

P321 is a document submitted in native format as
ORACLE_HQCA_0000423978

Exhibit P-321

Dive/Save Requests (OPEN)

Employee Name (Last Name, First Name)	Country	Current Job Title	Career Level	Proposed Job Title	Proposed Career Level
[REDACTED]	US	66689.Program Mgmt Sr Director-ProdDev	M5	66689.Program Mgmt Sr Director-ProdDev	M5

Country	Job Code	Career Level
	N/A	N/A
AE	10020.Software Developr	IC1
AR	10030.Software Developr	IC2
AT	10040.Software Developr	IC3
AU	10050.Software Developr	IC4
BE	10060.Software Developr	IC5
BG	10510.Software Developr	IC6
BR	10520.Software Developr	M1
CA	10530.Software Developr	M2
CH	10540.Software Developr	M3
CL	10550.Software Developr	M4
CN	10560.Software Developr	M5
CO	10560.Software Developr	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
01-JUN-2011 5 - Outstanding 16-JUL-2010 5 - Outstanding 01-JUN-2010 5 - Outstanding	[REDACTED]	[REDACTED]	36%



Benchmark:	Salary Range	Midpoint	Current Compa ratio
[REDACTED]	[REDACTED]	[REDACTED]	0.69



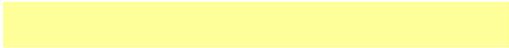
Proposed Range	Proposed Midpoint	New Compa ratio	Time in Job	Last 3 years Bonuses (list CURRENT year first)
[REDACTED]	[REDACTED]	0.94	11 yrs, 9 mo with Oracle; 1 month current job code	[REDACTED]



Last 3 years Stock Grants (list CURRENT year first)	Proposed Other Comp or Job Change Requested	Justification	Previous Salary Increase (USD)
[REDACTED]	N/A	<p>[REDACTED] is excelling as the [REDACTED] manager. Please see the recommendations from the [REDACTED] for her recent promotion to Senior Director. [REDACTED] will not continue in this demanding role unless she gets an increase because of family pressures. Also, [REDACTED] manager, [REDACTED], has groomed [REDACTED] to be her successor and [REDACTED] is managing the [REDACTED] mostly on her own. As the heir apparent to [REDACTED], it is critical that we retain [REDACTED] and compensate her for the incredible job she is doing now and for the further responsibility she will be given in the future. [REDACTED] is planning to move much of her team under [REDACTED] in the near future.</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-11	17.90%	[REDACTED]	[REDACTED]	Carol Sexton



Competitive Offer Included	Local Country HR Approval	LOB Priority
No		1

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