From: Allison Perkins <allison.perkins@oracle.com>
To: Faz Shoja-Assadi <faz.shoja-assadi@oracle.com>
CC: Meg Bear <meg.bear@oracle.com>
Sent: 7/25/2014 1:36:38 AM
Subject: Fwd: Fwd: Dive and Save_[redacted]_23Jul14
Attachments: [redacted]DNS_23Jul14.xlsx; Attached Message Part; Attached Message Part; Attached Message Part

1) Oracle_20170FC00006_DOC_777 – P-100 Redacted

Sorry - See TK approval below in this email.

-------- Original Message --------
Subject: Fwd: Dive and Save_[redacted]_23Jul14
Date: Thu, 24 Jul 2014 17:57:54 -0700
From:M Cheruvu
To: Allison Perkins

Begin forwarded message:

From: Thomas Kurian <THOMAS.KURIAN@ORACLE.COM>
Date: July 24, 2014 at 4:59:18 PM PDT
To: Madhavi Cheruvu <madhavi.cheruvu@oracle.com>
Subject: Fwd: Dive and Save_[redacted]_23Jul14

Approved

Thomas

Begin forwarded message:

From: M Cheruvu <madhavi.cheruvu@oracle.com>
Date: July 24, 2014 at 4:30:30 PM PDT
To: Thomas Kurian <thomas.kurian@oracle.com>, Heidi Taylor <heidi.bielanski@oracle.com>
Subject: Fwd: Dive and Save_[redacted]_23Jul14

Pls approve .

Begin forwarded message:

EXHIBIT 89
Juan Loaiza
6/14/19
Ashley Soevyn CSR# 12019

From: Patricia Cureton <patricia.cureton@oracle.com>
Date: July 24, 2014 at 4:08:33 PM PDT
To: Madie Cheruvu <madhavi.cheruvu@oracle.com>
Cc: Jody Galbraith <jody.galbraith@oracle.com>, Patricia Cureton <patricia.cureton@oracle.com>
Subject: FW: Dive and Save_[redacted]_23Jul14

Madie â Please find below, a dive and save for [redacted] in Meg Bear's org for Thomasâ approval. Below are the details and justification for the proposed off cycle increase of $[redacted] USD (22%). The completed dive

Exhibit P-104

and save template is attached. [redacted] has a competing offer from Microsoft (terms included below) and is a significant flight risk. This dive and save base salary increase supports retention of [redacted] Steve has approved.

If approved, Steve will have [redacted] in his dive and save budget.
Employee: [redacted]
Current Job: 10050. [redacted]
Current Comp: $[redacted] USD
Hire Date: 12-APR-1999
Last Salary Increase Percentage: 7%
Last Salary Increase: [redacted] USD
Current Quartile: 1st
Current Rating: 5 â Outstanding (01-JUN-2013)
Last Bonus Percentage: 7% (31-AUG-2012)
Last Bonus: $[redacted] USD
Proposed Salary Increase Percent: 22%
Proposed Increase Amount: $[redacted] USD
Proposed New Quartile: 2nd
Proposed New Salary: $[redacted] USD
Dive and Save Justification:
[redacted] has received an offer from Microsoft: (**Offer Terms** > Title: Architect, Team: Microsoft Business Solutions (Business Apps), Manager: Mike Ehrenberg. Chief technology officer (CTO), or Microsoft Business Solutions. He leads the work on long-term product strategy and on driving relationships between business applications and the technology teams across Microsoft. Role: Architectural Strategy for Microsoft Business Solutions (MBS). Architectural Guidance to MBS teams. Scope is whole of MBS offering. Base Salary: $215,000 USD, Bonus: $40,000 USD â for meeting expectations. Up to 100K (45%) for outstanding performers. Sign-On Bonus (Cash/Stock): $175,000 USD, Annual Stock: $75,000 for meeting expectations.)
[redacted] is a critical resource for SRM from architectural standpoint, he also has significant role and contribution across our broader CX solution, standardization and integration. [redacted] has been with Oracle for 15 years (he has a [redacted] from [redacted]). [redacted] performance rating has consistently been Outstanding in the past 5 years. He was the [redacted] in HCM before joining us in SRM. While in HCM, as well as being the [redacted], [redacted] in HCM and other groups, e.g. BPAD (Business Process Application Development), HCM Pre-merge Checking Tools, TMS (Task Management System). [redacted] also filed 5 patents in the past few years. In summary, [redacted] has been on our radar for correction for the past few years. He has been very dedicated, professional and real team player and been patiently waiting for a meaningful correction to get him close to the market rate. I really hope we would be able to make an appropriate correction to retain him.

From: Allison Perkins
Sent: Wednesday, July 23, 2014 11:50 AM
To: Cureton Patricia ANN
Subject: Dive and Save_[redacted]_23Jul14

Patricia â Please find below, a dive and save for [redacted] in Meg Bear's org for Thomasâ approval. Below are the details and justification for the proposed off cycle increase of $[redacted] USD (22%). The completed dive and save template is attached. [redacted] has a competing offer from Microsoft (terms included below) and is a significant flight risk. This dive and save base salary increase supports retention of [redacted]. Steve has approved.

Employee: [redacted]
Current Job: 10050. [redacted]
Current Comp: $[redacted] USD
Hire Date: 12-APR-1999
Last Salary Increase Percentage: 7%
Last Salary Increase: [redacted] USD

Current Quartile: 1st
Current Rating: 5 â Outstanding (01-JUN-2013)
Last Bonus Percentage: 7% (31-AUG-2012)
Last Bonus: $[redacted] USD
Proposed Salary Increase Percent: 22%
Proposed Increase Amount: $[redacted] USD
Proposed New Quartile: 2nd
Proposed New Salary: $[redacted] USD
Dive and Save Justification:
[redacted] has received an offer from Microsoft: (**Offer Terms** > Title: Architect, Team: Microsoft Business Solutions (Business Apps), Manager: Mike Ehrenberg. Chief technology officer (CTO), or Microsoft Business Solutions. He leads the work on long-term product strategy and on driving relationships between business applications and the technology teams across Microsoft. Role: Architectural Strategy for Microsoft Business Solutions (MBS). Architectural Guidance to MBS teams. Scope is whole of MBS offering. Base Salary: $215,000 USD, Bonus: $40,000 USD â for meeting expectations. Up to 100K (45%) for outstanding performers. Sign-On Bonus (Cash/Stock): $175,000 USD, Annual Stock: $75,000 for meeting expectations.)
[redacted] is a critical resource for SRM from architectural standpoint, he also has significant role and contribution across our broader CX solution, standardization and integration. [redacted] has been with Oracle for 15 years (he has a [redacted] from [redacted]). [redacted] performance rating has consistently been Outstanding in the past 5 years. He was the [redacted] in HCM before joining us in SRM. While in HCM, as well as being the [redacted] which are currently used in HCM and other groups, e.g. BPAD (Business Process Application Development), HCM Pre-merge Checking Tools, TMS (Task Management System). [redacted] also filed 5 patents in the past few years. In summary, [redacted] has been on our radar for correction for the past few years. He has been very dedicated, professional and real team player and been patiently waiting for a meaningful correction to get him close to the market rate. I really hope we would be able to make an appropriate correction to retain him.

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Best Regards, Allison