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**From:** chantal dumont <chantal.dumont@oracle.com>  
**Sent:** Wednesday, September 11, 2013 9:18 PM  
**To:** Hong Trinh  
**Cc:** Milton Liu; Les Cundall  
**Subject:** Re: Do we have new salary guidelines?

Hi Hong,

I will have those for the team soon.

Thanks,

Chantal

On 9/11/2013 11:36 AM, Hong Trinh wrote:

Hi Chantal,

Do we have new salary guidelines for this season?  
I am still working with the guidelines from last September, 2012:

BS [REDACTED]  
MS [REDACTED]  
PhD [REDACTED]

Sign-on remains at [REDACTED]

Relocation Silver and remains at [REDACTED] lump sum

Stock remains at [REDACTED]

Thanks,  
Hong

On 9/11/2013 11:10 AM, Hong Trinh wrote:  
Hi Chantal,

Thanks for checking.  
Candidate's expectation was \$ [REDACTED]

Regards,  
Hong

On 9/11/2013 11:01 AM, chantal dumont wrote:  
Thanks Hong.

By the way, I'm guessing salary is in line with the candidate's expectation. Seems a bit low for [REDACTED]

cd  
On 9/11/2013 10:54 AM, Hong Trinh wrote:

**Exhibit P-147**