

**Subject:** Fwd: RE: As chantal has probably told you LJE has set the new grad offers at [REDACTED] shares and [REDACTED] sign on.....i want  
**From:** Arthur Orozco <arthur.orozco@oracle.com>  
**Date:** 3/31/2014 10:57 AM  
**To:** [REDACTED] <[REDACTED]@oracle.com>  
**CC:** [REDACTED] <[REDACTED]@oracle.com>

Email confirming everyone in the Univ Recruiting program should be the same.

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

**Subject:** RE: As chantal has probably told you LJE has set the new grad offers at [REDACTED] shares and [REDACTED] on.....i want  
**Date:** Fri, 15 Nov 2013 17:35:14 -0800 (PST)  
**From:** Carolyn Balkenhol <carolyn.balkenhol@oracle.com>  
**To:** Lawrence Lynn <larry.lynn@oracle.com>  
**CC:** Chantal Dumont <chantal.dumont@oracle.com>, Arthur Orozco <arthur.orozco@oracle.com>

Safra supports the idea that they should all be compensated the same, so Arthur's team will compile the list of offers made this season so far, so we can figure out how to make the change. It might be helpful, Chantal, if your team can compile a similar list, so we can independently confirm the offers and feel confident that we have everything accounted for.

Larry, I assume that you're okay with this - if not, please let me know right away.

Thanks,  
Carolyn

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

**From:** lawrence lynn  
**Sent:** Thursday, November 14, 2013 2:02 PM  
**To:** Carolyn Balkenhol  
**Subject:** As chantal has probably told you LJE has set the new grad offers at [REDACTED] shares and [REDACTED] sign on.....i want

your opinion if Oracle should go back and adjust the offers of everyone who has accepted. [REDACTED] asked if we could. I am against that adjustment as it will cost Oracle over [REDACTED].

What is your opinion? thanks, larry