

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

Subject:Re: APPROVAL NEEDED: [REDACTED] - International Transfer and Promotion Request

Date:Fri, 28 Feb 2014 12:06:46 -0800

From:Thomas Kurian <thomas.kurian@oracle.com>

To:M Cheruvu <madhavi.cheruvu@oracle.com>

CC:[REDACTED]@oracle.com <[REDACTED]@oracle.com>

Approved

On Feb 28, 2014, at 11:50 AM, M Cheruvu <madhavi.cheruvu@oracle.com> wrote:

Pls approve.

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

Subject:APPROVAL NEEDED: [REDACTED] - International Transfer and Promotion Request

Date:Tue, 25 Feb 2014 08:56:43 -0800 (PST)

From:[REDACTED] <[REDACTED]@oracle.com>

To:Madie Cheruvu <madhavi.cheruvu@oracle.com>

Hi Madie,

Please find the following Senior Director (M5) promotion in Campbell's organization, for [REDACTED].

Current Job Code: 75040.IT Director.INFTECH.GENIT.M4

Proposed Job Code: 75050.IT Snr Director.INFTECH.GENIT.M5

Current Salary: [REDACTED] USD / Comparatio 124.2

Proposed Salary: [REDACTED] USD / Comparatio 85.6

Location: IDC relo to HQ

Relocation: [REDACTED]

As part of the promotion process, [REDACTED] will be transferring from IDC to the US to fill the vacancy created by [REDACTED] departure.

Please let me know if you have any questions.

Thanks,

[REDACTED]

From: Campbell Webb

Sent: Monday, February 24, 2014 6:38 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: Re: [REDACTED] - International Transfer and Promotion Request

Importance: High

Approved.

C.

On Feb 24, 2014, at 6:13 PM, [REDACTED] <[REDACTED]@oracle.com> wrote:

Campbell – I am seeking both your and Thomas’s email approval for the following:

To fill the Q3/budgeted high cost headcount allocation that I was given, I posted IRC2423806 for a Senior Director level position and left it open for the required 14 day period. I intend to use this position effectively as the replacement for [REDACTED] job function which covered our [REDACTED] ([REDACTED]). [REDACTED] is currently in my organization with responsibilities for [REDACTED] (a subset of the global operations) has applied for this position.

As discussed, I intend to offer this position to [REDACTED]. He currently works in [REDACTED] so this will include an international transfer request that includes reimbursement for relocation expenses. I will also be including a promotion for [REDACTED] from his current M4 (Director) level to M5 (Senior Director) as this will be a significant increase to current responsibilities. His salary will be adjusted taking in to consideration the relocation to the US as well as the new Senior Director level. In working with HR ([REDACTED] and [REDACTED]) – they have provided salary analysis/comparison with an understanding of what the new job function entails to determine a “reasonable” salary for this position (in the Bay area) in relation to other M5’s in your organization and across Product Development. As far as relocation expenses, the policy is tiered dependent on job level. The guideline for the M5 level is a [REDACTED] - [REDACTED] range as a capped expense – final dispensation on re-imbursement to be determined by Global Mobility.

The details of the offer are as follows:

Promotion:

- Job Code – 75050.IT Snr Director.INFTECH.GENIT.M5
- Salary - [REDACTED] USD
- Compa Ratio – 85.6%

Relocation:

- [REDACTED] USD – Appropriate for M5 job level

As far as the rational as to why Sukesh if the best person for the position:

Sukesh has 21 years of IT experience, of which 14 years have been with Oracle. He started IT operations for Oracle in India in March 2000, and has varying degrees of increased responsibility over the past 14 years. He started as an individual contributor and has worked up through the ranks of management – amounting to 10 years of management experience. [REDACTED] has been an instrumental player and key decision maker with respect to the architecture, design and implementation of the software automation, network, storage, server and Engineered System infrastructure that is in use today that is used today.

