
From: Larry Ellison <larry.ellison@oracle.com>
To: Thomas Kurian <THOMAS.KURIAN@oracle.com>
CC: Dinesh Sonawane <dinesh.sonawane@oracle.com>;M Cheruvu <madhavi.cheruvu@oracle.com>;Safra Catz <safra.catz@oracle.com>;Joyce Westerdahl <joyce.westerdahl@oracle.com>
Sent: 7/30/2014 8:16:13 AM
Subject: Re: Bonus Request

Approved - Larry

Sent from my iPad

> On Jul 29, 2014, at 10:34 PM, Thomas Kurian <THOMAS.KURIAN@oracle.com> wrote:
>
> Larry:
>
> I would like to request an additional [REDACTED] for the bonus pool for product development. Please note:
> 1. First, we have largely focused our bonus on the teams and individuals that have worked extra hard and our HR team has send us allocating quite different pools for the teams that have delivered significant results - eg. [REDACTED] - relative to the other teams.
> 2. Second, we have also focused on using the bonus pool to reward particularly those who have worked hard and those who have not seen equity appreciation because they are more junior team members.
> 3. Third from an expense point of view we have managed headcount very tightly - we have [REDACTED]; we are in the process of reducing some teams through position elimination and are conducting a performance improvement process to manage out about [REDACTED] of the organization as low performers.
> 4. Finally, from an expense point of view we are forecasting coming in [REDACTED] in expense below the budget we submitted and had approved in April.
>
> I would appreciate your consideration of this request. We will use it purely to reward some of our key CMTS, PMTS in the key product areas.
>
> Thank you very much
> Thomas

Exhibit P-165