Candidate Offer Information

Candidate Information.

First Name Last Name
[redacted]

Address
[redacted]

City State Zip Code Country
Milpitas California 95035 United States

Assignment Information

Organization **CW93 - MW Manageability (Tan) - 001**
Job Code **10540.Software Developer 4.PRODEV.SWENG.IC4**
Office Location **Oracle - Redwood Shores, CA 1OP3**

Terms And Conditions

Please enter all information exactly as you wish it to appear in the offer letter. Pertinent information is automatically carried to the offer letter (ie. Do not abbreviate Discretionary Job Title, do not use all caps, etc.) Please select ? next to field for tips.

Discretionary Job Title **(Mandatory) Principal Member of Technical Staff**
Product **(Mandatory) All Technology**
Job Billable **(Auto-Filled after being saved) N**
Industry Code **(Mandatory) Engineering**
Is the Job Revenue Generating? **(Mandatory) No**

Salary

Annual Base Salary ($) **(Mandatory If Job is Exempt) $**[redacted]
Candidate's previous employer and compensation information **(Mandatory) Tidal Software His current salary there is** [redacted]
Employment Category **(Mandatory) Full Time - Regular**
FLSA classification **(Auto Filled After offer is saved) EX**

Timing Issues

Offer packet mailing information: **Hold for pickup**
Target start date (to be confirmed by the Candidate on his/her acceptance paper) **03-NOV-2008**
Offer remains open until **31-DEC-2008**

Special Compensation

Stock Options

Proposed option shares (if any) [redacted]

EXHIBIT 80
Juan Loaiza
6/14/19
Ashley Soevyn CSR# 12019

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Exhibit P-95

Justification [redacted] is a very experienced developer with 14 years of experience. What's more important is that he has relevant experience and has worked on the products (AS Control, OWSM) that is going to develop here.

Rehire/Previous Contractor/International Transfer

It is extremely important that this section be completed accurately to sure that account access is provisioned correctly and in a timely fashion and the candidate is given appropriate credit for past service as applicable.

If yes, Previous Employee or Contractor # and Previous Country are mandatory **No**

Acquisition Candidate

Is the candidate a former employee of an Acquisition? **No**

Acquisition Company

Date of Termination **(DD-MON-YYYY)**

Termination Reason

Severance Paid **(9999.99)**

Justification

Position included in your approved headcount? **Yes**

Are candidate's salary and related expenses in your approved budget? **Yes**

References checked **Yes**

Replacement for a current employee **Yes**

Employee name [redacted]

Provide three statements of justification for hiring this candidate

1. [redacted] **has the right set of technical skills (SOA, Web Services, JMS, JMX, XML etc.) we need. Very rarely we find people with that good match. He has experience in SOA Governance and Management, which is what he is going to work on here. He has prior experience with AS Control and OWSM products and thus he can bring in ideas from a consumer point of view. His references also spoke high of him for his hard work and technical skills.**
2. **He is currently doing a good mix of hands-on development work and project coordination/design that suits our position well as this involves coordinating with lot of teams.**
3. [redacted] **showed solid understanding and wide range of experience in web services and framework development. His projects gave him good exposure in large system design with scalability and reliability considerations.**

List Oracle employee interviewers **1)** [redacted] **(Sr. Director) 2)** [redacted] **(Software Development Manager) 3)** [redacted] **(Technical Lead) 4)** [redacted] **(Software Development Manager) 5)** [redacted] **(Senior Software Development**

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Manager)

[redacted] comments: I found [redacted] to be a strong and mature development lead. [redacted] Java and data structures skills are fairly good. He is currently doing a good mix of hands-on development work and project coordination/design that suits your position well. He also has some background in use of Web services and SOA and understands the basic requirements from a management perspective. He has a good technical background covering all of the core areas that we require (J2EE, XML, DB, UI) and experience with distributed systems. Finally he has worked with distributed development teams. His communication skills are not stellar but they are acceptable. I recommend hiring him for a PMTS position. [redacted] comments: Technically he is very good. Communication is okay but problematic at times. Had

Interviewers' Comments to ask somethings several times to understand what he is saying. J2EE is good. Basic java is very good. Seems to have done a lot of lead work. Project description was good. Claims to be the lead for a big project. Memory leak question was not answered initially but could answer after the clue. Overall, I am positive and recommentd hiring him. [redacted] Comments: [redacted] showed solid understanding and wide range of experience in web services and framework development. His projects gave him good exposure in large system design with scalability and reliability considerations. He also has experience in (proprietary) application performance monitoring. His communication is OK but not great, sometimes needs to be pressed for information. His approach to deal with projects appears to be practical and get things done as oppose to dig deeper and discuss the issues in more dimensions.

Additional Assignment Information

If this hire is an international transfer, please make sure that you have coordinated with the releasing manager and that the employee is terminated in the country where they currently work.

Person Type **(Mandatory) Employee**

Hire Type **(Mandatory) New Hire**

Shift Premium Eligible ? **No**

Eligible to work in the US ? **Yes**

Additional Information

Candidate Email: Please enter a personal email address, not a business email address. Enter N/A if the personal email address is unknown. The e-mail address provided here will be used to initiate the background check process for your candidate. The background check process begins immediately after an offer is submitted for approval

Job Post IDs may not be used for multiple candidates. Each candidate requires an individual Job Post number. A Job Post ID may only be reused if the original candidate to which it was dedicated does not accept employment with Oracle.

Candidate Email Address **(Mandatory)** [redacted] **@yahoo.com**

Jobpost ID # **(Mandatory) 1127167**

Candidate Source

If an external recruiting agency was used for this candidate hire, the offer letter may not be released until the agency contract has been executed and a PO requested. Please review the External Recruiting

Agency process and contact Legal directly for inquiries regarding these cases.

Internal Recruiting **Yes**

If internal recruiter, provide name **Jack Besst**

Management Information

Note: Choosing an employee by using the Userid LOV will fill in all necessary information.

Hiring Manager

Userid [redacted]**@ORACLE.COM**

Name [redacted]

Employee ID number [redacted]

Phone number **650 633 8371**

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