

From: Andrew Mendelsohn <andrew.mendelsohn@oracle.com>
To: diane.romero@oracle.com <diane.romero@oracle.com>;madhavi.cheruvu@oracle.com
<madhavi.cheruvu@oracle.com>;juan.loaiza@oracle.com
<juan.loaiza@oracle.com>;andrew.mendelsohn@oracle.com
<andrew.mendelsohn@oracle.com>;larry.lynn@oracle.com <larry.lynn@oracle.com>
Sent: 3/1/2014 5:54:17 PM
Subject: RE: Fwd: Fwd: Offer Details for [REDACTED]

Copying Larry Lynn.

Andy

-----Original Message-----

From: Juan Loaiza <juan.loaiza@oracle.com>
Sent: Sat, March 01, 2014 7:02 AM
To: Andrew Mendelsohn <andrew.mendelsohn@oracle.com>, "diane.romero@oracle.com"
<diane.romero@Oracle.com>, Madhavi Cheruvu <madhavi.cheruvu@oracle.com>
Subject: Fwd: Fwd: Offer Details for [REDACTED]

FYI, This is what Facebook is offering.

The Salary is lower than ours but with RSU and bonus it is a lot higher.

----- Original Message -----

Subject: Fwd: Offer Details for [REDACTED]
Date: Sat, 1 Mar 2014 07:00:26 +0530
From: Kothanda Umamageswaran <KOTHANDA.UMAMAGESWARAN@ORACLE.COM>
To: Juan Loaiza <juan.loaiza@oracle.com>

Juan - included below are our offer and the facebook offer for review.
The candidate's resume is also attached. The RSU of [REDACTED] is very hard to
beat. We are constantly losing good candidates to facebook and google.
What can be done to prevent this?

Begin forwarded message:

> *From:* krishnan meiyappan <krishnan.meiyappan@oracle.com
> <mailto:krishnan.meiyappan@oracle.com>>
> *Date:* March 1, 2014 at 6:56:44 AM GMT+5:30
> *To:* Kothanda Umamageswaran <Kothanda.Umamageswaran@oracle.com
> <mailto:Kothanda.Umamageswaran@oracle.com>>
> *Subject:* *Fwd: Offer Details for [REDACTED]*
>
> We lost a good candidate ([REDACTED]) to Facebook today.
>
> This is our offer:
> Candidate: [REDACTED]
> Title: Member of Technical Staff (10520)
> Group Name: [REDACTED]
> Hiring Manager: [REDACTED]
> Salary:\$[REDACTED]
> Relocation: Silver Level for College Hires
> Sign-on Bonus: [REDACTED]
> Stock: As approved by Larry Lynn
> Intended start date: August 2014
>
> See below for Facebook's offer.
>
>

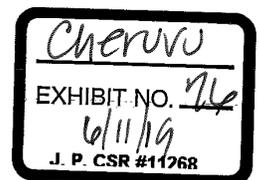


Exhibit P-91

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ORACLE_HQCA_0000023655

> ----- Original Message -----
> Subject: Offer Details for [REDACTED]
> Date: Fri, 28 Feb 2014 17:00:00 -0800
> From: [REDACTED]
> Organization: Oracle Corporation
> To: KRISHNAN.MEIYYAPPAN@ORACLE.COM <KRISHNAN.MEIYYAPPAN@ORACLE.COM>

> Just for the record:

> Salary: [REDACTED]
> RSUs: [REDACTED]
> bonus: [REDACTED] of salary
> + relocation package.

> Thanks,

> [REDACTED]

>

>

>

<[REDACTED].txt>> <<Attached Message Part>>