

P318 is a document submitted in native format as
ORACLE_HQCA_0000423920

Exhibit P-318

Dive/Save Requests (OPEN)

Employee Name (Last Name, First Name)	Country	Current Job Title	Career Level	Proposed Job Title
[REDACTED]	US	10530.Software Developer 3	IC3	10530.Software Developer 3

Country	Job Code	Career Level
	N/A	N/A
AE	10020.Software Development Manager	IC1
AR	10030.Software Development Snr Manager	IC2
AT	10040.Software Development Director	IC3
AU	10050.Software Development Snr Director	IC4
BE	10060.Software Development VP	IC5
BG	10510.Software Developer 1	IC6
BR	10520.Software Developer 2	M1
CA	10530.Software Developer 3	M2
CH	10540.Software Developer 4	M3
CL	10550.Software Developer 5	M4
CN	10560.Software Developer - Architect	M5
CO	10560.Software Developer 6	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

Proposed Career Level	Last 3 years appraisals and/or CWB rating (list CURRENT year first)	Current Salary (USD)	Proposed Salary Request (USD)	% Increase
IC3	01- Jun-2011 – 4 16-Jul-2010 – 3 01-Jun-2010 – 3	[REDACTED]	[REDACTED]	22%



Benchmark:	Salary Range	Midpoint	Current Compa ratio
[REDACTED]	[REDACTED]	[REDACTED]	0.87



Proposed Range	Proposed Midpoint	New Compa ratio	Time in Job	Last 3 years Bonuses (list CURRENT year first)
[REDACTED]	[REDACTED]	1.07	5.4	[REDACTED]



Last 3 years Stock Grants (list CURRENT year first)	Proposed Other Comp or Job Change Requested
[REDACTED]	[REDACTED]

Justification	Previous Salary Increase (USD)
<p>[REDACTED] has been unhappy about her compensation for sometime and with in the last few days, she has been complaining of financial problems. [REDACTED] has become a star performer and her loss would not only affect the morale of the remaining members of the group, but would be a loss is productivity and ability to deliver [REDACTED] on time. [REDACTED] has been with [REDACTED] 11.5 years. She started out in the [REDACTED] and moved to [REDACTED] 5 years ago. She brought knowledge of the [REDACTED] to the group. Several years ago, due to personal issues, she was not able to focus on her work and thus her performance was adversely impacted. Within the last two years, she has made a complete turn around and has become one of the more productive members of the group. So much so that she regularly volunteers for various tasks and is seeking ways to improve and get the job done, taking on a role of mentor for the new members of the [REDACTED]. [REDACTED] has been working diligently and has taken on a leadership role in the group, driving [REDACTED]. [REDACTED] and [REDACTED] are the most senior members of the [REDACTED]. They work seamlessly with the [REDACTED] team to deliver internal releases for projects such as [REDACTED]. She maintains the knowledge-base for the team on the [REDACTED] and makes sure the information is accurate and up to date. For releases, while [REDACTED] drives the [REDACTED], [REDACTED] drives the hard to work [REDACTED]. Her continuous availability and willingness to work at anytime required to meet deadlines, makes her an indispensable member of the team. If she were to leave, it would undoubtedly delay the [REDACTED] – which is the delivery for the [REDACTED] which has a dependency for [REDACTED] to start within the coming days. [REDACTED] has performed in excellent capacity this year and a request for her promotion to IC4 will be submitted soon.</p>	[REDACTED]



Previous Salary Increase Date (USD)	Previous Salary % Increase	Manager	Group Attrition: 6-12 months (e.g., 5 of 8: 62%)	Requesting VP
1. Sep. 2011	5.93%	[REDACTED]	[REDACTED]	Marie-Anne Neimat



Competitive Offer Included	Local Country HR Approval	LOB Priority
No		

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