

[REDACTED]

From: [REDACTED]
Sent: Thursday, October 04, 2012 9:37 AM
To: [REDACTED]
Subject: Fwd: Fwd: Request to Hire: [REDACTED]; US - HQ; [REDACTED]
Attachments: [REDACTED].DOCX; Attached Message Part.htm; Standard HR Approval Template FY13 as at [REDACTED].xslm; Attached Message Part.htm

we need to use this for SSA process.

[REDACTED]

----- Original Message -----

Subject: Fwd: Request to Hire: [REDACTED]; US - HQ; [REDACTED]
Date: Thu, 4 Oct 2012 09:18:14 -0700
From: [REDACTED]
To: [REDACTED]
CC: [REDACTED]

[REDACTED]

Please submit the SSA offer request. Please include full, convincing justification, including the fact that:

- The candidate is for [REDACTED] where we have especially acute need
- he is needed for [REDACTED] language Support
- this is urgent because of the competing offer

Please reach out to the candidate to set expectations - despite the urgency, he is not going to have our offer in his hands on Monday, but we are reasonably sure that he will get it soon.

Thanks,
[REDACTED]

Begin forwarded message:

From: [REDACTED]
Date: October 4, 2012 7:59:58 AM PDT
To: [REDACTED]
Cc: Jim Grieb [REDACTED]
Subject: FW: Request to Hire: [REDACTED]; US - HQ; [REDACTED]

Based on [REDACTED]'s approval below - submit in SSA

From: [REDACTED]
Sent: October-03-12 9:25 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Request to Hire: [REDACTED]; US - HQ; [REDACTED]

[REDACTED]

Assuming all things check out, I approve this candidate based on the justifications.

[REDACTED]

On Oct 3, 2012, at 2:23 PM, [REDACTED] > wrote:

[REDACTED]

Could you please review and approve? This is a time critical hire as we are in danger of losing him to another offer.

Thanks

[REDACTED]

From: [REDACTED]
Sent: October 3, 2012 5:06 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Fwd: Fwd: Request to Hire: [REDACTED] US - HQ; [REDACTED]

[REDACTED]

Forwarded is the paperwork for [REDACTED] - candidate for the open [REDACTED] headcount in the US. [REDACTED] has excellent technical qualifications, and he is very valuable for us as he would fulfill a couple of important requirements for the team: work late [REDACTED] and provide off-hours support for [REDACTED] customers.

We learned today that [REDACTED] has a competing offer that he needs to give an answer to by Monday, Oct 8. Can we please expedite approvals of this candidate through this email process and SSA, so we do not lose the opportunity to get him on-board?

Thanks,

[REDACTED]

----- Original Message -----

Subject: Fwd: Request to Hire: [REDACTED] US - HQ; [REDACTED]
Date: Fri, 28 Sep 2012 11:08:49 -0400
From: [REDACTED]
To: [REDACTED]

Hi [REDACTED]

Another [REDACTED] candidate but for [REDACTED] [REDACTED] is a very strong candidate technically as well.

[REDACTED]

----- Original Message -----

Subject: Request to Hire: [REDACTED] US - HQ; [REDACTED]
Date: Fri, 28 Sep 2012 09:29:20 -0400
From: [REDACTED]
Organization: Oracle Corporation
To: [REDACTED]
CC: [REDACTED]

[REDACTED]

Attached please find hire approval request and resume for [REDACTED]. Please approve.

Thanks,

[REDACTED]

Cut and paste the information to the body of the email
Use this template in conjunction with tab 3.
Shaded cells are 'auto fill' fields.

Category	Details
Candidate:	[REDACTED]
Organization:	[REDACTED]
Job Code/Title:	[REDACTED]
Local Currency:	US - USD
Base Salary:	[REDACTED]
Annual Target Variable:	[REDACTED]
Overall Target Earnings	[REDACTED]
Sign-on Bonus:	none
Stock Option Shares:	none
Relocation:	\$0
Headcount Slot#:	[REDACTED]
Replacement:	No
Replacing Employee:	Not applicable
Previous Base Compensation:	[REDACTED]
Previous Variable Compensation:	[REDACTED]
Car Allowance:	[REDACTED]
Special Vacation Accrual:	No
Billable Job:	No
Revenue Generating:	Yes

Previous Acquisition Candidate: No
Acquisition Company:
Acquisition Candidate Term Reason:
Acquisition Candidate Term Date:
Acquisition Candidate Severance:
Hiring Manager: [REDACTED]@oracle.com

For REHIRE, please provide additional information:

Previous Base Salary: [REDACTED]
Previous Variable Salary: [REDACTED]
Previous Comparatio [REDACTED]
Last Job Code/Description [REDACTED]
Last Rating : [REDACTED]
Date of leaving : [REDACTED]
Reason for Leaving:

Proposed Base Compensation: [REDACTED]
Proposed Variable Compensation: [REDACTED]
Proposed Comparatio: [REDACTED]
Proposed Job Code: 90023.Technical Analyst 4-Support

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Oracle Exadata Enterprise Support Team
| Orlando, FL

<Untitled.gif> Oracle is committed to developing practices and products that help protect the environment

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