
From: Juan Loaiza <juan.loaiza@oracle.com>
To: James Handley <james.handley@oracle.com>; Vicki Ton
<v[REDACTED]@oracle.com>; [REDACTED]@oracle.com <[REDACTED]@oracle.com>
Sent: 6/8/2015 9:34:36 PM
Subject: Fwd: Fwd: APPROVAL REQUESTED-DIVE AND SAVE FOR [REDACTED]

James, Vicki,

What is the next step?

----- Forwarded Message -----

Subject:Fwd: APPROVAL REQUESTED-DIVE AND SAVE FOR [REDACTED]

Date:Mon, 8 Jun 2015 14:08:23 -0700

From:M Cheruvu

To:Juan Loaiza , James Hadley

Begin forwarded message:

From: Thomas Kurian <thomas.kurian@oracle.com>

Date: June 7, 2015 at 10:02:52 PM PDT

To: M Cheruvu <madhavi.cheruvu@oracle.com>

Cc: [REDACTED] <[REDACTED]@oracle.com>

Subject: Re: APPROVAL REQUESTED-DIVE AND SAVE FOR [REDACTED]

Approved

On Jun 7, 2015, at 9:53 PM, M Cheruvu <madhavi.cheruvu@oracle.com> wrote:

Thomas ,
Pls approve. I support
Madie

Begin forwarded message:

From: Andrew Mendelsohn <andrew.mendelsohn@oracle.com>

Date: June 7, 2015 at 9:22:51 PM PDT

To: MCHERUVU <madhavi.cheruvu@oracle.com>

Cc: Juan Loaiza <juan.loaiza@oracle.com>, "JAMES.HANDLEY" <james.handley@oracle.com>, Vicki Ton <vicki.ton@oracle.com>

Subject: Fwd: Fwd: APPROVAL REQUESTED-DIVE AND SAVE [REDACTED]

approved.

Andy

----- Forwarded Message -----

Subject:Fwd: APPROVAL REQUESTED-DIVE AND SAVE FOR [REDACTED]

Date:Sun, 07 Jun 2015 20:31:00 -0700

From:Juan Loaiza

To:Mendelsohn,Andrew , James Handley , Vicki Ton

Andy,

Please approve and forward to Thomas.

----- Forwarded Message -----

Subject:APPROVAL REQUESTED-DIVE AND SAVE FOR [REDACTED]

Date:Sun, 7 Jun 2015 18:51:13 -0700 (PDT)

From:James Handley

To:Juan Loaiza

CC:Vicki Ton

JUAN-PLEASE FORWARD TO ANDY AND CC ME & VICKI

We are requesting a 21% increase ([REDACTED] USD) for [REDACTED] and an additional [REDACTED] stock options.

[REDACTED] has been in discussions to join a new startup funded by [REDACTED] and [REDACTED] and told us that he is resigning last week. He is being offered 2% of the company as his primary incentive to join. After much discussion we think we can retain him if we counter with this Dive and Save including a Promotion to IC5 Product Manager.

Key Highlights:

Request: Salary increase from USD [REDACTED] to [REDACTED] and an additional [REDACTED] stock options.

17150. Product Manager/Strategy 5

Salary Range:

USD [REDACTED] - [REDACTED] (Midpoint: [REDACTED])

-Current comparatio: 107.65

-New comparatio: 145.74

Performance:

- 01-JUN-2015 5- Outstanding

- 01-JUN-2014 5- Outstanding

- 01-JUN-2013 5- Outstanding

IC5 Product Manager Benchmarks:

- **Thomas Kurian (392 people)**

- Min: [REDACTED] Mid: [REDACTED] Max: [REDACTED]

- **Andrew Mendelsohn ([REDACTED] people)**

- Min: [REDACTED] Mid: [REDACTED] Max: [REDACTED]

Justification:

[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.

██████████ 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 different aspects of ██████████. Because he worked in storage, he is also key in competitive situations against EMC, NetApp, Hitachi, Pure Storage and other storage vendors. His wide ranging skills and knowledge and experience with ██████████ make him very difficult to replace.

██████████ originally started as a mid-level product manager, but his skills and abilities and proactive follow-up very quickly propelled him into the lead role for the entire product. I work personally with ██████████ several hours a week and can attest to his high skills.

██████████ has been doing an excellent job and we don't have anyone else that can step into his role. If he left the company it would leave a very large hole for months while we search for a replacement, so we would like to retain him.

Promotion Recommendations:

██████████, *Vice President of* ██████████

██████████ is highly deserving of a promotion to IC5 for his leadership of ██████████ during the ██████████ and ██████████ releases. He climbed the learning curve very quickly and has been the central product management figure for ██████████ during this time. His technical expertise in storage and systems has been evident throughout, from OpenWorld presentations through launch planning, field training and competitive materials, including numerous customer interactions. His mastery of the details of the ██████████ transition has been instrumental to maintaining ██████████ momentum.

██████████, *Vice President of* ██████████

I strongly support ██████████ promotion to Consulting Member of Technical Staff (IC5). ██████████ has worked with me on the ██████████ launch and has demonstrated significant technical depth on the hardware aspects of ██████████. He is well versed on the speeds and feeds of ██████████ memory subsystems, and disks and flash subsystems. During the ██████████ hardware evaluation, he had good feedback on the design to produce a converged architecture. His presentations have improved significantly over time - I presented with him at ST Partners and at OOW last year (2014) and I could see marked improvement in his presentation style. ██████████ understands the software features very well and has suggested several improvements to features like snapshots.

I strongly recommend his promotion to the IC5 level.

--

James Handley | Senior Human Resources Manager
Product Development
Phone: ██████████ | Mobile: ██████████
Oracle Human Resources
400 Oracle Parkway | Redwood City, CA 94065

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