

From: [REDACTED] <[REDACTED]@oracle.com>
Date: November 6, 2012 3:51:21 PM PST
To: [REDACTED] <[REDACTED]@oracle.com>
Cc: [REDACTED] <[REDACTED]@oracle.com>, [REDACTED] <[REDACTED]@oracle.com>
Subject: RE: Request to Hire: Engineered Systems Support Team; US - HQ; [REDACTED]
[REDACTED]

[REDACTED]

OK - go ahead and submit in SSA.

Thanks

[REDACTED]

From: [REDACTED]
Sent: November-06-12 3:36 PM
To: [REDACTED]
Cc: [REDACTED]; [REDACTED]
Subject: Re: Request to Hire: Engineered Systems Support Team; US - HQ; [REDACTED]

[REDACTED],

I have spoken to [REDACTED] a number of times and he communicated to [REDACTED] that we were hiring several people in the US in Q2. For example on the Exadata team, I need to hire 2 engineers with KR language skills, 2 with JP, 2 with Mandarin and 2 with english only. Also, I am transferring 1 engineer from Campbell Webb's org for the Exalytics position. [REDACTED] is being hired for one of those positions that [REDACTED] agreed to fill in the US externally (and communicated to Jim).

Thanks,

[REDACTED]

On 11/6/12 3:11 PM, [REDACTED] wrote:

Hi [REDACTED]

The last I had heard was that we still were not hiring in the US, and the only high cost candidates I am approving are for Japan or Korea, and even those will need additional justification in SSA to support the high cost need.

Have you spoken with [REDACTED] about this one and does he want to take to Chuck?

Thanks

[REDACTED]

From: [REDACTED]
Sent: November-06-12 2:51 PM
To: [REDACTED]

Cc: [REDACTED]; [REDACTED]; [REDACTED]

Subject: Fwd: Request to Hire: Engineered Systems Support Team; US - HQ; [REDACTED]

[REDACTED],

This email from [REDACTED] was the last communication I have seen regarding the approval for this candidate. I may have missed the reply. We would like to proceed with hiring this very strong candidate in Q2. Please let me know if we are ok to proceed.

Thanks,

[REDACTED]

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

Subject: Request to Hire: Engineered Systems Support Team; US - HQ; [REDACTED]

Date: Mon, 24 Sep 2012 08:13:33 -0700 (PDT)

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

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

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

[REDACTED]

For your review and approval – candidate is within “Not to Exceed Budget” and below high cost budget.

FYI – [REDACTED] is on vacation, so if I’m missing something here please let me know.

Thanks

[REDACTED]

From: [REDACTED]

Sent: September 21, 2012 12:21 PM

To: [REDACTED]

Cc: [REDACTED]; [REDACTED]; [REDACTED]

Subject: Fwd: Fwd: Request to Hire: Engineered Systems Support Team; US - HQ; [REDACTED]

[REDACTED],

I approve hiring [REDACTED] for the open position on the [REDACTED] team at HQ. [REDACTED] is a very strong candidate and I remember him as a very good performer in his days in our org in ISC.

Thanks,

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

Subject:Fwd: Request to Hire: Engineered Systems Support Team; US - HQ; [REDACTED]

Date:Fri, 21 Sep 2012 11:46:47 -0400

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

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

[REDACTED],

[REDACTED] looks like a strong candidate. Note the discrepancy in pay. He is a contractor hence the lower salary that we are offering. There is more information in the justification.

Thanks,

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

Subject:Request to Hire: Engineered Systems Support Team; US - HQ; [REDACTED]

Date:Fri, 21 Sep 2012 11:35:54 -0400

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

Organization:Oracle Corporation

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

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

[REDACTED]

Attached please find hiring template and resume for [REDACTED]. I have used HC# 55 for [REDACTED]. Please note I have put [REDACTED] as the hiring manager, as [REDACTED] will join us at HQ and it will be easier to have [REDACTED] complete the SSA and hiring process from here onwards.

Cut and paste the information to the body of the email

Use this template in conjunction with tab 3.

Shaded cells are 'auto fill' fields.

Category

Details

Candidate:

Organization:

Support Services

Job Code/Title: 90023.Technical Analyst 4-Support
Local Currency: US - USD
Base Salary: [REDACTED]
Annual Target Variable: [REDACTED]
Overall Target Earnings: [REDACTED]
Sign-on Bonus: none
Stock Option Shares: none
Relocation: \$0
Headcount Slot#: 55
Replacement: No
Replacing Employee: Not applicable
Previous Base Compensation: [REDACTED]
Previous Variable Compensation: 0.00
Car Allowance: \$0.00
Special Vacation Accrual: No
Billable Job: No
Revenue Generating: Yes
Previous Acquisition Candidate: No
Acquisition Company:
Acquisition Candidate Term Reason:
Acquisition Candidate Term Date:
Acquisition Candidate Severance:
Hiring Manager: [REDACTED]@oracle.com

For REHIRE, please provide additional information:

Previous Base Salary: [REDACTED]
Previous Variable Salary: \$0
Previous Comparatio: 130%
Last Job Code/Description
Last Rating :
Date of leaving : 3/12/2010
Reason for Leaving:

Proposed Base Compensation: [REDACTED]
Proposed Variable Compensation: 0.00
Proposed Comparatio: 105%
Proposed Job Code: 90023.Technical Analyst 4-Support

Thanks,

[REDACTED]

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ORACLE

[REDACTED] | Sr. Manager

Phone: [REDACTED] [REDACTED]

Oracle [REDACTED] Team

| [REDACTED]



Oracle is committed to developing practices and products that help protect the environment