

Critical Hire Spreadsheet:
 HC Request:
 Last Updated:

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 Int'l 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
		[REDACTED]	[REDACTED]	New Hire			[REDACTED]	N/A		5 - Excellent	Yes, [REDACTED]	HQ	Architect	[REDACTED]	N/A - currency between jobs	[REDACTED]	[REDACTED]	Juan Loaiza	

SVP Name
 New Hire Transfer Tracking
 Month, Day, Year

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Critical
 Important

New Hire
 Rehire
 International Transfer
 Transfer

Yes
 No

BUSINESS JUSTIFICATION		Date Critical hire was added to spreadsheet
<p>[REDACTED] was a superstar [REDACTED] in the [REDACTED] team and he took 2 years off work for personal reasons. He is back in the job market and we want to rehire him to work on the [REDACTED] project as an [REDACTED] in the [REDACTED] area.</p> <p>[REDACTED] has a verbal offer from Cloudera for [REDACTED] annual base + [REDACTED]% guaranteed annual bonus + [REDACTED] signon + [REDACTED] RSUs (pre-IPO). The offer terms we are requesting are what he agreed to reject the [REDACTED] offer for, especially considering that [REDACTED] is widely expected to have a very successful [REDACTED] and see significant stock price appreciation.</p> <p>[REDACTED]'s Feedback: [REDACTED] was one</p>		1-Apr-17

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SVP Name
High Cost to Low Cost International Transfers
Date

Critical Hire Spreadsheet

HC Request

Last Updated:

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SVP Name
High Cost to Low Cost International Transfers
Date

SVP Name
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Date

SVP Name
High Cost to Low Cost International Transfers
Date

Critical
Important

New Hire Yes
Rehire No
Transfer
International Transfer