
From: [REDACTED]
To: [REDACTED]
Sent: 4/5/2013 6:33:22 PM
Subject: Fwd: APPROVAL NEEDED: [REDACTED] Promotion

Please submit the HR transaction and attach Thomas' email approval. Do not communicate to [REDACTED] yet - until fully approved. You and I need to discuss communication as well prior to.

Thanks, [REDACTED]

Begin forwarded message:

From: [REDACTED] <[REDACTED]@oracle.com>
Subject: FW: RE: APPROVAL NEEDED: [REDACTED] Promotion
Date: April 4, 2013 2:51:26 PM PDT
To: [REDACTED] <[REDACTED]@oracle.com>
Cc: Campbell Webb <campbell.webb@oracle.com>, [REDACTED] <[REDACTED]@oracle.com>, [REDACTED] <[REDACTED]@oracle.com>

Hi [REDACTED] – please find Thomas' approval below for [REDACTED] promotion and salary adjustment. Please let me know if you have any questions given [REDACTED] is out this week.

Thanks,
[REDACTED]

From: M Cheruvu
Sent: Thursday, April 04, 2013 5:49 PM
To: [REDACTED]
Subject: Fwd: RE: APPROVAL NEEDED: [REDACTED] Promotion

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

Subject: RE: APPROVAL NEEDED: [REDACTED] Promotion
Date: Thu, 4 Apr 2013 14:48:01 -0700 (PDT)
From: Thomas Kurian <thomas.kurian@oracle.com>
To: Madie Cheruvu <madhavi.cheruvu@oracle.com>, [REDACTED] <[REDACTED]@oracle.com>

Approved

From: M Cheruvu
Sent: Thursday, April 04, 2013 10:55 AM
To: Thomas Kurian; [REDACTED]
Subject: Fwd: APPROVAL NEEDED: [REDACTED] Promotion

Pls approve. thanks

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

Exhibit P-472

1

Subject: APPROVAL NEEDED: [REDACTED] Promotion
Date: Thu, 4 Apr 2013 10:00:28 -0700 (PDT)
From: [REDACTED] <[REDACTED]@oracle.com>
To: Madie Cheruvu <madhavi.cheruvu@oracle.com>

Hi Madie,

Please find the following promotion request (w/salary adj) from Campbell's org, for Thomas' approval.

Name: [REDACTED]
Current Job: Sr Manager, IT
Proposed Job: Director, IT
Current Salary: \$ [REDACTED] / Comparatio: .61
Proposed Salary: \$ [REDACTED] / Comparatio: .71
Requesting Mgr: [REDACTED] / [REDACTED]
Location: HQ / US

Justification:

[REDACTED] has been a leader within the [REDACTED] organization and Oracle for the last 12 years in many different roles and is being highly recommended for a Director level promotion in PDIT. He has continually displayed his ability to lead the tactical operations as well as look strategically at future requirements. Currently he is leading or partnering on several critical initiatives within PDIT such as the [REDACTED] refresh, the [REDACTED], the [REDACTED] refresh/hardware consolidation and the direction and leadership he provides to his team is invaluable for the overall support of laptop and hardware for the entire Product Development organization. [REDACTED] has spent a great deal of time forecasting the needs of the division and establishing trusted relationships with internal peer groups such as Oracle [REDACTED], Oracle [REDACTED], the [REDACTED], as well as our multiple hardware vendors such as Zones, Kingston, Dell, Toshiba and Lenovo. [REDACTED] has negotiated with each of the aforementioned vendors to provide the same pricing corporate wide, so that everyone within Oracle benefits from his negotiations. The risk of losing this critical resource would have significant impact on each of these Oracle initiatives.

Please let me know if you have any questions.

Thanks,
[REDACTED]

From: Campbell Webb
Sent: Thursday, April 04, 2013 12:47 PM
To: [REDACTED]
Cc: [REDACTED]; [REDACTED]
Subject: Re: [REDACTED] Promotion

Approved.

C.

On Apr 4, 2013, at 12:18 PM, [REDACTED] <[REDACTED]@oracle.com> wrote:

Campbell – I approve this salary action in conjunction with [REDACTED] promotion to Director. This has be thoroughly discussed with HR and CorpComp and we have agreement. Can you please discuss with [REDACTED] and approve her to take up the chain to request Thomas' approval

Thanks, [REDACTED]

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<image001.gif>
[REDACTED] | VP, [REDACTED] | [REDACTED]
Oracle Product Development
[REDACTED]

From: [REDACTED]
Sent: Monday, April 01, 2013 4:51 PM
To: [REDACTED]
Subject: FW: [REDACTED] Promotion

[REDACTED] – Please see updated promotion recommendation below. I have updated with an increase of [REDACTED], bringing [REDACTED] to the minimum range for the new level.

+++++

[REDACTED]
Justification for promotion to Director (75040) and compensation increase of [REDACTED]

[REDACTED] has been a leader within the [REDACTED] organization and Oracle for the last 12 years in many different roles and is being highly recommended for a Director level promotion in PDIT. He has continually displayed his ability to lead the tactical operations as well as look strategically at future requirements. Currently he is leading or partnering on several critical initiatives within PDIT such as the [REDACTED] refresh, the [REDACTED], the [REDACTED] refresh/hardware consolidation and the direction and leadership he provides to his team is invaluable for the overall support of laptop and hardware for the entire Product Development organization. [REDACTED] has spent a great deal of time forecasting the needs of the division and establishing trusted relationships with internal peer groups such as Oracle [REDACTED], Oracle [REDACTED], the [REDACTED], as well as our multiple hardware vendors such as Zones, Kingston, Dell, Toshiba and Lenovo . [REDACTED] has negotiated with each of the aforementioned vendors to provide the same pricing corporate wide, so that everyone within Oracle benefits from his negotiations. The risk of losing this critical resource would have significant impact on each of these Oracle initiatives.

Compensation increase and stock grant history:

2012: [REDACTED]
2011: [REDACTED]
2010: [REDACTED]
2009: [REDACTED]

Although [REDACTED] exceptional performance has resulted in consistent salary increases and stock option awards, he is currently below the salary guidelines for his current role, Sr. Manager (75030). The requested out of cycle increase will bring [REDACTED] within the current salary range for Director (75040).

Current job: 75030 Snr. Manager
Current Salary: [REDACTED] (86% of Minimum)
Current Grade Minimum: [REDACTED]
Current Grade Midpoint: [REDACTED]
Current Grade Maximum: [REDACTED]

Proposed job: 75040 Director
Proposed Salary: [REDACTED]

Proposed Grade Minimum: [REDACTED]
Proposed Grade Midpoint: [REDACTED]
Proposed Grade Maximum: [REDACTED]

Thx - [REDACTED]

<image001.gif>

[REDACTED] | Sr. Director | [REDACTED]
[REDACTED]

<[REDACTED] M4 Promotion_Aug2012_Final.docx>