Hi [Name] – the content is OK but need you to consolidate and summarize what I have highlighted below. Include the most important aspect of the position and candidate skill set so it is not so lengthy. Remember that the CEO office approver is the ultimate reviewer so keep it simple and offer only the unique points to justify the hire.

III Viki, Can you please review this before I put it on the offer. Thanks!

1. An overview of the role.

As a Senior Member of Technical Staff in Fusion Applications group, will be required to provide technical expertise on platforms related issues that the team comes across. He will handle technical problem related to the fusion applications and fusion middle ware on the platforms level and will be responsible for providing code fixes to the issues found. as an SMTP he will be required to have certain amount of leadership skills and have the ability to lead and deliver small team who will work on smaller objectives to compliment the overall goals of the team.

2. What is the role responsible for, and why is it important to fill?

This Role will be responsible to contribute to the daily activities in the team. He will be required to handle any customer issues encountered on platforms and be able to collaborate with various team to come up solutions. The number of customers on platforms with on-premise installs is growing and will required specialized people and a well organized team to enable the customers. has the required skills needs for this to quickly contribute to the team without much learning time. Following are few duties this role will perform:

a) Develop, debug, and optimize software code on these platforms.

b) develop/enhance and integrate Fusion Applications Provisioning and on these platforms.

c) Debug and Resolve critical Fusion Apps customer issues on these platforms.


The role is important to fill because:

a) Fusion Applications has an aggressive release cycle, in addition to the standard 1-2 releases per year there are multiple post-release patches release.

   This requires additional human resources to debug and troubleshoot issues on a timely manner.

b) Critical customer performance and functional bugs are being reported and this requires additional man power.

3. Why was this candidate chosen over others? What special skills or experience does the candidate offer over other candidates?

   This candidate was chosen over others because,

   a) He has prior experience in of Fusion Apps is extremely valuable as he will be productive as
soon as he comes on-board.
   b) His strength is Java/J2EE programming and debugging skills which will be very much useful in our release
      process and customer support.
   c) Has solid exposure to FA build and release engineering processes.
   d) He has already demonstrated his excellent technical, communication and organizational skills. He is very
      hard working and motivated.

Following is the skill assessment of this candidate. This candidate chosen based on the skill levels and ability to solve complex programming problems.

Java : Excellent
C/C++ : Good
Scripting (Shell, WLST, Python) : Excellent
SQL : Excellent
J2EE : Excellent
Platforms : Primarily has worked on [redacted] but has excellent [redacted] understanding. Hence can handle any platform including Windows
JDK/JVMs : Excellent knowledge of [redacted] but can work on any
Application Server : Excellent knowledge of Weblogic server
Middleware : Excellent in [redacted] good understanding of other technologies such as [redacted] etc
Databases : Good Oracle DB skills
Build/Release Engineering : Solid exposure to FA build and release engineering processes
Debugging : Excellent [redacted] debugging skills

4. What will be the negative business impact if the headcount is left open and not filled at this time?

[redacted] is responsible to release a quality & timely product on 5 different platforms. With the release cycle being more frequent we
need all the people on board to help get the deliveries on time. Also given the growing number of platforms customer installs and issues, we
need to maintain the headcount to avoid overloading the others on the team. The negative impact will be timely delivery of Fusion Apps
releases and patch releases on platforms. Delays in critical customer bugs resolution and uptake of Fusions Apps.

On 11/18/2013 3:55 PM, Vicki Ton wrote:
Hi [redacted]-- returning this back to you as we need the full justification in the comment to approvers field. This is
required for the CEO office review/approval.

Provide detailed justification and paste it in the “comments to approver” field of the job offer. Please address the
following in your justification:
1. An overview of the role.
2. What is the role responsible for, and why is it important to fill?
3. Why was this candidate chosen over others? What special skills or experience does the candidate offer over other
candidates?
4. What will be the negative business impact if the headcount is left open and not filled at this time?

From: oracle-workflow-gsi_ww
Sent: Friday, November 15, 2013 3:47 PM
To: Ton, Vicki
Subject: Action Required: Job offer (New Hire - Regular) to [redacted] from [redacted] requires approval

From
To Ton, Vicki
Sent 15-Nov-2013 15:46:30
ID

Basic Offer Details

Business Group Oracle America, Inc.

Previous Email Address

CONFIDENTIAL

ORACLE_HQCA_0000027022
**Vacancy Number:** IRC2359635  
**Proposed Start Date:**  
**Job:** 10530, Software Developer 3, PRODEV.SWENG.IC3  
**Grade:** CTO9 - MW & Extensions  
**Organization:** Mgmt - ORCL USA  
**Location:** US-CA-Redwood City-500 Oracle Parkway  
**Manager:** Montgomery, Mr. Michael K  
**Full Time - Regular**  
**Senior Member Technical Staff**  
**Product Association:** N/A  
**Rep Type:** N/A  
**Product Descriptor:** N/A  
**Industry:** Not Applicable  
**Budgeted Headcount:** N/A  
**Salary in Budget:** Yes 
**Replacement Hire:** No  
**Internal Recruiter:** Internal Recruiter  
**Software Engineer:** N/A  
**Justification for this hire:**  
**Candidate Source:**  
**Employee Referral Name:**  
**Hire Type:**  
**Work Schedule:**  
**Vacation Plan:**  
**Temporary Assignment End Date:**  
**Channel:**  
**University Degree:**  
**Romania Local Job Grade:**  
**Italy Local Job Grade:**  
**France Local Job Grade:**  
**Current Employment Local Grade:**  
**Candidate's Current Job Title:**  
**Candidate's Current Salary/ATV:**  
**Commission Draw Duration:**  
**Former Acquired Company Name:**  
**Shift/Premium Eligible:**  
**Display Salary as Hourly?**  
**Eligible to work where job is posted:** Y

**Salary Information:**

- **Salary Basis:** Annual  
- **Proposed Salary:**  
- **Grade Range:**  
- **Comparative Quartile:**  
- **Annualized FTE Salary:**  
- **Annualized Salary:**  

**TIP:** Conversion rate as on 31-May-2013 from USD to USD: 1 USD =

**Additional Offer Details:**

**Individual Compensation Plans for Offers:**  
- **Stock:**  
- **Justification:**  
- **Car Allowance:**  
- **Justification:**  
- **Relocation Amount:**  
- **Justification:**  
- **Sign On Bonus:**  
- **Justification:**

**Documents Available As Of Application Date**

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<thead>
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<th>File Name</th>
<th>File Type</th>
<th>Upload Date</th>
<th>Description</th>
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<td>resume (1).doc</td>
<td>Resume</td>
<td>01-Nov-2013</td>
<td>Resume</td>
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**View Documents**

**Attachments**

**Internal Documents**
This document has detailed justification as well.

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<thead>
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<th>Num</th>
<th>Action Date</th>
<th>Action</th>
<th>From</th>
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<tbody>
<tr>
<td>1</td>
<td>15-Nov-2013 15:46:30</td>
<td>Submit</td>
<td>[redacted]</td>
<td>This offer has been approved by Christophe. Need to start the PO process for H1B transfer. Will need work with HR for further process on the H1B transfers.</td>
</tr>
</tbody>
</table>

Please click on one of the following choices to automatically generate an E-mail response. Before sending the E-mail response to close this notification, ensure all response prompts include a desired response value within quotes.

Action: **Approve**  **Reject**  **Request Information**

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Best regards,

[redacted]

**ORACLE**

[redacted] | Director

400 Oracle Parkway | Redwood City, CA 96504

[green] | Oracle is committed to developing practices and products that help protect the environment