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**From:** Chantal Dumont <chantal.dumont@oracle.com>  
**To:** Carolyn Balkenhol <carolyn.balkenhol@oracle.com>  
**CC:** Lawrence Lynn <larry.lynn@oracle.com>; Arthur Orozco <arthur.orozco@oracle.com>  
**Sent:** 11/16/2013 2:48:10 AM  
**Subject:** Re: As chantal has probably told you LJE has set the new grad offers at [REDACTED] shares and [REDACTED] sign on.....i want

Certainly can with Larry's okay.

Thanks,

Chantal

Sent from my iPad

On Nov 15, 2013, at 5:35 PM, Carolyn Balkenhol <carolyn.balkenhol@oracle.com> 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. [REDACTED] asked if we could.

> I am against that adjustment as it will cost Oracle over [REDACTED].

>  
> What is your opinion? thanks, larry