

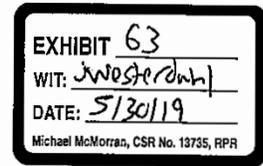
From: joyce.westerdahl@oracle.com
To: Carol Kelly <carol.m.kelly@oracle.com>
CC: Philip Jenish <philip.jenish@oracle.com>
Sent: 7/9/2014 3:10:59 AM
Subject: Re: Global Corporate Bonus: Fusion Workforce Compensation Pilot

Gives us feedback!!!!

Sent from my iPhone

On Jul 8, 2014, at 7:14 PM, Carol Kelly <carol.m.kelly@oracle.com> wrote:

AWESOME Joyce. Great accomplishment and love being in the pilot!



From: Joyce Westerdahl
Sent: Monday, July 07, 2014 1:34 PM
To: Carol Kelly; Ivgen Guner; Greg Hilbrich; Scott Rae; Loren Mahon; Eric Ball; TKURIAN_directs_ww@oracle.com; Corey West
Cc: Safra Catz; Thomas Kurian; Michael Leftwich; Manrique Alfaro-Vargas; Noreen Cox; Madie Cheruvu; Patricia Cureton; Michelle Hillman; Crystal Kirby; Stefanie Wittner; Philip Jenish; Lisa Gordon; Kirstin Mcguire
Subject: Global Corporate Bonus: Fusion Workforce Compensation Pilot

Global Corporate Bonus: Fusion Workforce Compensation Pilot

Great news! Funding for a Corporate Bonus pool has been approved.

Your organizations have been selected to participate in a pilot program using the latest implementation of cloud technology inside Oracle – Fusion Workforce Compensation – to administer this year's Bonus Process. That means that you and your managers will use Fusion Workforce Compensation instead of Compensation Workbench (CWB) to administer bonus recommendations.

Your HR Business Partners will provide manager training starting the week of July 14. Managers will need to attend this training to become acquainted with the functionality in Fusion Workforce Compensation and learn how to cascade budgets to their organizations, as well as input and submit bonus recommendations.

WHO IS PARTICIPATING IN THE PILOT

Thomas Kurian's organization and select finance teams within Safra Catz's organization will participate in the pilot.

KEY DATES

Manager Training for Pilot:	Starting the week of July 14
Pilot Tool Opens to Managers:	July 14
Submissions Due:	Determined by LOB to meet corporate due date of 6:00pm PDT August 22
US Bonus Payout:	September 15
Non-US Bonus Payout:	On first available pay date after bonus processing

NEXT STEPS

Your HR Business Partner will contact you to discuss the training plan for your organization. Please be sure to cascade information to your managers about this pilot and the training they will need to attend.

MORE INFORMATION

If you have questions, contact your HR Business Partner. More information is also available at the [Fusion Workforce Compensation website](#).

Managers should direct questions to fusion-comp_ww@oracle.com.

Thank you,

Joyce Westerdahl
SVP, Oracle Human Resources

ORACLE CONFIDENTIAL - INTERNAL

Copyright © 2014, Oracle. All rights reserved.

[Contact Us](#) | [Legal Notices and Terms of Use](#) | [Privacy Statement](#)