

From: Safra Catz <safra.catz@oracle.com>
To: Joyce Westerdahl <joyce.westerdahl@oracle.com>
Sent: 8/13/2013 11:31:23 PM
Subject: RE: RE: Comp Proposal for discussion: [REDACTED] & [REDACTED]

Lje approves

From: Joyce Westerdahl
Sent: Thursday, August 08, 2013 7:10 PM
To: Safra Catz
Subject: Fwd: RE: Comp Proposal for discussion: [REDACTED] & [REDACTED]

Thomas is concerned about the following employee's below.
 We did a counter for [REDACTED] he had an offer from Salesfores... [REDACTED] increase is to at least match [REDACTED] and he has done an outstanding job.
 [REDACTED] is just compressed and Thomas does not want her to look or lose her.

Details below, along with Kurian's comments.

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

Subject: RE: Comp Proposal for discussion: [REDACTED] & [REDACTED]
Date: Tue, 6 Aug 2013 21:50:02 -0700 (PDT)
From: Thomas Kurian
To: Madie Cheruvu

I would go with [Redacted] for [REDACTED]
 Otherwise approved and send on to Joyce and Safra tomorrow.

From: M Cheruvu
Sent: Tuesday, August 06, 2013 8:58 AM
To: Thomas Kurian; Madie Cheruvu
Subject: Comp Proposal for discussion: [REDACTED] & [REDACTED]

Thomas,

Please find below the following Comp Proposal for [REDACTED] and [REDACTED].

I have entered a preliminary proposal for [REDACTED] and [REDACTED] base (red). [REDACTED] is at [Redacted] Please let me know if you would like to see additional Internal Comps.

Name	[REDACTED]
Title	SVP, [REDACTED] (M7)
Current Base Salary	[Redacted]
Proposed Base Salary	[Redacted]
Date / Amt of Last Increase	[Redacted]
Stock History '13	[Redacted]
Stock History '12	[Redacted]
Bonus History	[Redacted]

Name	[REDACTED]
Title	VP, [REDACTED] Engineering
Current Base Salary	\$ [REDACTED] / Comparatio 92.24
Proposed Base Salary	\$ [REDACTED] (15% increase)
Revised Comparatio	1.17
Date / Amt of Last Increase	01-Sept-2012; [REDACTED] increase (1.67%)
Stock History	05-Jul-2012; [REDACTED] shares
Bonus History	31-Aug-2012; [REDACTED]

Internal Comps - Eleanor

Employee Email Address	FY13 Bonus (TK cycle)	FY13 Stock	FY14 Stock	Current Annual Salary	Discretionary Title
██████████r@oracle.com	██████	██████	██████	██████████	VP - ██████████
██████████@oracle.com	██████	██████	██████	██████████	Vice President, ██████████
██████████y@oracle.com	██████	██████	██████	██████████	Vice President of Development
██████████@oracle.com	██████	██████	██████	██████████	Vice President, ██████████ Eng
██████████@oracle.com	██████	██████	██████	██████████	Vice President of Development
██████████@oracle.com	Redacted	Redacted	Redacted	Redacted	VP Product Development
██████████@oracle.com	Redacted	Redacted	Redacted	Redacted	VP, ██████████

Range Data – M6 (HQ)

Salary Range Minimum	Salary Range Q1	Salary Range Midpoint	Salary Range Q3	Salary Range Maximum
██████	██████	██████	██████	██████