

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

Subject:Re: APPROVAL NEEDED: Dive and Save Request [REDACTED]
Date:Mon, 30 Jul 2018 11:51:39 -0700 (PDT)
From:Thomas Kurian <thomas.kurian@oracle.com>
To:M Cheruvu <madhavi.cheruvu@oracle.com>
CC:[REDACTED]<[REDACTED]@oracle.com> [REDACTED]<[REDACTED]@oracle.com>

Approved

Thomas

On Jul 30, 2018, at 8:16 PM, M Cheruvu <madhavi.cheruvu@oracle.com> wrote:

Pls approve.

From:[REDACTED]
Sent: Wednesday, July 25, 2018 12:17 PM
To: Madie Cheruvu <madhavi.cheruvu@oracle.com>
Subject: FW: APPROVAL NEEDED: Dive and Save Request [REDACTED]

Madie,

Two pro-active dive & saves in [REDACTED] org (his approval below), no RSU's on either for Thomas' review/approval. [REDACTED] US, who is an IC5, requesting a [REDACTED] making his new base salary [REDACTED] Full justifications below.

Exhibit P-303

CONFIDENTIAL

ORACLE_HQCA_0000600115

Dive and Save Details			
Name	[REDACTED]		
Employee Email	[REDACTED]		
Country	US		
Manager	[REDACTED]		
Requesting VP	Maheshwari, Rajiv		
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 pro-active dive and save request		
Job/Compensation Details	Current	Proposed	
Title	[REDACTED]		
Level	IC5	IC5	
Salary (USD)	[REDACTED]		
Salary Range (USD)	[REDACTED]		
Salary Range Midpoint (USD)	[REDACTED]		
Comparatio	0.76	0.93	
% increase	22%		
\$ increase	[REDACTED]		
Additional Compensation (i.e. RSUs, Bonus, etc.)	none		
Past Performance/Historical Data			
Past 3 Ratings (FY18/FY17/FY16)	4 - Exceeds Expectations	4 - Exceeds Expectations	4 - Exceeds Expectations
Past 3 Bonus (FY17/FY14/FY13)	[REDACTED]		
Past 3 Stock (FY19/FY18/FY17)	[REDACTED]		
Past 3 Focal (FY18/FY17/FY16)	[REDACTED]		
Business Justification			

[REDACTED] is the key engineer for the [REDACTED] deployment architecture and critical to the effort to get [REDACTED] working on [REDACTED]. He has been the lead for [REDACTED] deployments on both [REDACTED] and [REDACTED]. His experience and his excellent performance make him a top employee to retain for [REDACTED] but his current salary makes him vulnerable to outside offers. We cannot afford to lose [REDACTED] it would severely impact our ability to deliver against our [REDACTED] deployment deliverables.

From: Gail Hartka

Sent: Tuesday, July 24, 2018 2:29 PM

To: [REDACTED]@oracle.com>

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

Good afternoon James:

Below please find 2 pro-active D&S requests from Prakash's organization for Thomas' approval. Prakash's approval is below. For the IDC employee, IDC HR has reviewed and approved the request.

The requests do NOT include RSUs.

Thanks,

Gail

From: Prakash Ramamurthy

Sent: Tuesday, July 24, 2018 12:24 PM

To: Gail Hartka

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

Approved.

On Jul 24, 2018, at 12:21 PM, Gail Hartka <gail.hartka@oracle.com> wrote:

Prakash:

Below, find the details for the following proactive dive and save requests:

US employee [REDACTED] in Rajiv's organization

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

Thank you,

Gail

Dive and Save Details			
Name	[REDACTED]		
Employee Email	[REDACTED]		
Country	US		
Manager	[REDACTED]		
Requesting VP	Maheshwari, Rajiv		
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 pro-active dive and save request		
Job/Compensation Details	Current	Proposed	
Title	[REDACTED]		
Level	IC5	IC5	
Salary (USD)	[REDACTED]		
Salary Range (USD)	[REDACTED]		
Salary Range Midpoint (USD)	[REDACTED]		
Comparatio	0.76	0.93	
% increase	22%		
\$ increase	[REDACTED]		
Additional Compensation (i.e. RSUs, Bonus, etc.)	none		
Past Performance/Historical Data			
Past 3 Ratings (FY18/FY17/FY16)	4 - Exceeds Expectations	4 - Exceeds Expectations	4 - Exceeds Expectations
Past 3 Bonus (FY17/FY14/FY13)	[REDACTED]		
Past 3 Stock (FY19/FY18/FY17)	[REDACTED]		
Past 3 Focal (FY18/FY17/FY16)	[REDACTED]		
Business Justification			

[REDACTED] is the key engineer for the [REDACTED] deployment architecture and critical to the effort to get [REDACTED] working on [REDACTED]. [REDACTED] has been the lead for [REDACTED] deployments on both [REDACTED] and [REDACTED]. His experience and his excellent performance make him a top employee to retain for [REDACTED] but his current salary makes him vulnerable to outside offers. We cannot afford to lose [REDACTED] it would severely impact our ability to deliver against our [REDACTED] deployment deliverables.

From: Rajiv Maheshwari <rajiv.k.maheshwari@oracle.com>

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

Date: July 24, 2018 at 11:49:29 AM PDT

To: Gail Hartka <gail.hartka@oracle.com>

Approved.

-- Rajiv

On 7/24/18 10:18 AM, Gail Hartka wrote:

Rajiv:

Below, find the details for [REDACTED] proactive D&S request in [REDACTED] organization.

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

Thank you,

Gail

Dive and Save Details		
Name	[REDACTED]	
Employee Email	[REDACTED]	
Country	US	
Manager	Gopalakrishnan, Sumathi	
Requesting VP	[REDACTED]	
TK Direct	[REDACTED]	
Local Country HR Approval	Yes	
Promotion	No	Time in Job
		Hire Date
		[REDACTED]
Competitive Offer Included	No, it is a pro-active dive and save request	
Job/Compensation Details		
	Current	Proposed
Title	[REDACTED]	
Level	IC5	IC5
Salary (USD)	[REDACTED]	
Salary Range (USD)	[REDACTED]	
Salary Range Midpoint (USD)	[REDACTED]	
Comparatio	0.76	0.93
% increase		22%

\$ increase	\$31,262		
Additional Compensation (i.e. RSUs, Bonus, etc.)	none		
Past Performance/Historical Data			
Past 3 Ratings (FY18/FY17/FY16)	4 - Exceeds Expectations	4 - Exceeds Expectations	4 - Exceeds Expectations
Past 3 Bonus (FY17/FY14/FY13)	[REDACTED]		
Past 3 Stock (FY19/FY18/FY17)	[REDACTED]		
Past 3 Focal (FY18/FY17/FY16)	[REDACTED]		
Business Justification			
<p>[REDACTED] is the key engineer for the [REDACTED] deployment architecture and critical to the effort to get [REDACTED] working on [REDACTED]. He has been the lead for [REDACTED] deployments on both [REDACTED] and [REDACTED]. His experience and his excellent performance make him a top employee to retain for [REDACTED] but his current salary makes him vulnerable to outside offers. We cannot afford to lose [REDACTED]. It would severely impact our ability to deliver against our [REDACTED] deployment deliverables.</p>			

Detailed Business Justification:

██████████ is the key engineer for the ██████████ deployment architecture and critical to the effort to get ██████████ working on ██████████. He has been the lead for ██████████ deployments on both ██████████ and ██████████. His experience and his excellent performance make him a top employee to retain for ██████████, but his current salary makes him vulnerable to outside offers. We cannot afford to lose ██████████. It would severely impact our ability to deliver against our ██████████ deployment deliverables.