Request for Dive-and-Save Salary Adjustment

Requestor: Jenny Tsai-Smith
Request date: May 7, 2014
Request on behalf of: [redacted]

Proposal

[redacted]'s salary is astonishingly low. At $[redacted], her salary falls far below the job grade range of $[redacted]. Her direct reports in the U.S. are earning 45% to 65% more than she is.

I am asking for a $[redacted]k increase to bring her up to $[redacted]. Without this increase, we will lose [redacted] because her portfolio and her capability demand at least this level of compensation. She is being recruited by companies that would offer her at least this salary, and more.

Justification

[redacted] is currently [redacted] supporting not only the critical and strategic area of Oracle Cloud Services User Assistance, but also the on-premise core technology product documentation and curriculum development areas. I can't think of anyone else I know within Oracle who is more qualified and vital to the position she is filling.

The centralized [redacted] team was formed because we need to define and enforce processes, standards, and templates for video production, including video design, voice talent, and storyboarding. This in turn helps ensure high quality output as well as leverages economies of scale. We desperately need to expand and grow the team quickly because Oracle lags behind our competitors in this regard. [redacted] is the best person to lead this charge. She brings the creative vision and the management skills for this role. Through her work products, her collaborative spirit, and her constant drive for innovation, she readily gains the respect and admiration of her directs, her peers, and stakeholders across the various Cloud Services teams.

[redacted] is now in a position that requires knowledge of so many parts of Oracle. I can sit down with [redacted] and talk about ANY part of Oracle and her experience inside and outside of Oracle is nothing short of amazing. She can think big or small. She can talk technical, or she can talk from a customer's perspective. She can present, or create, or understand anything. Her insights into everything 'Oracle' is second to none. She's like an Oracle savant. Her ability to create and come up with original ideas and mechanisms is enhanced by her knowledge of being outside of Oracle.

Outside of Oracle, [redacted] is an accomplished [redacted] She has been a newspaper reporter, and has media credentials. She [redacted] and further enhances Oracle's strategic vision.

[redacted]'s work showcases a mixture of information with interesting delivery and concept. She can switch from live action to animation and everything in between. [redacted] is heavily invested

Exhibit P-103

EXHIBIT 88
Juan Loaiza
6/14/19
Ashley Soevyn CSR# 12019

in Oracle's success, and during the last 6 months of her being on my team, her output has been extraordinary. Among many other accomplishments, she has conceptualized, filmed and produced [redacted] (and counting) that would have cost many thousands of dollars if Oracle had outsourced the same effort. [redacted] has continually produced material and content that saves Oracle thousands.

Here is the link to the [redacted]:
[redacted]

Here is another video where she mixes various production styles and information for [redacted]

The two examples above have been widely praised and show Oracle in a new and changed light, reflecting positively on what customers are demanding when seeking out information and content. With the exploding number of videos available on the various streaming media platforms, we must differentiate our products by delivering videos that engage our audience through storytelling. Studies show that this type of technique, which [redacted] imbues in her live action videos, opens up minds and facilitates information transfer.

She *can* even do marketing if need be! Here's a video about [redacted]: [redacted], and a video played at the Oracle Cloud Demo Day: [redacted]

[redacted]'s content and delivery has, in a short time, proven that her vision is the way forward.

[redacted] will continue to grow her team, and take on projects that enhance Oracle's competitive position in several key areas. With her management, creative and technical skills, she represents a strategic asset that would create a severe risk if she were to depart Oracle. Her departure from my team to another Oracle team could also present a risk, in that the "word" has gotten around, and many different teams are excited about what [redacted] has laid out in terms of what she wants to do in the future. She has become a "brand" as her interactions, passion and willingness to do more only attract more requests for her "touch."

Consider the following and the risk if she were to depart;

- She is doubling her team size from 3 direct reports to at least 7 within the next 3 to 6 months so that she can scale to support more groups and products. She is going to scale her operations to include other countries and languages.
- She can conceptualize, shoot, produce and publish as a single one-person-production team. This represents a value and cost savings because everything is "in-house". She can travel and shoot on location with portable video and sound gear, which she owns. She is training others to do the same.
- She will be transitioning her multimedia equipment to Oracle owned assets and guide those purchases so that Oracle doesn't waste time/money on inappropriate assets.

- She is training her team on employing advanced techniques in video production, as well as using advanced graphics and editing software.
- She is part of several key working groups spanning across organizations within Oracle covering audio and video and instructional design. She is taking her aesthetics and bringing a fresh and creative approach, while mentoring others to do the same.
- She will be creating multimedia materials and collateral for Oracle Open World, as well as producing videos centering on key personnel who hold celebrity status in the Oracle community.

In one complete charismatic package, [redacted] brings such an ultimate toolset, that all I can think of is this: [redacted]'s salary is astonishingly low. Her departure would mean a tremendous loss for Oracle Corporation.

Companies Competing with Us for Lauren's Talents

GE Software

Hi [redacted],

I found your profile on LinkedIn and was impressed with your background. I am a recruiter at GE Software and I am looking for Leaders in software product training space. This is an exciting opportunity to build product training strategy from the ground up and integrate training solutions across multiple locations in the organization to drive market success of GE Software's Predix Product.This is a key role within GE Software that will help drive key initiatives within GE businesses for our vision of the Industrial Internet.

Would you or someone you know be open to connecting over the phone to learn more about this exciting opportunity? Here is a link to the job description for your review – http://linkd.in/PCd5yy

I look forward to connecting with you soon.

Thanks
Ajit Bodas
Recruiting Program Lead
GE Software
T 925-242-6820
bodas@ge.com
2623 Camino Ramon, Bishop Ranch 3
San Ramon, CA 94583 United States

Accela

Hi [redacted],

The Instructional Designer/Developer Lead is a brand new position allowing someone to tap into their creativity and imagination. This is an opportunity to create and shape instructional materials from scratch.

We are looking for a learning and development expert with a passion for creating innovative, interactive e-learning and instructor-led solutions where no formal training exists.

Accela is a leading provider of cloud/mobile/web based software solutions to the government sector. Founded in 1999, we are privately-held and profitable. We just secured $40M in funding to accelerate growth and make strategic acquisitions. This is a ground floor opportunity to join a growing team and help position Accela for a future IPO.

This position can be based in either San Francisco or San Ramon, CA.

Best,
Susanne Sipola
Talent Acquisition

Interactive Services

From: Pamela Keogh [mailto:PKeogh@interactiveservices.com]
To: [redacted]
Subject: Interview with Interactive Services for Learning Manager Position

Dear [redacted] Thank you for applying for the role of Learning Manager (US Based- Remote). We have reviewed your Resume and would like to invite you to a Phone Interview with our Head of Instructional Design – Damien DeBarra. There will be 3 Stages in the interview process for this Position: **Stage 1** - First round interview with Head of Instructional Design **Stage 2 –** Formal Presentation with Head of Instructional Design and another member of Management **Stage 3** – Final Interview with our CEO and Chief Learning Officer

Best Regards, Pamela
Pamela Keogh Resourcing
Interactive Services
Unit 1, Damastown Technology Park Mulhuddart Dublin 15 Ireland
Ph: +353 1 811 1358 Fax: +353 1 811 1301
www.interactiveservices.com

Stibo Systems

To: [redacted]
From: Claus Jensen
[redacted], I'm copying our VP of Professional Services, Derek Corrick, on this email. I had a 10 minute talk with him about the background for this (incl. your talk to our training dept a few weeks ago) and also about my concerns about the company commitment to training as well as the state of our current training department and leadership. I feel a lot better about things after that talk and I feel like, as a friend, I can now recommend Stibo as a great potential opportunity for you. The timing is also very good as it turns out. I can't share the details at this point but there are management changes underway in the training department which could result in a role that would be a great fit for someone with your background and personality. So, without further ado, [redacted], meet Derek, Derek, meet [redacted]. I would suggest maybe having a quick phone call to discuss opportunities. Meanwhile I'll just sit back and wait for my big, fat employee referral bonus to hit ;-) Ooh, New Zealand, here I come.... Talk to you later /Claus

Serbia National Museum

From: [redacted] [mailto: [redacted].com]
To: 'Bora Dimitrijevic'
Thanks for getting back to me Bora! I suppose I would need more details about places to stay, and certain logistics in and around Felix Romuliana. When I shoot a site, I bring cameras, and other video pieces. Ideally I like to visit multiple sites in an area, so that I can put together a visual story. When I think of Felix Romuliana, I would love to add footage from there to my "Romans" Permanence video. Right now I have "Romans in Britain", but I would love to re-shoot that video, make it longer, and include Felix Romuliana. Also, if there are Castles or other Antiquities in your part of the world, I would love to see them too, Basically, it would be nice to see what Serbia has to offer. Lauren

From: Bora Dimitrijevic [mailto:muzejz19@open.telekom.rs]
To: [redacted].com
Dear [redacted], Tell me what you need exactly, images, data, documents,story, or .... ? Best regards Bora Dimitrijević Director of the National Museum "Zaječar" Web: www.muzejzajecar.org E-mail: muzejz19@open.telekom.rs Mob. 064 280 9485 Tel. 019 422930 Fax 019 440838