

[REDACTED] has been tasked by [REDACTED] and Thomas Kurian to establish a [REDACTED] team whose purpose is to develop extensions or applications for existing [REDACTED] such as [REDACTED]. As [REDACTED] is a pivotal milestone for Oracle's future as company, hires into this team are of a critical nature and will contribute directly to Oracle's transition from [REDACTED] offerings.

The [REDACTED] is based at HQ in Redwood Shores, CA and is competing for talent in a very hot job market. Qualified candidates in this market have the following skills: Java/JavaEE, jQuery, Restful service design, Groovy/Grails, Spring, Maven, and some exposure to SAAS development. Typical candidates for this role at the IC4 and IC5 level are asking for \$[REDACTED] to \$[REDACTED]. This vacancy has been open for 2 month and has been difficult to fill given the high demand for developers with experience in cloud. Two candidates for hire were lost due to competitors willing to offer significant salaries.

[REDACTED] represents an ideal candidate for our [REDACTED] team with over 13 years of industry experience. His primary focus over the course of his career has been in [REDACTED] and [REDACTED]. In addition, he has a substantial expertise in the areas of [REDACTED] development, [REDACTED]—all essential knowledge for [REDACTED] [REDACTED] presently resides in [REDACTED] is willing to relocate to the Bay Area. His current base salary is \$[REDACTED] with a [REDACTED]% bonus; therefore, his total compensation is \$[REDACTED]. Proposing \$[REDACTED] and \$[REDACTED] lump sum relocation to secure this critical hire. While this is a substantial increase to his current base salary we are offering this because he is also interviewing at Salesforce.com, Netflix, and Yahoo! and this is the minimum salary he will accept. He sees Oracle as a great opportunity because he believes Oracle has greater long-term potential in the enterprise software industry, and particularly in the area of cloud offerings, than Oracle's competitors. Oracle would benefit significantly by hiring [REDACTED] given his expertise is beneficial to our [REDACTED] efforts.