out of cycle increase for [REDACTED] (US IC5) with competitive offer

Approved

Sent from my iPhone

On Aug 9, 2018, at 2:01 PM, Deanna Fairchild <deanna.fairchild@oracle.com> wrote:

Hi Chris,

Waiting on your approval to take this forward to Thomas.

Thanks,

Deanna

From: Jaganathan Jeyapaul
Sent: Wednesday, August 01, 2018 10:35 AM
To: Ashi Sareen <ashi.sareen@oracle.com>
Cc: Deanna Fairchild <deanna.fairchild@oracle.com>; Christopher Adamson <chris.adamson@oracle.com>
Subject: Re: APPROVAL REQUESTED: Out of cycle increase for [REDACTED] (US IC5) with competitive offer

Approved. As we have to retain him. He has also been rated 5,5,4 for the past 3 years.

+ Chris.

On Aug 1, 2018, at 10:26 AM, Ashi Sareen <ashi.sareen@oracle.com> wrote:

Hi JJ,

For your review and approval – this is a request for 19% out-of-cycle increase for [REDACTED] (US IC5), who is one of our key engineer. He has received a very strong offer from Roku. In order to retain him we need to offer him a salary increase to [REDACTED] base pay to match the Roku offer. [REDACTED]

[REDACTED] possesses a rare combination skill sets – He is [REDACTED]. [REDACTED] brings significant talent and is a key member of the [REDACTED]. [REDACTED] has been a 4 rated performer throughout this tenure at Oracle. He joined Oracle 3 years ago with 12+ years of industry experience in [REDACTED]. He is actively involved in [REDACTED] and [REDACTED].

In pursuit of these activities, [REDACTED] has extensively worked with Architects, PM, Ops and development teams, as well as 20+ component teams to define scalability metrics, resolve issues, design test strategy and development of [REDACTED]. [REDACTED] is also a strong team player working closely with the [REDACTED] team and HQ team members to technically guide them to debug and resolve complex issues. [REDACTED] contribution to resolving [REDACTED] issues, working with operation has been instrumental in proactively deferring major escalations. Over the years [REDACTED] has been an exceptional performer who consistently delivered significantly more than expected and stepped up and taken ownership to drive issues across the team.

[REDACTED] is a very complex solution and has integration with [REDACTED]. [REDACTED] has extensive experience in all these components. His recent work has been [REDACTED].

[REDACTED] specializes in hypercare customer environment. Some of the issues need [REDACTED] teams to get involved. [REDACTED] is always available and with his strong rapport with these teams and his knowledge of the product has lead solution of many escalations. [REDACTED] are some key account for which have benefited from his quick thinking. He has helped resolved many critical escalations on the spot steps and has later followed through to ensure the technically sound fixes are rolled out to the fleet. Another recent example is [REDACTED].

[REDACTED] was involved in [REDACTED] from inception; he led [REDACTED] and throughout the process ensured there was clear communication to management team. [REDACTED] cross team collaboration skills are infallible & he has developed an excellent rapport with various teams. He works very closely with [REDACTED] teams including their development and QE organization, architects, PM, MAA team and has helped dive cross team solutions by methodically debugging issues, working with stakeholder to negotiate design solution and build automation framework to validate solution. As we are moving away from [REDACTED].

[REDACTED] value add continues to grow due to his technical depth and automation skills. [REDACTED] is an integrate part of [REDACTED] team and his skill set is also much needed for a project like [REDACTED]. If we are unable to retain [REDACTED] - the short term ramifications would have significant material impact on the [REDACTED]. Long term - it hinder our ability to deliver strategic projects mentioned above. [REDACTED] contributions are critical for Oracle's success as we can't afford to fall behind our competitors. He

currently has an offer for [REDACTED] base salary from Roku. His current base salary is [REDACTED] so to match the offer we will need to give him a 19% increase. This increase will put him at 103% comp ratio (IC5 salary range is [REDACTED] with a midpoint of [REDACTED]). I have spoken with [REDACTED] and he conveyed that if we do this adjustment that he will turn down the offer from Roku and continue his career with Oracle.

Thanks
Ashi