

----- Original Message -----

From: [REDACTED]@oracle.com

To: [REDACTED]@oracle.com

Cc: prakash.ramamurthy@oracle.com

Sent: Monday, March 5, 2018 3:15:39 PM GMT -08:00 US/Canada Pacific

Subject: FW: APPROVAL NEEDED: Dive and Save Request [REDACTED]

Hi [REDACTED]

Great news! We received Thomas Kurian's approval for [REDACTED] dive and save. You may 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 (3/5/18) Thomas approved.

Please let me know if you have any questions.

Thanks.

[REDACTED]

From: [REDACTED]
Sent: Monday, March 5, 2018 3:11 PM

To: [REDACTED]
Subject: FW: APPROVAL NEEDED: Dive and Save Request [REDACTED]

From: M Cheruvu

Sent: Monday, March 05, 2018 4:33 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: March 5, 2018 at 2:25:57 PM PST

To: M Cheruvu <madhavi.cheruvu@oracle.com>

Cc: [REDACTED]@oracle.com>

Subject: Re: APPROVAL NEEDED: Dive and Save Request [REDACTED]

Approved

Thomas

On Mar 5, 2018, at 1:57 PM, M Cheruvu <madhavi.cheruvu@oracle.com> wrote:

Pls approve for [REDACTED] He does not have an offer and this is a proactive Dive and Save. Pls approve, if you support.
thanks

Exhibit P-301

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

Subject:FW: APPROVAL NEEDED: Dive and Save Request [REDACTED]
Date:Mon, 5 Mar 2018 13:31:50 -0800 (PST)
From:[REDACTED]@oracle.com>
To:Madie Cheruvu <madhavi.cheruvu@oracle.com>

Hi Madie,

For Thomas' review and approval. Pre-emptive dive and save request for [REDACTED] organization. Prakash's approval is below.

Thanks.

James

Dive and Save Details			
Name	[REDACTED]		
Employee Email	[REDACTED]@oracle.com		
Country	US		
Manager	[REDACTED]		
Requesting VP	[REDACTED]		
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	[REDACTED]		
Level	M6	M6	
Salary (USD)	[REDACTED]		
Salary Range (USD)	[REDACTED]		
Salary Range Midpoint (USD)	[REDACTED]		
Comparatio	0.79	0.90	
% increase		15%	
\$ 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	5 - Outstanding	5 - Outstanding
Past 3 Bonus (FY17/FY14/FY13)	[REDACTED]		
Past 3 Stock (FY18/FY17/FY16)	[REDACTED]		
Past 3 Focal (FY18/FY17/FY16)	[REDACTED]		

Business Justification

██████████ is a key engineering (performance, scalability, throttling, global deployment and site reliability) and operations (devops for all Oracle Management Cloud, OMC services globally) leader in the EM organization with responsibility that crosses 1000+ dev and PM organization.

He is a key partner to all the dev leads in ensuring that the products they develop are delivered and run smoothly as a Cloud device. As the owner of ██████████ Cloud has been instrumental in leading a transformation for the whole team to develop the contract and SLA mindset that is needed with Cloud.

██████████ has an MS in CS from MIT, a long and successful track record at Oracle - with 10+ years in the database team and the Cloud team rising from an engineer to a ██████████ now with key responsibility for Services in Oracle Cloud - ██████████ Monitoring, Log Analytics, Security, Compliance and Orchestration. He is also responsible for performance engineering for the ██████████ Product, with focus on the ██████████ deployments that run Oracle IaaS, PaaS, and SaaS. He is paid significantly below the midpoint.

He has expressed recently that he will need to start looking outside if his compensation is not adjusted. Given that he is a very high performing VP who is very critical for the performance, scale and site reliability of OMC, I strongly recommend that we take steps to retain him.

From: ██████████
Sent: Monday, March 05, 2018 3:14 PM
To: ██████████@oracle.com>
Subject: APPROVAL NEEDED: Dive and Save Request_██████████
Importance: High

██████████ Please find the following pro-active D&S request for ██████████ organization for Thomas Kurian's approval.

You will find Prakash and ██████████ approvals below.

Thanks,
██████████

From: Prakash Ramamurthy
Sent: Monday, March 5, 2018 12:49 PM
To: ██████████
Subject: Re: APPROVAL NEEDED: Dive and Save Request_██████████

Approved.

██████████ is a critical leader in the org.

Thanks
Prakash.

On Mar 2, 2018, at 12:03 PM, ██████████@oracle.com> wrote:

Prakash:

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

Please let me know if you approve to move forward with this D&S request at this time.

Thanks,
Gail

From: [REDACTED]
Sent: Friday, March 2, 2018 11:59 AM
To: [REDACTED]
Subject: Re: APPROVAL NEEDED: Dive and Save Request [REDACTED]

Approved

On Feb 28, 2018, at 9:48 AM, [REDACTED]@oracle.com> wrote:

Good morning [REDACTED]

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

Please let me know if you approve to move forward with this D&S request at this time.

Thank you,
[REDACTED]

Dive and Save Details			
Name	[REDACTED]		
Employee Email	[REDACTED]@oracle.com		
Country	US		
Manager	[REDACTED]		
Requesting VP	[REDACTED]		
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	[REDACTED]		
Level	[REDACTED]		
Salary (USD)	[REDACTED]		
Salary Range (USD)	[REDACTED]		
Salary Range Midpoint (USD)	[REDACTED]		
Comparatio	0.79	0.90	
% increase		15%	
\$ increase		[REDACTED]	
Additional Compensation (i.e. RSUs, Bonus, etc.)		[REDACTED]	

Unvested Stock Amount (walk away value)			
Past Performance/Historical Data			
Past 3 Ratings (FY18/FY17/FY16)	5 - Outstanding	5 - Outstanding	5 - Outstanding
Past 3 Bonus (FY17/FY14/FY13)	[REDACTED]		
Past 3 Stock (FY18/FY17/FY16)	[REDACTED]		
Past 3 Focal (FY18/FY17/FY16)	[REDACTED]		
Business Justification			
<p>[REDACTED] is a key engineering (performance, scalability, throttling, global deployment and site reliability) and operations (devops for all Oracle Management Cloud, OMC services globally) leader in the EM organization with responsibility that crosses 1000+ dev and PM organization.</p> <p>He is a key partner to all the dev leads in ensuring that the products they develop are delivered and run smoothly as a Cloud device. As the owner of [REDACTED] and devops, Cloud has been instrumental in leading a transformation for the whole team to develop the contract and SLA mindset that is needed with Cloud.</p> <p>[REDACTED] has an MS in CS from MIT, a long and successful track record at Oracle - with 10+ years in the database team and the Cloud team rising from an engineer to a [REDACTED] now with key responsibility for Services in Oracle Cloud [REDACTED] Monitoring, Log Analytics, Security, Compliance and Orchestration. He is also responsible for performance engineering for the [REDACTED] Cloud Control Product, with focus on the [REDACTED] deployments that run Oracle IaaS, PaaS, and SaaS. He is paid significantly below the midpoint.</p> <p>He has expressed recently that he will need to start looking outside if his compensation is not adjusted. Given that he is a very high performing [REDACTED] who is very critical for the performance, scale and site reliability of OMC, I strongly recommend that we take steps to retain him.</p>			