

Subject: FW: APPROVAL NEEDED: Dive and Save Request [REDACTED]
From: [REDACTED]@oracle.com>
Date: 4/30/2018 10:09 AM

To: [REDACTED]@oracle.com>
CC: [REDACTED]@oracle.com>, [REDACTED]@oracle.com>, Prakash Ramamurthy <prakash.ramamurthy@oracle.com>, Amit Ganesh <amit.ganesh@oracle.com>

[REDACTED]

Great news! We received Thomas Kurian's approval for [REDACTED] dive and save. You may now enter the approved terms in workflow for final BOD approval. Please attach a copy of this D&S email containing Thomas Kurian's approval and make certain to include the full justification in the comments section of the transaction along with the date (4/27/18) Thomas approved.

Please let me know if you have any questions.

Thanks,
[REDACTED]

From: [REDACTED]
Sent: Monday, April 30, 2018 5:43 AM
To: [REDACTED]
Subject: FW: APPROVAL NEEDED: Dive and Save Request [REDACTED]

From: M Cheruvu
Sent: Friday, April 27, 2018 7:33 PM
To: [REDACTED]@oracle.com>
Subject: Fwd: APPROVAL NEEDED: Dive and Save Request [REDACTED]

Begin forwarded message:

From: Thomas Kurian <thomas.kurian@oracle.com>
Date: April 27, 2018 at 4:43:20 PM PDT
To: M Cheruvu <madhavi.cheruvu@oracle.com>
Cc: [REDACTED]@oracle.com>, [REDACTED]@oracle.com>
Subject: Re: APPROVAL NEEDED: Dive and Save Request [REDACTED]

Approved

Thomas

On Apr 27, 2018, at 3:32 PM, M Cheruvu <madhavi.cheruvu@oracle.com> wrote:

Pls approve.

----- Forwarded Message -----

Subject:FW: APPROVAL NEEDED: Dive and Save Request [REDACTED]
Date:Wed, 25 Apr 2018 22:23:19 -0700 (PDT)
From:[REDACTED]@oracle.com>
To:Madie Cheruvu <madhavi.cheruvu@oracle.com>

Dive and Save Details			
Name	[REDACTED]		
Employee Email	[REDACTED]@oracle.com		
Country	US		
Manager	[REDACTED]		
Requesting VP	Ganesh, Amit		
TK Direct	Ramamurthy, Srinivasagopal (Prakash)		
Local Country HR Approval	Yes		
Promotion	No	Time in Job	2.2 years
		Hire Date	11/16/2011
Competitive Offer Included	No. It is a pre-emptive D&S.		
Job/Compensation Details	Current	Proposed	
Title	10550.Software Developer 5	10550.Software Developer 5	
Level	IC5	IC5	
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]		
Past Performance/Historical Data			
Past 3 Ratings (FY18/FY17/FY16)	5 - Outstanding	4 - Exceeds Expectations	4 - Exceeds Expectations
Past 3 Bonus (FY17/FY14/FY13)	[REDACTED]		
Past 3 Stock (FY18/FY17/FY16)	[REDACTED]		
Past 3 Focal (FY18/FY17/FY16)	[REDACTED]		
Business Justification			

[REDACTED] has been a very valuable member of the [REDACTED] development community. He took part in several integration and platform components like [REDACTED] licensing. In addition to his contribution to [REDACTED] platform features, [REDACTED] was also a member of the LA team and was responsible for entity modeling, for entity discovery and for transition of brown field to green field entities. Those projects he worked on make [REDACTED] a strong contributor in our effort to improve on integration scenarios like our [REDACTED] monitoring separation ([REDACTED] architecture) and interactions with other [REDACTED] services. Integration with [REDACTED] is of unique value to [REDACTED] since it supports our efforts compete better with our message that [REDACTED] provide a holistic solution in contrast to the point tools provide by our competition.

[REDACTED] joined the [REDACTED] team approximately 6 months ago had has already made significant contributions. He has owned 3 large projects and at the same time been very responsive to new bugs and requests from [REDACTED]. Losing [REDACTED] will impact a very critical central team both in processing a backlog of critical [REDACTED] issues and in addressing new architectural and product direction needs (like our [REDACTED] monitoring direction).

[REDACTED] has been promised by his previous managers (including his previous [REDACTED] that we would correct his salary compression. He has shown maturity, patience and loyalty in waiting for us to correct his situation. Not addressing this problem in the very near future is a substantial risk of losing him and the unique value he provides to a very critical team.

From: [REDACTED]
Sent: Wednesday, April 25, 2018 11:31 PM
To: [REDACTED]<[REDACTED]@oracle.com>
Subject: FW: APPROVAL NEEDED: Dive and Save Request [REDACTED]

[REDACTED]

Below please find 2 pro-active D&S requests from Prakash's organization for Thomas's approval. Prakash's approval is included below. Amit's approvals are attached.

* The requests have been reviewed and approved by local HR.

Thanks,
[REDACTED]

From: Prakash Ramamurthy
Sent: Wednesday, April 25, 2018 9:26 PM
To: [REDACTED]
Subject: Re: APPROVAL NEEDED: Dive and Save Request [REDACTED]

Approved.

On Apr 25, 2018, at 9:18 PM, [REDACTED]<[REDACTED]@oracle.com> wrote:

Prakash:

Below, find the details for a pro-active D&S request for [REDACTED] organization.

* The requests have been reviewed and approved by local HR.

Please let me know if you approve to move forward with these D&S requests at this time. Amit has approved both requests.

Thank you,
[REDACTED]

Dive and Save Details			
Name	[REDACTED]		
Employee Email	[REDACTED]@oracle.com		
Country	US		
Manager	[REDACTED]		
Requesting VP	Ganesh, Amit		
TK Direct	Ramamurthy, Srinivasagopal (Prakash)		
Local Country HR Approval	Yes		
Promotion	No	Time in Job	[REDACTED]
		Hire Date	[REDACTED]
Competitive Offer Included	No. It is a pre-emptive D&S.		
Job/Compensation Details		Current	Proposed
Title	10550.Software Developer 5	10550.Software Developer 5	
Level	IC5	IC5	
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]		
Past Performance/Historical Data			
Past 3 Ratings (FY18/FY17/FY16)	5 - Outstanding	4 - Exceeds Expectations	4 - Exceeds Expectations
Past 3 Bonus (FY17/FY14/FY13)	[REDACTED]		
Past 3 Stock (FY18/FY17/FY16)	[REDACTED]		
Past 3 Focal (FY18/FY17/FY16)	[REDACTED]		
Business Justification			

██████████ has been a very valuable member of the ██████████ development community. He took part in several integration and platform components like ██████████ licensing. In addition to his contribution to ██████████ platform features ██████████ was also a member of the LA team and was responsible for entity modeling, for entity discovery and for transition of brown field to green field entities. Those projects he worked on make ██████████ a strong contributor in our effort to improve on integration scenarios like our ██████████ monitoring separation (██████████ architecture) and interactions with other ██████████ services. Integration with ██████████ is of unique value to ██████████ since it supports our efforts compete better with our message that ██████████ provide a holistic solution in contrast to the point tools provide by our competition.

██████████ joined the ██████████ team approximately 6 months ago had has already made significant contributions. He has owned 3 large projects and at the same time been very responsive to new bugs and requests from ██████████. Losing ██████████ will impact a very critical central team both in processing a backlog of critical ██████████ issues and in addressing new architectural and product direction needs (like our ██████████ monitoring direction).

██████████ has been promised by his previous managers (including his previous ██████████) that we would correct his salary compression. He has shown maturity, patience and loyalty in waiting for us to correct his situation. Not addressing this problem in the very near future is a substantial risk of losing him and the unique value he provides to a very critical team.

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