From: stefanie.wittner@oracle.com
To: Santone Amie <amie.santone@oracle.com>;Sen Bhumika <bhumika.sen@oracle.com>;Leon Marta Vera <marta.leon@oracle.com>;Barrows Karen <karen.barrows@oracle.com>
Sent: 5/30/2013 10:05:38 PM
Subject: Fwd: Stock process FY14

Thanks,
Stefanie

Begin forwarded message:

From: Thomas Kurian <thomas.kurian@oracle.com>
Date: May 30, 2013, 6:03:04 PM EDT
To: Michelle Hillman <michelle.hillman@oracle.com>, Steven Miranda <steven.r.miranda@oracle.com>, Hasan Rizvi <hasan.rizvi@oracle.com>, Andrew Mendelsohn <andrew.mendelsohn@oracle.com>, Campbell Webb <campbell.webb@oracle.com>, Tom Fisher <thomas.fisher@oracle.com>, Clifford Godwin <cliff.godwin@oracle.com>, Paco Aubrejuan <paco.aubrejuan@oracle.com>, Lyle Ekdahl <lyle.ekdahl@oracle.com>, Meeten Bhavsar <meeten.bhavsar@oracle.com>, Francisco Abedrabbo <francisco.abedrabbo@oracle.com>, Eleanor Meritt <eleanor.meritt@oracle.com>, Chris Pinkham <chris.pinkham@oracle.com>, Matthew Mckerley <matthew.mckerley@oracle.com>, Maria Kaval <maria.kaval@oracle.com>, Ali Siddiqui <ali.siddiqui@oracle.com>, Aiman Copty <aiman.copty@oracle.com>, Karl Dias <karl.dias@oracle.com>, Michael Yau <michael.yau@oracle.com>, John Gawkowski <john.gawkowski@oracle.com>, Mark Ramacher <mark.ramacher@oracle.com>, Sushil Kumar <sushil.kumar@oracle.com>, Vinita Paunikar <vinita.paunikar@oracle.com>, Steve Wilson <steve.wilson@oracle.com>
Cc: mcheruvu_directs_ww <mcheruvu_directs_ww@oracle.com>
Subject: RE: Stock process FY14

Two final things:

1. Our timeline is very tight – hence I need everyone to hit the 12 noon PST next Friday timeline – there will be no exceptions since we have to close the module.
2. There is no reserve budget at any level – so assume that you have to take care of your people within the pools allocated to you in the system.
3. Madie will be out of the office for two weeks and so if you have questions please work with your HR counterparts and with Michelle Hillman who si coordinating the process in Madie's absence.

Thomas

From: Michelle Hillman
Sent: Thursday, May 30, 2013 12:39 PM
To: Steven Miranda; Hasan Rizvi; Andrew Mendelsohn; Campbell Webb; Tom Fisher; Clifford Godwin; Paco Aubrejuan; Lyle Ekdahl; Meeten Bhavsar; Francisco Abedrabbo; Eleanor Meritt; Chris Pinkham; Matthew Mckerley; Maria Kaval; Ali Siddiqui; Aiman Copty; Karl Dias; Michael Yau; John Gawkowski; Mark Ramacher; Sushil Kumar; Vinita Paunikar; Steve Wilson
Cc: Thomas Kurian; mcheruvu_directs_ww
Subject: Stock process FY14

The FY14 stock budget has been set and your budgets have been allocated in CWB. Your HR lead will provide you the breakdown of allocations by region. Following are the guidelines to be exercised during this process:

Budget - The budget in CWB is a Global budget for all employees in the module.

Guidelines - This round of stock is yet another opportunity to allocate to your key performers. Stock is intended to

Exhibit P-146

be used as a long-term incentive and as a retention tool. Consider allocating large stock grants to top performers who play a key role in Product Development and who we do not want to risk losing.

Distribution - Our recommendation is that you restrict allocations to your *top performers*. Further, please factor into account any recently hired employee(s) who may have already received a grant as part of their Oracle offer. Stock grants are intended to be substantial enough to retain top talent.

Maximum distribution/penetration guideline by region:
- US + High Cost ROW Countries: No more than 35% of the eligible employee population. Minimum grant in these regions should be no less than [redacted] Shares.
- China + Emerging Countries + IDC: No more than 20% of eligible employee population. Minimum grant in these regions should be no less than [redacted] shares.

Given the large employee population in India, we are giving you more guidelines. Our guideline is that you allocate shares only for the career levels below. Please allocate shares at the target levels below for your top performing employees.

- [redacted] - [redacted] shares
- [redacted] - [redacted] shares
- [redacted] - [redacted] Shares
- [redacted] - [redacted] Shares
- [redacted] - [redacted] Shares

Ratings should be entered for all employees.

The budget is a fixed amount. As a result, the budget you are given will not change if you add or delete employees from your organization's worksheets.

Timeline - The corporate schedule for the FY14 Annual Stock Grant requires your recommendation to be submitted to Thomas no later than **12:00pm PST, Friday, June 7th 2013.**

Specific Country Eligibility: Several countries are ineligible and the complete list is available in the CWB and attached.
Approval from the Office of the CEO AND the Compensation Committee of the Board of Directors must be obtained by Corporate Compensation prior to any grants being approved, communicated or distributed to individuals. You will receive another email with the communication process once all approvals have been obtained.

Thanks.
Michelle