

**From:** Evelyn Finley evelyn.finley@oracle.com  
**Subject:** Attach this to the D&S in SSA: FW: UPDATE: RE: Action Item: Approval Requested-Proactive D&S request for [REDACTED] M4 (HQ) ([REDACTED]'s LOB)  
**Date:** May 19, 2015 at 12:59 PM  
**To:** Jari Koister jari.koister@oracle.com

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Jari,

Please attach this email in the D&S transaction you are about to submit for [REDACTED].  
It gives us TK's approve to move forward.

Thank you,  
Evelyn

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**From:** Evelyn Finley  
**Sent:** Tuesday, May 19, 2015 12:54 PM  
**To:** Evelyn Finley  
**Subject:** FW: UPDATE: RE: Action Item: Approval Requested-Proactive D&S request for [REDACTED] M4 (HQ) ([REDACTED]'s LOB)  
**Importance:** High

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**From:** Deanna Fairchild  
**Sent:** Monday, May 11, 2015 9:55 PM  
**To:** Omri Traub  
**Cc:** Evelyn Finley; Matthew Bradley  
**Subject:** RE: UPDATE: RE: Action Item: Approval Requested-Proactive D&S request for [REDACTED] M4 (HQ) ([REDACTED]'s LOB)  
**Importance:** High

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Hi Omri,

I just received notification that this proactive dive and save for [REDACTED] for a [REDACTED] % base salary increase ONLY was approved by Inderjeet and TK.

You and Matt need to discuss what [REDACTED] commitment you are willing to make to [REDACTED] during this stock cycle so Evelyn and I can include that in our modeling this week.

As usual, Evelyn will work with you on getting this transaction entered and through the approval loop.

Thanks,

Deanna

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**From:** Omri Traub  
**Sent:** Friday, April 24, 2015 12:13 PM  
**To:** Jari Koister; Matthew Bradley  
**Cc:** Evelyn Finley

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**Subject:** Re: Action Item: Approval Requested-Proactive D&S request for [REDACTED] M4 (HQ) (Matt Bradley's LOB)

Matt,

Please see the request below for [REDACTED]. She is driving [REDACTED] service for us in addition to the [REDACTED] pieces. We are particularly exposed on the [REDACTED] side - where none of the rest of the leadership team has the deep context she has. Losing her would also put our [REDACTED] plans in jeopardy.

Please see details below on securing Inderjeet's approval and CC'ing Kimberly.

Thanks,

- Omri

On Apr 22, 2015, at 6:42 PM, Jari Koister <[jari.koister@oracle.com](mailto:jari.koister@oracle.com)> wrote:

Omri,  
I am requesting an out-of-cycle increase for [REDACTED] as we are at risk of losing her. My business justification is below for your review.  
I have spoken with her and I am confident she will stay with Oracle if we provide this out-of-cycle increase.

Please "reply all" and send to Matt Bradley for approval. Once Matt approves, please ensure that Kimberly Logan is copied on the approval to Inderjeet.  
Kimberly will secure Thomas's approval. As soon as we have that, I'll enter the D&S into SSA and it will go up for approvals again through workflow.

Thank you,  
Jari

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### **Business Justification**

We are at risk of losing one of our key members of the [REDACTED] Team. [REDACTED] is a Director/M4 currently managing [REDACTED] team as well as [REDACTED] team. [REDACTED] has consistently been ranked as [REDACTED] over the last three years. She has been with Oracle for 16 years and worked across many different product lines. The last few years her focus has been on search working with integrations cross many products that have lead to many critical releases of [REDACTED] for [REDACTED] as well as external customers. Given her creditability and her ability to deliver results, she was recently asked to lead the [REDACTED] team that drives [REDACTED] and will own the implementation of [REDACTED]. This is a very challenging project with many dependencies will put her at the forefront of moving to a cloud delivery model. We are confident that her leadership and broad technical knowledge will make her a key person in the cloud delivery ream. Previously, [REDACTED] has led [REDACTED] and [REDACTED] team delivering major functionality for the following product lines:

- [REDACTED] – provisioning, upgrade, administration and manageability, UI, Security, Test to Production and performance benchmark.

- [REDACTED]
- [REDACTED] – administration and manageability, RESTful API for configuration and SDI integration, Administrative UI, Security, and VM charter
- [REDACTED]: Pre-study, performance evaluation, OPC readiness preparations. (*Development paused waiting for application team decisions.*)

As part of delivering these products she had also lead work on authentication, authorization and administrative [REDACTED] that has enabled [REDACTED] to be successfully embedded to all the Oracle application suites ([REDACTED]).

[REDACTED] is considering employment outside Oracle because she is actively being recruited by both **Amazon and LinkedIn**. They are offering very competitive compensation packages in the range of \$[REDACTED] total comp. Ideally, [REDACTED] would like to stay at Oracle and we want to stop her from pursuing any of these outside offers immediately. In order to retain [REDACTED] we need to show our commitment by providing a competitive out-of-cycle increase. [REDACTED]'s current salary is \$[REDACTED]. She received a [REDACTED]% (\$[REDACTED]) focal increase in [REDACTED] which gave her a new compa-ratio of [REDACTED]-[REDACTED] in the salary range. Her outstanding contributions have her on a solid career path in which she will be considered for a promotion within the next year.

[REDACTED] proactively takes on increasing responsibilities and we expect her to continue performing well at this level. We propose a [REDACTED]% increase to \$[REDACTED]. This gets her to her target total comp of ~\$[REDACTED] and gives her a new compa-ratio of [REDACTED]%, recognizing her contribution as a top performer at Oracle. This is what it will take to retain [REDACTED]. Without [REDACTED] there would be a tremendous legacy knowledge gap and the loss of productivity from the downtime to replace her expertise in this competitive market would be substantial. In addition, our team has also experienced a high attrition rate over the last 12 months of 18.02%. With her driving attitude, knowledge of Oracle and technical background [REDACTED] is a key member of our team and important for our success. Losing [REDACTED] will significantly impact our ability to meet our deliverables on the [REDACTED] project. [REDACTED] has a long history with [REDACTED] [REDACTED] which will continue to be an important component for years to come. We will need to improve and replace the [REDACTED] [REDACTED]'s experience and history with the [REDACTED] will be important for continued support of applications using it. We plan to continue mentoring [REDACTED] as a leader in the development and running of cloud services and cloud integration built on the Oracle cloud infrastructure. Her tenacity and management skills are a good fit for successfully keeping cloud service running.