

From: M Cheruvu <madhavi.cheruvu@oracle.com>
Subject: Fwd: Salary adjustment requests
Date: January 7, 2015 at 10:04:10 AM PST
To: Steven R Miranda <steven.r.miranda@oracle.com>, "Mr. David Vap" <david.vap@oracle.com>, Meeten Bhavsar <meeten.bhavsar@oracle.com>

Begin forwarded message:

From: Thomas Kurian <thomas.kurian@oracle.com>
Date: January 7, 2015 at 9:17:46 AM EST
To: M Cheruvu <madhavi.cheruvu@oracle.com>
Cc: "heidi.bielanski@oracle.com" <heidi.bielanski@oracle.com>
Subject: Re: Salary adjustment requests

Approved

On Jan 7, 2015, at 5:34 AM, M Cheruvu <madhavi.cheruvu@oracle.com> wrote:
Please approve. Thanks

On 1/6/15, 5:08 PM, Steve Miranda wrote:

approved.

Madie - see dive and save details below. Also note, seems during transfer, we had some poor decisions by managers who were losing the people to transfers.

Meeten- are the other two RMs who moved at issue as well?

Employee: Janet Chan

Current Job: 66688.Program Mgmt Director-ProdDev.PRODEV.PRODMG.M4

Current Comp: [REDACTED]

Hire Date: [REDACTED]

Last Salary Increase Percentage: 3.73%

Last Salary Increase: [REDACTED] USD

Current Quartile: [REDACTED]

Current Rating: 4 - Exceeds Expectations

2013 / 2012 / 2011 Salary Increase: [REDACTED] (2.75%) / [REDACTED] (2.35%) / [REDACTED] (2.82%)

Last Bonus Percentage: 1.12%

Last Bonus: [REDACTED] USD

2013 / 2012 / 2011 Bonus: [REDACTED]

Exhibit P-105

EXHIBIT 90
Juan Loaiza

6/14/19

Ashley Soevyn CSR# 12019

Proposed Salary Increase Percentage: 25.9%
Proposed Increase Amount: \$36,000 USD
Proposed New Quartile: Q2 (89.11)
Proposed New Salary: ██████████ USD
Proposed Stock: N/A

Dive and Save Justification:

Janet has been compressed for several years now. This is due to a number of factors. First, her lack of "job hopping" has worked against her over the last 18 years. Second, although she was a MOS Release Manager, she reported into the EM organization and her compensation increases were not at par with the value I placed on her in terms of contributions to MOS success.

Janet excels in the release and program management function. She is hands down the best and only person in my organization who can properly release and program manage the Fusion Service initiative. She has already plugged herself into various teams within Steve Miranda's organization to ensure we are following the proper processes, staying on track with milestones, and generally understanding the Fusion development and delivery model.

Janet has complained to me on several occasions regarding her compensation level especially in the context of other RMs she has been asked to interview and hire. Although she doesn't have an offer in hand, she has gone so far as to comment that she really should test the market to see what her true worth is. I need to take the longstanding compensation issue with Janet off the table so she can focus on the critical tasks at hand. Janet will be reporting directly to me to represent the Fusion Service initiative for all program/release management related activities.

Thanks,
Steve

On 1/6/15, 2:02 PM, Meeten Bhavsar wrote:

Janet's dollars were allocated by EM. They knew she was going to move to MOS as part of the re-organization at the time the focals were being done. She, along with ██████████ and ██████████ (the other RMs who came over), had a total of ██████████ allocated between the three of them. I ended up kicking in extra money from my pool to give something nominal to two of them. Just so you have the numbers here, ██████████ allocation to that group working on MOS but in EM's focal budget ██████████. If I remember correctly, I kicked in an extra ██████████ when I saw what was happening and ██████████ said there was nothing he could do about it.

Short answer - it was never in my hands to allocate to Janet last focal so it wasn't possible for me to "game" this. If anything, I took money from my pool to take care of people whose budget was in someone else's pool because I saw a problem in that area.

Longer answer - this is a subjective and potentially controversial statement but I think if someone did an analysis, my hunch would be correct that people who worked on MOS but reported into EM were possibly biased against for the cycles after Richard left. At the level of fixing a problem, there was no real motivation for EM execs to correct someone working on MOS given that it was hard enough to correct everyone working on projects you were directly responsible for.

Let me know if you need more info...

thanks,
meetn

On Jan 6, 2015, at 1:19 PM, Steve Miranda <steven.r.miranda@oracle.com> wrote:

So, the question I will have to answer is that the pool last year was decent (though, I don't know what you got), why did Janet not get corrected more this past round? Seems like she was below or very near avg grant?

Meeten- for your background, what gets questioned is cases like this. They don't want us to use all of the given focal pool and then come back for superstars later- eg we won't say no to superstars, so an approach could be give less to superstars and ask DNS later. What happened in this case?

Thanks,
Steve

On 1/6/15, 11:24 AM, Meeten Bhavsar wrote:
Sorry, I should have included historical salary and bonus numbers. 2011-2013 are included below.

On Jan 6, 2015, at 10:37 AM, Meeten Bhavsar <meetn.bhavsar@oracle.com> wrote:
Steve/David - there were two proactive D&S requests in the spreadsheet (Janet and [REDACTED] and I've included details for both below.

Employee: Janet Chan

Current Job: 66688.Program Mgmt Director-ProdDev.PRODEV.PRODMG.M4

Current Comp: [REDACTED]

Hire Date: 15-JAN-1996

Last Salary Increase Percentage: 3.73%

Last Salary Increase [REDACTED]

Current Quartile: Below Range (70.78)
Current Rating: 4 - Exceeds Expectations
2013 / 2012 / 2011 Salary Increase: [REDACTED] (2.75%) / [REDACTED] (2.35%) / [REDACTED] (2.82%)

Last Bonus Percentage: 1.12%
Last Bonus: [REDACTED] USD
2013 / 2012 / 2011 Bonus: [REDACTED]

Proposed Salary Increase Percentage: 25.9%
Proposed Increase Amount: \$36,000 USD
Proposed New Quartile: Q2 (89.11)
Proposed New Salary: [REDACTED] USD
Proposed Stock: [REDACTED]

Dive and Save Justification:

Janet has been compressed for several years now. This is due to a number of factors. First, her lack of "job hopping" has worked against her over the last 18 years. Second, although she was a MOS Release Manager, she reported into the EM organization and her compensation increases were not at par with the value I placed on her in terms of contributions to MOS success.

Janet excels in the release and program management function. She is hands down the best and only person in my organization who can properly release and program manage the Fusion Service initiative. She has already plugged herself into various teams within Steve Miranda's organization to ensure we are following the proper processes, staying on track with milestones, and generally understanding the Fusion development and delivery model.

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Employee: [REDACTED]
Current Job: 10540.Software Developer 4.IC4
Current Comp: [REDACTED]
Hire Date: [REDACTED]

Last Salary Increase Percentage: 1.62%
Last Salary Increase: [REDACTED] USD

Current Quartile: [REDACTED]
Current Rating: 5 - Outstanding
2013 / 2012 / 2011 Salary Increase: [REDACTED] (1.65%) / [REDACTED] (1.68%) / [REDACTED] (3.03%)

Last Bonus Percentage: 1.62%
Last Bonus: [REDACTED] USD
2013 / 2012 / 2011 Bonus: [REDACTED]

Proposed Salary Increase Percentage: 15.8%
Proposed Increase Amount: [REDACTED] USD
Proposed New Quartile: [REDACTED]
Proposed New Salary: [REDACTED] USD
Proposed Stock: N/A

Dive and Save Justification:

[REDACTED] is a key member of the new [REDACTED] initiative and was specifically targeted because of his strong Java programming skills, ADF expertise, and ability to mentor others. For the last 3 review periods [REDACTED] has been ranked as a 5 in each review.

He has been continuously sought after by many areas to consult/assist beyond just the [REDACTED] space, where he was previously the "go to" development person. He has historically always ranked in the top for the [REDACTED] going back to [REDACTED] and through the [REDACTED] work.

[REDACTED] recently indicated to his manager that, due to recent life changes, he was no longer willing to accept what he feels is under-market pay. He has indicated that if we cannot adjust his compensation, he would look for a new job. I need [REDACTED] focused on the [REDACTED] initiative and so would like to take this issue off the table up front. He is an outstanding engineer and someone we want to keep at Oracle.

thanks,
meeten

On Jan 6, 2015, at 9:37 AM, Mr. David Vap <david.vap@oracle.com> wrote:
Thx Steve,
Meeten, i would just follow the standard DNS process for the others from a documentation perspective. let me know if you need me to describe that.
thx.david

On Jan 6, 2015, at 10:33 AM, Steve Miranda <steven.r.miranda@oracle.com> wrote:

approved on changing the people from exempt to salary. Madie- not sure why when these folks were working on MOS it was deemed they should be salary....now working on dev product, I assume straight forward to change? Who can work this?

David, Meeten- can I get info/justification on Janet DNS/especially what have been historic raises/bonus/stock and her ratings.

Thanks,
Steve

On 1/5/15, 11:28 AM, Mr. David Vap wrote:
Meeten, this didn't get sent - got stuck in my draft box. sorry.
Steve,

Meeten has some people on MOS that are currently eligible for exception (overtime) pay.
We would like to correct all of them during the move over to a role that does not get overtime pay. They are in the attached.
Also, note the proactive DNS from Meeten as well.

Do you approve?

thx.david

Begin forwarded message:
From: Meeten Bhavsar <meeten.bhavsar@oracle.com>
Date: December 18, 2014 at 11:38:25 AM MST
Subject: Salary adjustment requests
To: "Mr. David Vap" <david.vap@oracle.com>

David,

Following up on our discussion yesterday, here is a spreadsheet containing my proposed salary adjustments. Note that the OT-eligible count transferring to the initiative turned out to be only [redacted] people - they are included in the spreadsheet. I've also included two other proactive dive and save requests for situations where I know compensation has been an ongoing issue and where I'd like to take that distraction off the table. I made up a format for the spreadsheet which I think should provide the most important information, but I'm happy to reshape the data however is necessary for review.

thanks,
meeten