From:	Katie Rider <katie.rider@oracle.com>
To:	James Handley <james.handley@oracle.com>
CC:	Chantal Dumont <chantal.dumont@oracle.com>
Sent:	4/16/2015 11:16:34 PM
Subject:	RE: ACTION ITEM: FY15-16 College Hire Starting Salaries-Database
Attachments:	Mendelsohn FY15-16.xls

Hi James,

For our general college recruiting process, our salary ranges are as follows:

- BS: [redacted]
- MS: [redacted]
- PhD: [redacted]

Our relocation amount is given either in the form of a lump sum of [redacted] (most students choose this option), or a managed move up to [redacted] It is the responsibility of the hiring team to pay for the relocation amount as well as the taxes on that amount.

Please see the report attached for Andy Mendelsohn's hires for FY15-16.

Please let me know if you need any additional information, but please note that I will be out of the office tomorrow afternoon, and will be back on Monday morning.

Thanks,
Katie

From: James Handley
Sent: Thursday, April 16, 2015 6:02 AM
To: chantal dumont
Cc: RIDER
Subject: Re: ACTION ITEM: FY15-16 College Hire Starting Salaries-Database

Hi:

Can we please get Andy's numbers as well as the overall College Recruiting numbers. (Stock and relo allowance).

Thank you.

On Apr 16, 2015, at 5:53 AM, chantal dumont <chantal.dumont@oracle.com> wrote:

Hi James,

Are you specifically asking for Andy's numbers or the overall College Recruiting's numbers? Katie can give you either.

Thanks,

Chantal

Exhibit P-149

On 4/15/2015 8:23 PM, James Handley wrote:
Hi Chantal:

Can you please let us have the information below when you have chance.

Thank you.

From: James Handley
Sent: Tuesday, April 14, 2015 12:56 PM
To: Chantal Dumont
Subject: RE: College Hire Starting Salaries-Database

Hi Chantal:

Andy Mendelsohn has requested the current Database College Hire Starting salaries for FY15-16 for candidates with:

(1) Bachelors

(2) Masters

(3) Ph.D

Can I please get this information by end of day today if possible.

Thanks!

James

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James Handley | Senior Human Resources Manager
Product Development
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Oracle Human Resources
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