

P313 is a document submitted in native format as
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Exhibit P-313

Dive/Save Requests (OPEN)

| Employee Name (Last Name, First Name) | Country | Current Job Title | Career Level | Proposed Job Title | Proposed Career Level |
|--|---------|--------------------------------|-----------------|--------------------|-----------------------------|
| [REDACTED] | US | 10750.Applications Developer 5 | IC5 | N/A | N/A |

| Country | Job Code | Career Level |
|----------------|---|---------------------|
| | N/A | N/A |
| AE | 10020.Software D | IC1 |
| AR | 10030.Software D | IC2 |
| AT | 10040.Software D | IC3 |
| AU | 10050.Software D | IC4 |
| BE | 10060.Software D | IC5 |
| BG | 10510.Software D | IC6 |
| BR | 10520.Software D | M1 |
| CA | 10530.Software D | M2 |
| CH | 10540.Software D | M3 |
| CL | 10550.Software D | M4 |
| CN | 10560.Software D | M5 |
| CO | 10560.Software D | M6 |
| DE | 10630.IT Business Implementation Analyst | 3 |
| DK | 10640.IT Business Implementation Analyst | 4 |
| ES | 10710.Applications Developer | 1 |
| FI | 10720.Applications Developer | 2 |
| FR | 10730.Applications Developer | 3 |
| GB | 10740.Applications Developer | 4 |
| GR | 10750.Applications Developer | 5 |
| HK | 10760.Applications Developer - Architect | |
| HU | 10760.Applications Developer | 6 |
| IDC | 10800.QA Analyst - IDC | |
| IE | 10810.QA Analyst 1-ProdDev | |
| IL | 10820.QA Analyst 2-ProdDev | |
| IT | 10830.QA Analyst 3-ProdDev | |
| JPBG | 10840.QA Analyst 4-ProdDev | |
| KR | 10841.QA Analyst 5-ProdDev | |
| MX | 10842.QA Manager-ProdDev | |
| MY | 10843.QA Snr Manager-ProdDev | |
| NL | 10844.QA Director-ProdDev | |
| NO | 10845.QA Snr Director-ProdDev | |
| NZ | 10846.QA VP-ProdDev | |
| PH | 11030.Product Marketing Snr Manager | |
| PL | 11040.Product Marketing Director | |
| PT | 11050.Product Marketing Snr Director | |
| RO | 11060.Product Marketing VP | |
| RU | 11230.Customer Service Snr Manager-Support | |
| SE | 11240.Customer Service Director-Support | |
| SG | 11250.Customer Service Snr Director-Support | |
| TR | 11260.Customer Service VP-Support | |
| US | 11530.Product Marketing Analyst | 3 |
| ZA | 11540.Product Marketing Analyst | 4 |
| | 12610.Consulting Project Manager | |
| | 13020.Technical Writer Manager-ProdDev | |
| | 13030.Technical Writer Snr Manager-ProdDev | |
| | 13040.Technical Writer Director-ProdDev | |
| | 13050.Technical Writer Snr Director-ProdDev | |
| | 13060.Technical Writer VP-ProdDev | |
| | 13510.Technical Writer 1-ProdDev | |
| | 13520.Technical Writer 2-ProdDev | |
| | 13530.Technical Writer 3-ProdDev | |
| | 13540.Technical Writer 4-ProdDev | |

13550.Technical Writer 5-ProdDev
14930.Project Manager 3
14940.Project Manager 4
14950.Project Manager 5
15120.Release Developer 2
15130.Release Developer 3
15140.Release Developer 4
15150.Release Developer 5
15602.Business Development Consultant 3-Corp Plan
15603.Business Development Consultant 4-Corp Plan
15604.Business Development Consultant 5-Corp Plan
15630.Business Development Snr Manager - Corp Plan
15640.Business Development Director - Corp Plan
15650.Business Development Snr Director - Corp Plan
15660.Business Development VP - Corp Plan
15840.Project Manager 4 - Ops
17110.Product Manager/Strategy 1-ProdDev
17120.Product Manager/Strategy 2-ProdDev
17130.Product Manager/Strategy 3-ProdDev
17140.Product Manager/Strategy 4-ProdDev
17150.Product Manager/Strategy 5-ProdDev
17160.Product Manager/Strategy 6-ProdDev
17220.Product Mgmt/Strategy Manager-ProdDev
17230.Product Mgmt/Strategy Snr Manager-ProdDev
17240.Product Mgmt/Strategy Director-ProdDev
17250.Product Mgmt/Strategy Snr Director-ProdDev
17260.Product Mgmt/Strategy VP-ProdDev
20515.Principal Consultant
26110.Internal Customer Tech Support A3-IT
26140.Internal Customer Tech Support 2-IT
26150.Internal Customer Tech Support 3-IT
32740.Graphics Designer 4-Mkt
3304.Technology Sales Representative IV
42002.Course/Curriculum Dev 2-Training
42003.Course/Curriculum Dev 3-Training
42003.Course/Curriculum Dev 3-Training
42004.Course/Curriculum Dev 4-Training
42005.Course/Curriculum Dev 5-Training
45520.Administrative Assistant A2
45521.Administrative Assistant A3
45522.Senior Administrative Assistant
45551.Executive Assistant
46010.Business Analyst 1-Ops
46020.Business Analyst 2-Ops
46030.Business Analyst 3-Ops
46040.Business Analyst 4-Ops
46110.Business Planning Manager-Ops
46130.Business Planning Director-Ops
48032.Training Coordinator-A3
48033.Training Coordinator-A4
50100.Student / Intern
50810.Database Administrator 1-IT
50820.Database Administrator 2-IT
50830.Database Administrator 3-IT
50840.Database Administrator 4-IT
50850.Database Administrator 5-IT
62420.Course/Curriculum Dev Mgr - Training
62430.Course/Curriculum Dev Snr Mgr - Training
62440.Course/Curriculum Dev Director - Training

62450.Course/Curriculum Dev Snr Director - Training
65420.Facilities Manager
66680.Program Mgmt VP-ProdDev
66682.Program Manager 2-ProdDev
66683.Program Manager 3-ProdDev
66684.Program Manager 4-ProdDev
66685.Program Manager 5-ProdDev
66686.Program Mgmt Manager-ProdDev
66687.Program Mgmt Sr Manager-ProdDev
66688.Program Mgmt Director-ProdDev
66689.Program Mgmt Sr Director-ProdDev
75010.IT Supervisor
75020.IT Manager
75030.IT Snr Manager
75040.IT Director
75050.IT Snr Director
75060.IT VP
75610.System Administrator 1-IT
75620.System Administrator 2-IT
75630.System Administrator 3-IT
75640.System Administrator 4-IT
75650.System Administrator 5-IT
75920.Network/Telecom Systems Analyst 2-IT
76120.IT Security Analyst 2
76130.IT Security Analyst 3
76140.IT Security Analyst 4
76150.IT Security Analyst 5
76510.Programmer Analyst 1-IT
76520.Programmer Analyst 2-IT
76530.Programmer Analyst 3-IT
76540.Programmer Analyst 4-IT
76550.Programmer Analyst 5-IT
76630.Systems Analyst 3-IT
83353.Adv Customer Service Support Director
85020.Office Services Support A2
85040.Office Services Support A4
90023.Technical Analyst 4-Support
90120.Technical Analyst 1-Support
90121.Technical Analyst 2-Support
90122.Technical Analyst 3-Support
90230.Technical Analyst 5-Support
90246.Product Support Manager
90248.Product Support Sr. Manager
90250.Product Support Director
9201.Senior Sales Consultant
99020.User Experience Developer 2-ProdDev
99030.User Experience Developer 3-ProdDev
99040.User Experience Developer 4-ProdDev
99050.User Experience Developer 5-ProdDev
99858.Product Development SVP



| Last 3 years appraisals and/or CWB rating (list CURRENT year first) | Current Salary (USD) | Proposed Salary Request (USD) | % Increase | Benchmark: 10750.Applications Developer 5 - HQ |
|---|----------------------|-------------------------------|------------|--|
| 2012 - 4 Exceeds, 2011 - 4 Exceeds, 2010 - 4 Exceeds | [REDACTED] | [REDACTED] | 25% | [REDACTED] |

Benchmark Data - HQ

| Job | Grade Range | Grade Midpoint | Count of Job | Min of Current Annual Salary (USD) |
|--------------------------------|-------------|----------------|--------------|------------------------------------|
| 10750.Applications Developer 5 | [REDACTED] | [REDACTED] | 242 | [REDACTED] |
| | | | 185 | [REDACTED] |
| | | | 16 | [REDACTED] |



| Salary Range | Midpoint | Current Compa ratio | Proposed Range | Proposed Midpoint | New Compa ratio | Time in Job |
|--------------|------------|---------------------|----------------|-------------------|-----------------|-------------|
| [REDACTED] | [REDACTED] | 0.68 | [REDACTED] | [REDACTED] | 0.85 | 6.5 years |

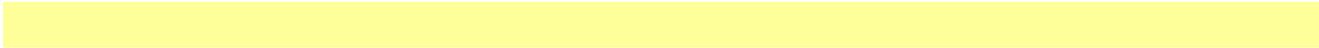
| Average of Current Annual Salary (USD) | Max of Current Annual Salary (USD) | LOB Lead |
|--|------------------------------------|----------|
| [REDACTED] | [REDACTED] | Kurian |
| [REDACTED] | [REDACTED] | Miranda |
| [REDACTED] | [REDACTED] | Stephens |



| Last 3 years Bonuses (list CURRENT year first) | Last 3 years Stock Grants (list CURRENT year first) | Proposed Other Comp or Job Change Requested |
|--|---|---|
| [REDACTED] | [REDACTED] | n/a |



| Justification | Previous Salary Increase (USD) | Previous Salary Increase Date (USD) |
|--|--------------------------------|-------------------------------------|
| <p>[REDACTED] is one of our star [REDACTED] performers and our [REDACTED] on [REDACTED]. She received a job offer from WorkDay on March 4, which expires on Monday March 11, for [REDACTED].</p> <p>[REDACTED] is an IC5, and has been with Oracle 10 years. She has a [REDACTED] from [REDACTED] and [REDACTED]. She executes extremely well - a trait I value highly, handles multiple projects easily, is extremely technically competent, is highly respected among the team, and is able to communicate at many levels and present her ideas very professionally. She always gets the job done well.</p> <p>Specifically, [REDACTED] leads [REDACTED]. She works out of HQ and is responsible for [REDACTED], both as [REDACTED]. In addition to [REDACTED], she is currently working on [REDACTED]. [REDACTED] has deep technical knowledge in [REDACTED] etc.</p> <p>Without her, [REDACTED] and [REDACTED] will be at serious risk. The only other contributor on [REDACTED] with any material depth in [REDACTED] is [REDACTED] who is pretty good in general but not as deep or experienced with [REDACTED], and simply put is a big step below what [REDACTED] brings to the table. As we know, [REDACTED] is [REDACTED], and the field and dev are insisting on [REDACTED]. If we lose [REDACTED], I see a significant gap on our ability to execute here with [REDACTED], as well as the [REDACTED] of the upcoming [REDACTED].</p> | [REDACTED] | 1-Sep-12 |



| Previous Salary % Increase | Manager | Group Attrition: 6-12 months (e.g., 5 of 8: 62%) | Requesting VP | Competitive Offer Included |
|----------------------------|------------|--|-----------------|----------------------------|
| 1.36% | [REDACTED] | [REDACTED] | Jason Feinsmith | Yes |

Competitive Offer

Yes

No



| Local Country HR Approval | LOB Priority |
|---------------------------|--------------|
| | |

| Local HR Approval | LOB |
|--------------------------|------------|
| Yes | N/A |
| No | 1 |
| Waiting for Response | 2 |
| | 3 |
| | 4 |
| | 5 |
| | 6 |
| | 7 |
| | 8 |
| | 9 |
| | 10 |