

From: Safra Catz <safra.catz@oracle.com>
To: Philip Jenish <philip.jenish@oracle.com>
CC: Joyce Westerdahl <joyce.westerdahl@oracle.com>; Ivgen Guner <ivgen.guner@oracle.com>
Sent: 6/20/2014 4:50:02 PM
Subject: RE: FY14 Discretionary Bonus

Can I see what these two look like, doing career levels AND then by LOB

From: Philip Jenish
Sent: Thursday, June 19, 2014 2:07 PM
To: Safra Catz
Cc: Joyce Westerdahl; Ivgen Guner
Subject: RE: FY14 Discretionary Bonus

Safra...

The following outlines a couple of models for possible distribution of the budget by career level. Model 1 addresses all career levels where Model 2 does not allocate funding for career levels [REDACTED]. The average column is calculated with the assumption that [REDACTED] which isn't always the case but I wanted you to have this as a reference point. My recommendation would be to proceed with Model 2. Happy to work up additional models if desired.

Career Level	Eligible HC	Eligible Salaries
M7		
M6		
M5		
M4		
M3		
M2		
M1		
IC6	Redacted	Redacted
IC5		
IC4		
IC3		
IC2		
IC1		
IC0		
Total	Redacted	Redacted

Model 1		
%	\$	Avg
5.5%		
4.5%		
3.0%		
2.5%		
2.0%		
1.5%		
1.0%		
1.0%		
2.5%		
2.0%		
1.5%		
1.0%		
0.5%		
0.25%		
0.25%		
	Redacted	

%	
12.0%	
6.0%	
4.0%	
3.0%	
2.0%	
1.0%	
1.0%	
3.0%	
2.0%	
1.0%	
1.0%	
	Redacted



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From: Safra Catz
Sent: Thursday, June 19, 2014 12:02 PM
To: Ivgen Guner
Cc: Joyce Westerdahl; Philip Jenish

Exhibit P-164

Subject: RE: FY14 Discretionary Bonus

Please do

From: Ivgen Guner
Sent: Thursday, June 19, 2014 8:56 AM
To: Safra Catz
Cc: Joyce Westerdahl; Philip Jenish
Subject: Re: FY14 Discretionary Bonus

[REDACTED] This is the problem we had in previous years.

If we want to allocate based on [REDACTED] Phil can provide us the details.

Ivgen

On 6/19/2014 8:36 AM, Safra Catz wrote:

Is it allocated just on [REDACTED]?

From: Ivgen Guner
Sent: Tuesday, June 17, 2014 4:30 PM
To: Safra Catz
Cc: Joyce Westerdahl; Philip Jenish; Ivgen Guner
Subject: FY14 Discretionary Bonus

Safra

We have [REDACTED] accrued for FY14 bonus. We normally allocate the pool based on [REDACTED]

Below is that proposal. If you agree with this, Corp Comp will start loading the comp tool.

**FY14 Discretionary Bonus
Pool Allocation Proposal (In USD)**

Mgr.Level 2	Eligible Salary USD	Allocation	% of total
Catz Safra	Redacted	[REDACTED]	[REDACTED]
Fowler John			
Hurd Mark			
Kurian Thomas			
Lynn Lawrence			
Screven Edward			
LJE Directs			
Grand Total			100%

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