

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

Subject: Re: Approval Required: Dive & Save [REDACTED] w/ competitive offer (Don Johnson's org)
Date: Wed, 6 Sep 2017 15:14:13 -0700 (PDT)
From: Thomas Kurian <thomas.kurian@oracle.com>
To: Madhavi Cheruvu <madhavi.cheruvu@oracle.com>
CC: [REDACTED] <[REDACTED]@oracle.com>
Approved

From: Don Johnson **Sent:** Tuesday, September 5, 2017 4:33 PM **To:** [REDACTED] <[REDACTED]@oracle.com> **Cc:** [REDACTED] <[REDACTED]@oracle.com>; [REDACTED] <[REDACTED]@oracle.com> **Subject:** Re: Approval Required: Dive & Save [REDACTED] w/ competitive offer from Amazon

Approved.
--Don

On Sep 5, 2017, at 4:13 PM, [REDACTED] <[REDACTED]@oracle.com> wrote:

Approved.

Don - would you please review and approve?

Thanks!
[REDACTED]

On Sep 5, 2017, at 3:17 PM, [REDACTED] <[REDACTED]@oracle.com> wrote:

[REDACTED],

Can you please review and approve -

[REDACTED] has a competitive offer from Amazon (attached). With his total comp at Amazon, the request is to raise the base by [REDACTED], with [REDACTED] RSUs. Summary is below.

Summary:

Competing offer from Amazon: [REDACTED] base, [REDACTED] 2-year sign on bonus, [REDACTED] RSUs

Dive and Save Proposal: Base salary increase to [REDACTED] with [REDACTED] RSUs (currently has [REDACTED] shares granted, [REDACTED] unvested)

Dive and Save Details			
Name	██████████		
Employee Email	██████████@oracle.com		
Country	US		
Manager	██████████ (██████████)		
Requesting VP	██████████		
TK Direct	Johnson, Don (Don)		
Local Country HR Approval	Yes		
Promotion	No	Time in Job	0.1 Year
		Hire Date	11/11/2013
Competitive Offer Included	Yes, [Amazon]: ██████ base + ██████ sign on bonus (Yr 1 = ██████; Yr 2 = ██████) + ██████ RSUs		
Job/Compensation Details		Current	Proposed
Title		10540.Software Developer 4	10540.Software Developer 4
Level		IC4	IC4
Salary (USD)		██████████	██████████
Salary Range (USD)		██████████	██████████
Salary Range Midpoint (USD)		██████████	██████████
Comparatio		0.82	0.89
% increase			8%
\$ increase		██████████	
Additional Compensation (i.e. RSUs, Bonus, etc.)			██████████ RSUs
Past Performance/Historical Data			
Past 3 Ratings (FY17/FY16/FY15)	4 - Exceeds Expectations	4 - Exceeds Expectations	4 - Exceeds Expectations
Past 3 Bonus (FY14/FY13/FY12)	██████████	██████████	██████████
Past 3 Stock (FY18/FY17/FY16)	██████████	██████████	██████████
Past 3 Focal (FY16/FY15/FY14)	██████████	██████████	██████████
Business Justification			
<p>██████████ is a key member of Oracle ██████ Cloud team where he is an exceptional security engineer for ██████ to ██████ and ██████ with 8 years industry experience and M.S. from Johns Hopkins University. Bipin has the desired high skilled technical knowledge and understanding to test these services for security risks using security tools, proxy, fuzzers and other open source testing tools, performing network scans and analyzing network traffic, testing ██████████, writing automation script, creating custom fuzzing scripts, cryptographic protocols testing, source code reviews via Fortify, running automation scans, checking for OWASP Top 10 vulnerabilities, and testing application and services as per Oracle GPS's guidelines. ██████ recently involved in testing security of ██████████ implementation of compute infrastructure and found a critical issue that ██████████. He implemented automation for this testing via Cloud Watchdog and keeps working on overall process to secure it. He also performed manual security penetration testing for ██████████, ██████████, ██████████, ██████████ and ██████████ and caught over 60 security issues before the service goes to production. The work performed by ██████ is visible in EVP + level and directly contributed to cloud services' product development lifecycle and critical product releases. It eliminates the security risk exposure to Oracle customers and strengthens the trusted relationship with Oracle customer, thereby protecting Oracle's brand and reputation against data breaches and hacks.</p> <p>If ██████ resigns, we would lose productivity that will heavily impact our ability to deliver Oracle Cloud. He also has developed relationships with peers at Oracle that are very loyal to him and there is concern others will follow with his departure. Therefore, we are proposing ██████ base with ██████ RSUs to be competitive with Amazon's offer. We are proposing to go higher than Amazon's offer because we've recognized he has the skillset in cloud ██████████ test that is highly valued and sought after by our competitors. This will ensure we retain his talent and experience to help us move forward.</p>			