–––––––– Forwarded Message ––––––––
Subject: Re: Time Sensitive – Approval request for verbal offer for IC3 candidate ██████
   Date: Tue, 31 Jul 2018 09:52:45 –0700
  From: Jaganathan Jeyapaul <jj.jeyapaul@oracle.com>
     To: Ming Lam <ming.lam@oracle.com>, Ashi Sareen <ashi.sareen@oracle.com>,
        Deanna Fairchild <deanna.fairchild@oracle.com>

Good.

From: Ming Lam
Sent: Tuesday, July 31, 2018 9:18 AM
To: Ashi Sareen; Deanna Fairchild; Jaganathan Jeyapaul
Subject: Re: Time Sensitive - Approval request for verbal offer for IC3 candidate ██████
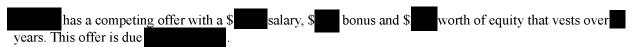
Hi Ashi, JJ, Deanna,

On this.

Sync'd up with Deanna. She is in agreement with $██████ salary, ██ RSUs. She suggested to split the $████ sign-on into $████ relo and $██ sign-on bonus as relo is not taxed and there is a larger take-home.

Revised Write-up below.
  Oracle_2017OFC00006_DOC_1027 – D-192 Redacted
Thanks, Ming

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The team (including Charlie and Mrudul) interviewed a candidate ██████ and are unilaterally impressed. His design, coding and troubleshooting skills are top-notch. He demonstrated in-depth knowledge of Java, data structures, collection and very strong algorithm design. He was able to explain internal implementation of Java hashmap and provide optimized and scalable solution and had a strong command of Java patterns. His communication was very clear and concise and he had a great can do attitude.

██████ comes with experiences in relevant technologies such as ██, and building modern web applications. He has experienced the full product lifecycle, all the way from analyzing new technologies and POCs, to developing modules and taking them to production including production support. In person, he is extremely motivated and keen to make an impact.

██████ has a competing offer with a $████ salary, $████ bonus and $████ worth of equity that vests over ██ years. This offer is due ██████.

For ██████ to join Oracle, we are offering $████ **salary,** $████ **relocation,** $██ **sign-on, and** ██ **RSUs.**

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Thanks, Ming