**From:** Wendy Lee <wendy.l.lee@oracle.com>
**To:** [redacted] <[redacted]@mit.edu>
**Sent:** 10/25/2013 9:24:05 PM
**Subject:** Re: About our MAP Program - for [redacted]

Will do.

thanks,
wendy

On 10/25/2013 11:21 AM, [redacted] wrote:
Hi Wendy,

Thank you very much for the good news! I am very happy to receive the offer. Could you please mail it to my new address at [redacted] Cambridge, MA 02142? I just moved there not long ago and have not updated it yet.

All the best,
[redacted]

On Fri, Oct 25, 2013 at 1:56 PM, Wendy Lee <wendy.l.lee@oracle.com> wrote:
Hi [redacted]

It was nice speaking with you today. Below is a write up of the MAP Program that we would like to offer you. Please let me know if you have questions. I hope to get the official offer out to you by mid-next week. When it is officially approved by the CEO, I can mail it out to you at: [redacted] Cambridge, MA 02142.

Best,
Wendy

**MAP OFFER**

**WHAT IS IT?**

The Multiple Alternative Program (MAP) offer is very unique. The MAP offer was conceived by Oracle's CEO, Larry Ellison. Mr. Ellison wanted an additional method for top graduates to select their first career opportunity. It has many benefits for the candidate and is certainly unique in our industry.

Oracle has numerous development openings each fiscal year. The goal is, of course, to find a Developer position, which is optimal for the candidate. For graduates, the best fit includes what they will be working on and whom they will be working with. At times, an on site visit lasting 2 to 3 days does not produce that "best fit". Another visit or a MAP offer are alternatives. The MAP offer gives the graduate the time and flexibility to examine and choose the very best Oracle job available to them.

**Exhibit P-185**

**HOW DOES IT WORK?**

The offer originates from the CEOs office and it has all the elements of other offers except a specific job position. The Manager and Director of Recruiting work closely with the graduate throughout the process. Once the offer is accepted the graduate is temporarily assigned to the CEOs development staff.

The MAP candidates are given free hand to look at a wide spectrum of development groups. They can meet the team members, have dinner with managers and directors and carefully examine their options. An Oracle employee works with them and acts as an aid in the selection process.

MAP is a special program with several benefits and we are proud to offer it to a few exceptional graduates.


Larry Lynn

VP of College Recruiting

larry.lynn@oracle.com

Chantal Dumont

Director of College Recruiting

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Oracle is committed to developing practices and products that help protect the environment



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