
From: Safra Catz <safra.catz@oracle.com>
To: Joyce Westerdahl <joyce.westerdahl@oracle.com>
Sent: 2/17/2014 10:03:34 PM
Subject: RE: REVISED- FY14_Prod Dev Exec MBO Bonus Plan
Attachments: FY14_Prod Dev Exec MBO Bonus Plan_TKEdits_Feb2014.xlsx

LJE approves

From: Joyce Westerdahl
Sent: Monday, February 17, 2014 11:46 AM
To: Safra Catz
Subject: REVISED- FY14_Prod Dev Exec MBO Bonus Plan

Safra,
Thomas asked that I send you the revised Exec MBO file.
He has looked at the MBO targets for 3 executives since we submitted and has made the Performance based objectives more tighter for [REDACTED] The total target bonus is not changing.

Please let me know if you and Larry approve these changes and plans for these employee's below.

On 1/6/2014 4:16 PM, M Cheruvu wrote:
Joyce,

Attached are bonus plans for the following Development execs:

[REDACTED]
[REDACTED] You will see that in addition to Financial metrics, Thomas has added Performance based MBO's for each of the plans with the exception of [REDACTED] and [REDACTED] plan is 100% tied to growth in revenue of Oracle's Exadata Engineered Systems and for [REDACTED] the plan is tied 100% to subscription bookings of Oracle's Social suite of Products. These have been reviewed by [REDACTED] on [REDACTED] team and myself and Thomas has approved. Since they are not sales compensation plans, they are not subject to the Jan. 1st California deadline for comp plan issuance. I will however, still review them with legal.

Not all of Thomas' directs are on a Executive MBO plan. No requests have been made for the following individuals who are also Thomas' directs: (They will continue to be eligible for the Oracle Corporate Bonus program)

[REDACTED]

Please review and approve if OK. This will need LJE/Safra review and approval.

Thanks
Madie

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ORACLE
Joyce Westerdahl



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