

Justification to Hire

- **Candidate's Name:** [REDACTED]
- **Candidate's Email:** [REDACTED]@[REDACTED]
- **Recruiter Name:** Thursday Carreon
- **IRC Number:** IRC3101645
- **Justification:**

[REDACTED] has over 10 years of industry experience. He completed his Bachelor's degree in Computer Science from Penn State in [REDACTED]. Since then he has been building his portfolio of experience as both System and Network Administrators. His skill set is completely in line with the growth direction of the [REDACTED].

[REDACTED] is working toward a [REDACTED]. There is also a major effort underway to migrate 100% off the [REDACTED] to the [REDACTED]. [REDACTED] has extensive experience in both continuous delivery and data center migration. His experience will be critical in ensuring these projects are applying known best practices and using industry standard solutions. He will also help in preventing mistakes that he has experienced on other related projects.

[REDACTED] has a solid foundation in the technologies that are used and needed by the [REDACTED] team, including [REDACTED] to name a few. His directly related experience includes implementing a [REDACTED] based provisioning solution to support a [REDACTED]. He also adopted an [REDACTED] configuration management system. Additionally, he developed and implement a process for integrating configuration management tools into a [REDACTED] environment.

[REDACTED]'s offer is \$ [REDACTED] which is [REDACTED] for a Principal Applications Engineer (IC4). He is currently living in Silicon Valley and **will work at HQ**, therefore no relocation costs are required. His offer also includes a \$ [REDACTED] sign on bonus and [REDACTED] RSUs that are to cover the current compensation he will be walking away from with his current employer. If the position is not filled, the ability for the [REDACTED] team to complete the [REDACTED] of all of the legacy systems to [REDACTED] could be impacted as he possesses the experience in this area the current team does not have. Additionally, he has experience with Continuous Delivery that is lacking on the [REDACTED] and [REDACTED] teams. This is a major initiative within [REDACTED] Development, and having [REDACTED] on the team will help to ensure this project starts out, and continues on the track for success.

- **Number of years of industry experience:** 10+ years
- **Ability to be a consistent "4-Exceeds expectations" (Yes/No):** Yes
- **Does candidate have the capacity to ever be rated a "5-Outstanding Performance?" (Yes/No and explanation):** Yes. He possesses the necessary technical skills, and his personality, demeanor, and work ethic appear to be an excellent cultural fit as well.
- **Team**
 - Location: HQ

- Hiring Manager: [REDACTED]
- Job Code: (10530, 10830, etc): 10740
 - Discretionary Title: Principal Applications Engineer
 - Oracle Min: \$ [REDACTED]
 - Oracle Mid: \$ [REDACTED]
 - Oracle **Max**: \$ [REDACTED]
- Cost Center: BH23
- **New Hire**
 - **Oracle Compensation Offer:**
 - \$ [REDACTED] Base salary
 - \$ [REDACTED] Sign on bonus
 - [REDACTED] Equity
 - Current Employer: **Groupon**
 - **Current Compensation**
 - \$ [REDACTED] Base salary
 - \$ [REDACTED] Sign on bonus
 - \$ [REDACTED] Equity
 - \$ [REDACTED] Bonus equity

Oracle standard min retention
[REDACTED] over 4 years (\$ [REDACTED])

1 year min retention
RSUs over 3 years
RSUs over 1 year

Additional Information

IC4/IC5 salary bands:

US - General

	Min	Mid	Max
IC4	[REDACTED]	[REDACTED]	[REDACTED]
IC5	[REDACTED]	[REDACTED]	[REDACTED]

US - HQ

	Min	Mid	Max
IC4	[REDACTED]	[REDACTED]	[REDACTED]
IC5	[REDACTED]	[REDACTED]	[REDACTED]

IC4 HQ Offer = \$ [REDACTED]
(Leaves room for IC5 promotion)