From: chantal dumont <chantal.dumont@oracle.com>
To: Bhattacharya,Satarupa <satarupa.bhattacharya@oracle.com>;liz lee <liz.lee@oracle.com>;Wendy Lee <wendy.l.lee@oracle.com>;Jane Tu <jane.tu@oracle.com>;florence wadley <florence.wadley@oracle.com>;Les Cundall <les.cundall@oracle.com>;Milton Liu <milton.liu@oracle.com>;duhong trinh <duhong.trinh@oracle.com>;James Cabalu <james.cabalu@oracle.com>
Sent: 9/24/2013 7:14:02 PM
Subject: Comp for FY14

Hi All,

Below are the comp numbers for this year. I am open to revisit as we get more competitive info.

BS: [redacted]
MS: [redacted]
PhD: [redacted] and up(need justification for over [redacted] and I want to be briefed on any offers over [redacted]

Sign-on, stock and relo [redacted]

Interns also get the [redacted] part of the range.

Most offers will be in the [redacted] of the BS or MS range.

Thanks,

Chantal

Exhibit P-148