Subject: RE: Justification for hiring [redacted] back to Oracle
From: Carolyn Balkenhol <carolyn.balkenhol@oracle.com>
Date: 5/23/13 5:59 PM
To: [redacted] <[redacted]oracle.com>
CC: Andrew Mendelsohn <andrew.mendelsohn@oracle.com>, [redacted] <d[redacted]oracle.com>

Okay. Will still need to see all the rehire info in the approval, so please don't skip those fields.

From: [redacted]
Sent: Thursday, May 23, 2013 5:42 PM
To: Carolyn Balkenhol
Cc: Andrew Mendelsohn; [redacted]
Subject: Re: Justification for hiring [redacted] back to Oracle

I know that is one concern, but I did not get that sense from him. He has a stable job with a paycheck and healthcare now with [redacted], but he is unhappy because the work is no longer strategic and there are no challenges for him. [redacted] is a large company. He is looking for a different large company to join, and he wants to be involved in key initiatives. He is a hard worker and commutes from [redacted] every day to [redacted] for his present job, and he will do so with us as well.

What he doesn't want to deal with - and I can understand that, is the company running out of money or going under because of bad management, and Oracle is a very good bet in that respect. He has also been talking to the core virtualization team at [redacted], which would be his second choice if we can't make him an offer.

He will have absolutely no opportunity to slack off in [redacted] team :-) and [redacted] and I would not be lobbying for his hire if we felt that were even a remote possibility.

- [redacted]

On 5/23/2013 5:35 PM, Carolyn Balkenhol wrote:

> That was one departure – I thought he left twice. And this is the kind of thing that bugs me – they leave for greener pastures and want to come back so they can relax and retire here? They don't want to work so hard anymore, so Oracle's the place to come, slack off, and not get noticed – so you can just keep getting a paycheck and healthcare coverage?
>
> ---
>
> **From:** [redacted]
> **Sent:** Thursday, May 23, 2013 5:34 PM
> **To:** Carolyn Balkenhol
> **Cc:** Andrew Mendelsohn; [redacted]
> **Subject:** Re: Justification for hiring [redacted] back to Oracle

Exhibit P-479

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He was at that time looking for a startup opportunity. He had extremely good ratings so he was not unappreciated here, and he also was not dissatisfied per se here either, just that he was looking then to do something independent.

Right now he is in a very different phase in his career, he is much older than he was when he was last here, and he wants to find a good role that maximizes his technical skills. There are no guarantees with anyone, but speaking to him I had confidence that this would be the role he would want to settle down into.

I do not know exactly how old he is, but my guess is that he's probably in his late fifties, or early sixties and he no longer has the startup bug - he wants a stable job but with the ability to work on something cutting edge - which we can give him.

- [redacted]

On 5/23/2013 5:26 PM, Carolyn Balkenhol wrote:

> What were the conditions of the person's departures? Was the person let go or quit dissatisfied or....? If the person left twice, what gives you confidence the person will be worth our investment AGAIN?
>
> ---
>
> **From:** [redacted]
> **Sent:** Thursday, May 23, 2013 4:54 PM
> **To:** BALKENHOL,CAROLYN
> **Cc:** Mendelsohn,Andrew; [redacted]
> **Subject:** Fwd: Justification for hiring [redacted]r back to Oracle
>
> Carolyn,
>
> [redacted] suggested I reach out to you. We have a very strong candidate - [redacted] who would be a great addition to the [redacted] team but he has been at Oracle twice in the past (the second stint was a very short one). He is a key contributor in [redacted] and he will go to a competitor if we don't make him an offer.
>
> I wanted to find out from you what the process was in getting an exception to the alleged two strikes rule before we submitted his offer via workflow. Please let me know if there are any additional justifications I can provide in addition to Derek's strong endorsement below.
>
> Thanks
>
> - [redacted]
>
> -------- Original Message --------

Received: from dhcp-4op1-2-3-4-west-130-35-26-124.usdhcp.oracleccorp.com (/130.35.26.124) by default (Oracle Beehive Gateway v4.0) with ESMTP ; Thu, 23 May 2013 16:40:37 -0700
Message-ID: <519EA8F3.9030805@oracle.com>
Date: Thu, 23 May 2013 16:40:35 -0700
From: [redacted] <[redacted]@oracle.com>
User-Agent: Mozilla/5.0 (Macintosh; Intel Mac OS X 10.8; rv:17.0) Gecko/20130509 Thunderbird/17.0.6
MIME-Version: 1.0
To: [redacted] <[redacted]@ORACLE.COM>
Subject: Justification for hiring [redacted] back to Oracle
Content-Type: multipart/alternative; boundary="----------020803000708000001070001"

[redacted]

We definitely need to get [redacted] back to Oracle. He wants to come back. He was considered a great employee when he worked here before and he left to join a startup company both times. The first time turned out to be a mistake so he came right back to Oracle. But he really wanted to try working at a startup that had a realistic chance of success so he left a second time. He always liked working at Oracle. Now he just wants to come back and finish his career here, where he says he's always been happy.

If Oracle doesn't hire [redacted] one of Oracle's competitors is sure to hire him. I would hate to see him go to [redacted] especially since he definitely prefers Oracle.

He's a top quality candidate with with over 30 years of experience in developing large, complex software systems, including SQL query compiler and optimizer, PL/SQL, and database management systems. Our team has given unanimous consent that he will be a very strong contributor as a [redacted] developer.

[redacted] has a critical need for strong developers who are able to work on SQL engine and SQL optimization. In his role, [redacted] will help [redacted] support [redacted] contribute to the [redacted] scaleout and parallelism efforts.

[redacted] recently comes from [redacted] where he has been working as a star member of the query optimizer team for the [redacted] analytics engine. As a developer with 30 years experience, he will make a uniquely important contribution to continuing [redacted] development.

Please forward my email to any in the executive management chain who are asking about [redacted] role here. I'm happy to answer any further questions.

[redacted]