

**Subject:** Re: Time Sensitive: Dive and Save\_ [REDACTED]\_15May18 (Google offer)  
**Date:** Thursday, May 17, 2018 at 9:47:04 AM Pacific Daylight Time  
**From:** Allison Perkins  
**To:** [REDACTED]  
**Attachments:** oracle\_sig\_logo.gif, green-for-email-sig\_0.gif

We need to get it entered to HCM like we did the one for [REDACTED] Don't forget to PDF the approval email below and attach it to the HCM when you submit the salary increase. No action on the equity since we've already included with the equity cycle. Let me know if you need help entering the salary adjustment.

Thanks,  
Allison

On 5/16/2018 8:23 PM, [REDACTED] wrote:

Thank you both for all your help. Seriously. I'm not confused about how tough the timing was on this one.

What do I need to do next to get the salary change through the system?

---

**From:** [REDACTED]@oracle.com> on behalf of [REDACTED]  
[REDACTED]@oracle.com>  
**Date:** Wednesday, May 16, 2018 at 1:34 PM  
**To:** [REDACTED]@oracle.com>  
**Cc:** Allison Perkins <allison.perkins@oracle.com>  
**Subject:** FW: Time Sensitive: Dive and Save\_ [REDACTED]\_15May18 (Google offer)

TK approved.

---

**From:** Thomas Kurian  
**Sent:** Wednesday, May 16, 2018 1:29 PM  
**To:** M Cheruvu <madhavi.cheruvu@oracle.com>  
**Cc:** [REDACTED]@oracle.com>  
**Subject:** Re: Time Sensitive: Dive and Save\_ [REDACTED]\_15May18 (Google offer)

Approved

Thomas

On May 16, 2018, at 1:05 PM, M Cheruvu <madhavi.cheruvu@oracle.com> wrote:

Thomas - pls approve, I support.  
Thx

Begin forwarded message:

**From:** [REDACTED]@oracle.com>  
**Date:** May 16, 2018 at 9:01:00 AM PDT  
**To:** "Madie Cheruvu (madhavi.cheruvu@oracle.com)"  
 <madhavi.cheruvu@oracle.com>  
**Cc:** Allison Perkins <allison.perkins@oracle.com>  
**Subject:** Time Sensitive: Dive and Save [REDACTED] 15May18 (Google offer)

Madie,

Please seek TK approval for a dive and save for [REDACTED] in [REDACTED] team. He has an offer from Google and we need to confirm with the employee today with our counter offer. Steve is supportive. Thanks Sid

Dive and Save Details			
Name	[REDACTED]		
Employee Email	[REDACTED]@oracle.com		
Country	US		
Manager	[REDACTED]		
Requesting VP	[REDACTED]		
TK Direct	Miranda, Steve		
Local Country HR Approval	Yes		
Promotion	No	Time in Job	1.8
		Hire Date	8/18/2014
Competitive Offer Included	Google - terms unknown		
Job/Compensation Details		Current	Proposed
Title	99030.User Experience Developer 3	99030.User Experience Developer 3	
Level	IC3	IC3	
Salary (USD)	[REDACTED]		
Salary Range (USD)	[REDACTED]		
Salary Range Midpoint (USD)	[REDACTED]		

Comparatio	[REDACTED]		
% increase	[REDACTED]		
\$ increase	[REDACTED]		
Additional Compensation (i.e. RSUs, Bonus, etc.)	[REDACTED]		
Unvested Stock Amount (walk away value)	[REDACTED]		
<b>Past Performance/Historical Data</b>			
Past 3 Ratings (FY18/FY17/FY16)	4 - Exceeds Expectations	5 - Outstanding	4 - Exceeds Expectations
Past 3 Bonus (FY18/FY14/FY13)	N/A	N/A	N/A
Past 3 Stock (FY18/FY17/FY16)	[REDACTED]		N/A
Past 3 Focal (FY18/FY17/FY16)	[REDACTED]		N/A
<b>Business Justification</b>			
<p>[REDACTED] is a rising IC3 designer on our team. He is one of the top 3 designers in his level on the team for a variety of reasons. Also, he just received an offer from Google. He has good design instincts, he's super fast, and has great attention to detail. These are qualities we expect in a rising IC3 who's been at the company for 4+ years. What distinguishes [REDACTED]s his thoughtfulness, maturity, communication skills, and coachability. After the recent challenges rolling out [REDACTED] internally at Oracle, [REDACTED] was the designer we peeled off of the [REDACTED] refresh to help us design short term solutions for [REDACTED]. Not only did he turn around the designs quickly (as expected) but he took a ton of direction from multiple senior executives and adapted his designs quickly and effectively to the feedback. He established trust with senior leadership so quickly, that even though he's junior, he was able to continue the design work with the team independently for several weeks to work through the myriad of complexity and detail buried in several esoteric expenses scenarios. [REDACTED]s exactly the kind of "early in their career" designer that we need to attract and keep on our team. Losing him would be a challenge. And he has influence on his peers and his leaving might be contagious as well.</p>			

From: Steve Miranda <steven.r.miranda@oracle.com>  
Date: Tuesday, May 15, 2018 at 8:58 PM  
To: [REDACTED]@oracle.com>  
Cc: Allison Perkins <allison.perkins@oracle.com>, [REDACTED]@oracle.com>  
Subject: Re: Dive and Save [REDACTED] 15May18

Approved

[REDACTED] for you to process for TK.

Thanks,  
Steve

On May 15, 2018, at 8:54 PM, [REDACTED]@oracle.com> wrote:

Hi Steve:

If you approve below, can you please forward to tk asap?  
Trying to get this all wrapped up tomorrow morning so  
we can beat the equity lock deadline.

Thank you very much.



---

**From:** Allison Perkins  
<allison.perkins@oracle.com>  
**Organization:** Oracle Corporation  
**Date:** Tuesday, May 15, 2018 at 8:17 PM  
**To:** [Redacted]  
[Redacted]@oracle.com>  
**Cc:** [Redacted]@oracle.com>  
**Subject:** Dive and Save [Redacted]  
[Redacted] 15May18

Hi [Redacted]

Below are details of the dive and save for [Redacted] for approval. Please review with Steve and if he is supportive, forward to Thomas for his approval.

Dive and Save Details		
Name	[Redacted]	
Employee Email	[Redacted]@oracle.com	
Country	US	
Manager	[Redacted]	
Requesting VP	[Redacted]	
TK Direct	Miranda, Steve	
Local Country HR Approval	Yes	
Promotion	No	Time in Job
		Hire Date
Competitive Offer Included	Google - terms unknown	
Job/Compensation Details	Current	Proposed

	99030.User	99030.User
<b>Title</b>	Experience Developer 3	Experience Developer 3
<b>Level</b>	IC3	IC3
<b>Salary (USD)</b>	[REDACTED]	
<b>Salary Range (USD)</b>	[REDACTED]	
<b>Salary Range Midpoint (USD)</b>	[REDACTED]	
<b>Comparatio</b>	[REDACTED]	
<b>% increase</b>	[REDACTED]	
<b>\$ increase</b>	[REDACTED]	
<b>Additional Compensation (i.e. RSUs, Bonus, etc.)</b>	[REDACTED]	[REDACTED]
<b>Unvested Stock Amount (walk away value)</b>	[REDACTED]	[REDACTED]
<b>Past Performance/Historical Data</b>		
<b>Past 3 Ratings (FY18/FY17/FY16)</b>	4 - Exceeds Expectations	5 - Outstanding
<b>Past 3 Bonus (FY18/FY14/FY13)</b>	N/A	N/A
<b>Past 3 Stock (FY18/FY17/FY16)</b>	[REDACTED]	
<b>Past 3 Focal (FY18/FY17/FY16)</b>	[REDACTED]	
<b>Business Justification</b>		
<p>[REDACTED] is a rising IC3 designer on our team. He is one of the top 3 designers in his level on our team for a variety of reasons. Also, he just received an offer from Google. He has good instincts, he's super fast, and has great attention to detail. These are qualities we expect from an IC3 who's been at the company for 4+ years. What distinguishes [REDACTED] is his thoughtful maturity, communication skills, and coachability. After the recent challenges rolling out internally at Oracle, [REDACTED] was the designer we peeled off of the [REDACTED] refresh to help us with short term solutions for [REDACTED]. Not only did he turn around the designs quickly (as expected) but he took a ton of direction from multiple senior executives and adapted his designs effectively to the feedback. He established trust with senior leadership so quickly, that even though he's junior, he was able to continue the design work with the team independently for several weeks to work through the myriad of complexity and detail buried in several esoteric expense reports. [REDACTED] is exactly the kind of "early in their career" designer that we need to attract and keep on our team. Losing him would be a challenge. And he has influence on his peers and his leadership is contagious as well.</p>		

--  
 Regards, Allison

<image001.gif>  
 Allison Perkins | HR Business Partner  
 Phone: +916 315 5265 | Mobile: [REDACTED]

Oracle Human Resources  
 1001 Sunset Blvd. | Rocklin, California  
 95765

<image002.gif> Oracle is committed to developing practices and products that help protect the environment

<image001.gif>

<image002.gif>

--

Regards, Allison

**ORACLE**

Allison Perkins | HR Business Partner

Phone: [+916 315 5265](tel:+9163155265) | Mobile: [REDACTED]

Oracle Human Resources

1001 Sunset Blvd. | Rocklin, California 95765



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