

**From:** Safra Catz <safra.catz@oracle.com>  
**To:** Joyce Westerdahl <joyce.westerdahl@oracle.com>  
**Sent:** 2/17/2014 10:03:34 PM  
**Subject:** RE: REVISED- FY14\_Prod Dev Exec MBO Bonus Plan  
**Attachments:** FY14\_Prod Dev Exec MBO Bonus Plan\_TKEdits\_Feb2014.xlsx

LJE approves

---

**From:** Joyce Westerdahl  
**Sent:** Monday, February 17, 2014 11:46 AM  
**To:** Safra Catz  
**Subject:** REVISED- FY14\_Prod Dev Exec MBO Bonus Plan

Safra,  
Thomas asked that I send you the revised Exec MBO file.  
He has looked at the MBO targets for 3 executives since we submitted and has made the Performance based objectives more tighter for [REDACTED] The total target bonus is not changing.

Please let me know if you and Larry approve these changes and plans for these employee's below.

On 1/6/2014 4:16 PM, M Cheruvu wrote:  
Joyce,

Attached are bonus plans for the following Development execs:

[REDACTED]  
[REDACTED] You will see that in addition to Financial metrics, Thomas has added Performance based MBO's for each of the plans with the exception of [REDACTED] plan is 100% tied to growth in revenue of Oracle's [REDACTED] and for [REDACTED] the plan is tied 100% to subscription bookings of Oracle's [REDACTED]. These have been reviewed by [REDACTED] on [REDACTED] team and myself and Thomas has approved. Since they are not sales compensation plans, they are not subject to the Jan. 1st California deadline for comp plan issuance. I will however, still review them with legal.  
Not all of Thomas' directs are on a Executive MBO plan. No requests have been made for the following individuals who are also Thomas' directs: (They will continue to be eligible for the Oracle Corporate Bonus program)

Please review and approve if OK. This will need LJE/Safra review and approval.  
Thanks  
Madie

--  
**ORACLE**  
Joyce Westerdahl

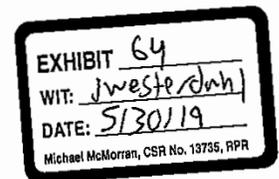


Exhibit P-85

CONFIDENTIAL

ORACLE\_HQCA\_0000041821



Oracle is committed to developing practices and products that help protect the environment

