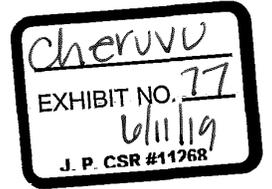


Sent: Wed, 29 Mar 2017 10:19:18 -0700
From: eileen he <eileen.he@oracle.com>
To: Kathleen Ray <kathleen.ray@oracle.com>
Subject: TK approval on out of cycle



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

Subject:RE: Re: updated spreadsheet for out of cycles
Date:Fri, 24 Mar 2017 16:31:49 -0700 (PDT)
From:Jenny Pugeda <jenny.pugeda@oracle.com>
To:Eileen He <eileen.he@oracle.com>

Hi Eileen,

We have obtained Thomas' approval for the out of cycle requests of the 12 employees. Please go ahead and have management initiate the transactions to get these inputted in the system and include the justifications in HCM transaction.

Please note, there are no RSUs to be included. RSUs will need to be taken care of during the stock period. Let me know if you have any questions. Thanks!

Best,
Jenny

----- Forwarded Message -----

Subject:Re: APPROVAL REQUEST: Out of Cycle requests for Eileen He's org (approved by Don Johnson)
Date:Fri, 24 Mar 2017 12:52:08 -0700 (PDT)
From:Thomas Kurian <thomas.kurian@oracle.com>
To:Madhavi Cheruvu <madhavi.cheruvu@oracle.com>
CC:Kim Ibarra <kim.ibarra@oracle.com>

Approved

From: eileen he
Sent: Monday, March 20, 2017 6:03 PM
To: Jenny Pugeda
Subject: Fwd: Re: updated spreadsheet for out of cycles

Hi Jenny - would you please advise the next steps for this request. Would you be raising to TK for his approval?

Thanks!
Eileen

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

Subject:Re: updated spreadsheet for out of cycles
Date:Tue, 14 Mar 2017 23:51:20 -0700

Exhibit P-92

From: Don Johnson <don.johnson@oracle.com>

To: eileen he <eileen.he@oracle.com>

CC: Jenny Pugada <jenny.pugada@oracle.com>

Approved.

--Don

On Mar 14, 2017, at 2:33 PM, eileen he <eileen.he@oracle.com> wrote:

Don,

2 weeks ago you approved an out of cycle request for 9 engineers in IDC with total salary raise amount to USD [REDACTED] and [REDACTED] RSU. (Many thanks for that.)

There are additional request from the team on 2 high performer in China and 1 in US who are at risk/below or low in range - the cost for all 3 of would be [REDACTED]. [REDACTED] RSU.

So the total ask for the 12 engineers, will be USD [REDACTED] and RSU [REDACTED].

Jenny has helped to consolidate the ask in the attached spreadsheet. Would you please review. The 2 China and 1 US team members are listed at the bottom of the spreadsheet, and the 9 IDC members you approved before are the first 9 in the spreadsheet.

Thanks!
Eileen

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

Subject: updated spreadsheet for out of cycles

Date: Fri, 10 Mar 2017 17:13:42 -0800 (PST)

From: Jenny Pugada <jenny.pugada@oracle.com>

To: Eileen He <eileen.he@oracle.com>

Hi Eileen,

As discussed, please find attached the updated spreadsheet to include the 2 CN, 1 US out of cycle requests. Please let me know if you have any questions. Thanks!

Best,
Jenny

<Mail Attachment.gif>

Jenny Pugada, PHR | HR Business Partner

Phone: [+1 4082760117](tel:+14082760117)

Oracle Human Resources

4190 Network Circle | Santa Clara, CA 95054

<Mail Attachment.gif> Oracle is committed to developing practices and products that help protect the environment

<20170302 Eileen out of cycle request.xlsx>