

Dive/Save Requests (OPEN)

Employee Name (Last Name, First Name)	Country	Current Job Title	Career Level	Proposed Job Title	Proposed Career Level
[REDACTED]	US	17230.Product Mgmt/StrategySnr Manager	M3	17150.Product Manager/Strategy 5	IC5

Last 3 years appraisals and/or CWB rating (list CURRENT year first)	Current Salary (USD)	Proposed Salary Request (USD)	% Increase
01-JUN-2015 5 - Outstanding 01-JUN-2014 5 - Outstanding 01-JUN-2013 5 - Outstanding	[REDACTED]	[REDACTED]	21%




IC5 Product Manager Benchmarks:	Salary Range	Midpoint	Current Compa ratio	Proposed Range	Proposed Midpoint	New Compa ratio
[REDACTED]	[REDACTED]	[REDACTED]	107.65	[REDACTED]	[REDACTED]	145.74



Time in Job	Last 3 years Bonuses (list CURRENT year first)	Last 3 years Stock Grants (list CURRENT year first)	Proposed Other Comp or Job Change Requested
1.8	[REDACTED]	[REDACTED]	[REDACTED]



Justification	Previous Salary Increase (USD)	Previous Salary Increase Date
<p>[REDACTED] has been the lead product manager for [REDACTED] for the last two years. [REDACTED] is the leading [REDACTED] in the world and has revenue of over [REDACTED] dollars a year. [REDACTED] communicates the product and directions really well, and has excellent relationships with customers and the field. He is instrumental in product planning.</p> <p>[REDACTED] has an unusually large base of knowledge. He came from a storage company and is also expert in database, networks, and Operating Systems and therefore can speak to all the</p>	[REDACTED]	16-Nov-14



Previous Salary % Increase	Manager	Group Attrition: 6-12 months (e.g., 5 of 8: 62%)	Requesting VP	Competitive Offer Included
8.33	[REDACTED]	[REDACTED]	Juan Loaiza	



Local Country HR Approval	LOB Priority