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Candidate Details: [Redacted]

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Candidate 21

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Applicant Number [Redacted]
 Name [Redacted]
 Email Address [Redacted]
 Location [Redacted]
 Current Employer [Redacted]
 Home Phone Number [Redacted]
 Last Degree Completed **Master's**
 Vacancy **IRC2325742**
 Job Title **10540.Software Developer**
4.PRODEV.SWENG.IC4

Preferred Language **English**
 Current Applications **1**

Application Date [Redacted]
 Offer Status **Approved**

Offer Extended Date

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Select Offer: [View Details](#)

Select	Vacancy	Posting Name	Expiry Date	Proposed Start Date	Offer Creation Date	Offer Status
<input checked="" type="checkbox"/>	IRC2325742	Software Developer 4		[Redacted]	[Redacted]	Approved

IRC2325742

Below is the summary of the offer created for this application. Select any one of the available options and click Go to process the task.

Action

Basic Offer Details

Business Group **Oracle America, Inc.**
 Vacancy Number **IRC2325742**
 Proposed Start Date [Redacted]
 Job **10540.Software Developer**
4.PRODEV.SWENG.IC4
 Grade [Redacted]
 Organization **BA81 - Identify Management Sustaining**
- ORCL USA
 Location **US-CA-Redwood City-**
500 Oracle Parkway
 Manager [Redacted]
 Manager Email [Redacted]
 Manager Employee Number [Redacted]
 Recruiter **Gorman, Todd C**
 Employment Status **Full Time - Regular**
 Work Hours **40**
 Discretionary Job Title **Principal Member of Technical Staff**
 Product Association **N/A**

Replaced Employee
 Previous Email Address
 Justification for this hire **Critical need in [Redacted] US coverage, including [Redacted] Candidate satisfies requirements for this position.**
 Candidate Source
 Employee Referral Name
 Hire Type **New Hire - Regular**
 Work Schedule **1 Schedule: 8-8-8-8-0-0**
 Vacation Plan **Standard Vacation Plan**

EXHIBIT 79
Juan Loaiza
 6/14/19
 Ashley Soevyn CSR# 12019

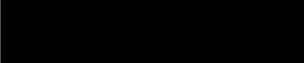
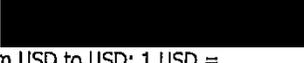
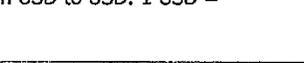
Exhibit P-94



2/17/2014
DOL000031658

Rep Type	N/A	Temporary Assignment End Date	
Product Descriptor	N/A	Channel	
Industry	N/A	University Degree	
Budgeted Headcount	Not Applicable	Romania Local Job Grade	
Salary in Budget	Yes	Italy Local Job Grade	
Replacement Hire	No	France Local Job Grade	
		Current Employment Local Grade	
		Candidate's Current Job Title	Senior Java Developer
		Candidate's Current Salary/ATV	
		Commission Draw Duration	
		Former Acquired Company Name	
		Shift/Premium Eligible	No
		Display Salary as Hourly?	
		Eligible to work where job is posted	Y

Salary Information

Salary Basis	Annual
Proposed Salary	
Grade Range	
Comparatio	
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

Attachments

Internal Documents

Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
No results found.								

External Documents

Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
No results found.								

Offer History



Offer Status	User	Date/Time
Approved	[REDACTED]	14-Feb-2014 15:41:21
Pending For Approval	[REDACTED]	04-Feb-2014 15:26:56

Approval History

Line number	Approver	Approver Type	Category	Approval Status	Date	Comment
1	BGCHECK	HR People	For Your Information	Notified ✓	04-Feb-2014 15:27:04	
2	Santone, Amie	HR People	Approver	Approved ✓	07-Feb-2014 10:36:37	Approved and supported by HR, Marta Leon.
3	Ranganathan, Hema	HR People	Approver	Approved	08-Feb-2014 22:08:19	Approved
4	Dharan, PV	HR People	Approver	Approved	08-Feb-2014 23:05:37	
5	Meritt, Eleanor	HR People	Approver	Approved	09-Feb-2014 20:58:39	
6	Kurian, Thomas	HR People	Approver	Approved	13-Feb-2014 20:14:40	
7	Ellison, Lawrence	HR People	Approver	Approved ✓	14-Feb-2014 07:53:07	
8	BGCHECK	HR People	Approver	Approved ✓	14-Feb-2014 14:59:01	
9	[REDACTED]	HR People	Approver	Approved ✓	14-Feb-2014 15:28:38	
10	HROFFERS	HR People	For Your Information	Notified ✗	14-Feb-2014 15:28:39	

Approval History

Sequence	Name	Action	Date	Comments
1	[REDACTED]	Submit	04-Feb-2014 15:27:00	<p>The [REDACTED] team has a critical need to enhance its capacity and expertise as we take on additional responsibilities to uptake the cloud inflow. [REDACTED] is particularly well qualified to join us, with a Master's Degree from IIT, Kanpur, India, with over 10 years of development experience in relevant technologies. He is an expert programmer, bringing valuable experience in large-scale Java product development, with a particular focus on solving complex problems. This is immediately applicable to the [REDACTED] team, and [REDACTED] will be invaluable to add US coverage for 2 specific products in this space - [REDACTED] and [REDACTED]. [REDACTED] impressed [REDACTED] teams with his ability to solve complex problems, both problem solving and coding related, providing high-level descriptions of interactions in complex systems and low-level implementation details. [REDACTED] work for us will result directly in providing accelerated handling of regular and urgent customer issues and escalations; and will help improve the quality of [REDACTED] products thus helping us compete better against our competitors in this space. Given [REDACTED] significant years of experience as a deep and broad expert in Java development, we would like to propose a base salary of [REDACTED]. His current salary is [REDACTED] plus an annual bonus of [REDACTED]. I believe this compensation is good enough to attract [REDACTED], who is seriously considering a large company for long term career growth rather than a smaller company. This offer is within the</p>

				range for PMTS, and I believe it is justified given his combination of strong technical skills and proven experience and his ability to make an immediate impact in our team.
2	Santone, Amie	Approved:	07-Feb-2014 10:36:36	Approved and supported by HR, Marta Leon.
3	Ranganathan, Hema	Approved:	08-Feb-2014 22:08:18	Approved
4	Dharan, PV	Approved:	08-Feb-2014 23:05:36	
5	Meritt, Eleanor	Approved:	09-Feb-2014 20:58:38	
6	Kurian, Thomas	Approved:	13-Feb-2014 20:14:39	
7	Ellison, Lawrence	Approved:	14-Feb-2014 07:53:06	
8	BGCHECK	Approved:	14-Feb-2014 14:59:00	
9	Wudall, Lalini	Approved:	14-Feb-2014 15:28:37	

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