Critical Hire Spreadsheet:																				
HC Request:		1																		
Last Updated:		12/1/2015																		
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 (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet
	critical	[REDACTED]	[REDACTED]	transfer	[REDACTED]	Perf. Rat: 4, raise: 3.38% [REDACTED]						yes,[REDACTED]	HQ, Redwood Shores, CA	IC4/PMTS		[REDACTED]	[REDACTED]	Proposed Oracle Salary is higher because [REDACTED] would incur commute/extraneous		(1) [REDACTED] will be responsible for [REDACTED] projects on oracle [REDACTED] release. [REDACTED] deployment for [REDACTED] is scheduled for [REDACTED]. Inability to hire this resource will affect [REDACTED] for the above features. (2) [REDACTED] has strong [REDACTED]	

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet

Rank	Status	Candidate Name	Hiring Manager	Hire Type (new hire/transfer)	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 (if yes, replacement name)	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD	Comments / Special Compensation including Stock, Relocation, etc.	Andy's Direct Report	BUSINESS JUSTIFICATION	Date Critical hire was added to spreadsheet
Critical				New Hire								Yes									
Important				Rehire								No									
				International Transfer																	
				Transfer																	

					If Intl Transfer- Current Country to New Country	Replacement Yes/No	Location	Job/Title	PROJECT	Salary in Local Currency and USD	Comments / Special Compensation including Stock, Relocation, etc.	VP Requesting	JUSTIFICATION	Thomas approval Y/N

Critical Hire Spreadsheet

HC Request

Last Updated:

Rank	Status	Candidate Name	Hiring Manager	Hire Type										

Critical	New Hire	Yes
Important	Rehire	No
	Transfer	
	International Transfer	