
From: Carolyn Balkenhol <carolyn.balkenhol@oracle.com>
To: Arthur Orozco <arthur.orozco@oracle.com>; Chantal Dumont <chantal.dumont@oracle.com>
Sent: 11/18/2013 4:40:04 PM
Subject: RE: As chantal has probably told you LJE has set the new grad offers at [REDACTED] shares and [REDACTED] sign on.....i want

Can you include what bonus and stock they were awarded?

Thanks,
Carolyn

From: Arthur Orozco
Sent: Monday, November 18, 2013 7:26 AM
To: Chantal Dumont
Cc: lawrence lynn; Carolyn Balkenhol
Subject: Re: As chantal has probably told you LJE has set the new grad offers at [REDACTED] shares and [REDACTED] sign on.....i want

Hi Chantal,
Attached is the list of offers my team has logged since September. Let me know if you want to get on a call to discuss.

--
Thanks, Arthur

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Arthur Orozco | Americas HRSSC Senior Manager
Phone: [REDACTED]
Oracle Human Resources
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On 11/16/2013 8:23 AM, lawrence lynn wrote:
Carolyn, lets let Arthur and Chantal , working together ,come up with one list they agree upon.
Otherwise we will be going back and forth between the 4 of us which is a wast of all our time and emails....larry

On 11/15/2013 5:35 PM, Carolyn Balkenhol wrote:

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. Andy asked if we could. I am against that adjustment as it will cost Oracle over [REDACTED].

What is your opinion? thanks, larry