

From: Safra Catz <safra.catz@oracle.com>
To: larry.lynn@oracle.com <larry.lynn@oracle.com>
Sent: 3/28/2014 8:19:29 PM
Subject: FW: Offer Details for [REDACTED]

We are working on doing RSU's at a [REDACTED] ratio to options.

Begin forwarded message:

From: lawrence lynn <larry.lynn@oracle.com>
Date: March 21, 2014, 3:06:52 PM PDT
To: Larry Ellison <larry.ellison@oracle.com>
Cc: Andrew Mendelsohn <andrew.mendelsohn@oracle.com>
Subject: Fwd: Re: Fwd: Re: Fwd: Re: Offer Details for [REDACTED]

Larry , these are the companies that give RSUs currently. Andy is right at some point we will need to offer RSUs...larry

Ebay
Microsoft
LinkedIn
Facebook
Apple
Google
SalesForce
Yahoo
VMWare
Qualcomm
Spokeo
Xilinx
TripAdvisor
Amazon
Twitter

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

Subject: Re: Fwd: Re: Fwd: Re: Offer Details for [REDACTED]
Date: Fri, 21 Mar 2014 14:47:45 -0700
From: Andrew Mendelsohn
Organization: Oracle Corporation
To: [REDACTED]
CC: lawrence lynn , M Cheruvu

sigh.

We will be forced to offer RSUs one of these days too.

Andy

On 3/21/2014 2:29 PM, [REDACTED] wrote:

FYI. We are starting to loose out to even Amazon now. This is a college grad who liked our team, but decided to go to Amazon because of their offer. They offered the same salary, [REDACTED] sign-on bonus the first year (vs our [REDACTED]), and [REDACTED] sign-on the second year and [REDACTED] worth of RSUs over 4 years.

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

Subject:Re: Fwd: Re: Offer Details for [REDACTED]

Date:Fri, 21 Mar 2014 13:19:20 -0700

From:[REDACTED]

To:[REDACTED]

CC:[REDACTED], "[REDACTED]"

Hi [REDACTED],

No problem. He would received [REDACTED] RSUs over 4 years. The position was for Palo Alto, CA.

Thanks,
[REDACTED]

On 3/21/2014 12:44 PM, [REDACTED] wrote:

One more question: Do you know how many RSUs?

[REDACTED]

On 3/21/2014 12:37 PM, [REDACTED] wrote:

Hi [REDACTED],

Amazon has been getting really competitive with their offers recently. I was able to gather some information. The base salary is in our range, but everything else was higher. [REDACTED] gets a [REDACTED] sign-on his first year, and an additional [REDACTED] his second year. He also receives RSUs which at Amazon's current stock price, are much more appealing than stock options.

He liked both the team he would be joining at Amazon and [REDACTED] team, so with that additional compensation it wasn't something he could give up.

Let me know if there's any additional information that you need! Have a great weekend.

Thanks,
[REDACTED]

On 3/21/2014 10:46 AM, [REDACTED] wrote:

Cynthia,

Do you know what his offer from Amazon is?

[REDACTED]

On 3/21/2014 10:44 AM, [REDACTED] wrote:

FYI.

Very hard to recruit for Oracle....

- [REDACTED]

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

Subject:Re: Offer Details for [REDACTED]
Date:Fri, 21 Mar 2014 10:43:01 -0700
From:[REDACTED]
To:[REDACTED]
CC:[REDACTED] >> [REDACTED]

Hi [REDACTED],

I have a bit of bad news.

Although [REDACTED] really liked your team and everything he would have been able to do with you, he has received an offer from Amazon that expires today. He feels that that this is an opportunity for himself that he simply cannot pass up. He did not want to waste any more of your time and felt very guilty, but would like to withdraw from our process at this time. It's very unfortunate, but it's also very good that he has chosen to do so now, before the offer has gone out rather than waiting until that deadline to decline. I will make sure you are added back to our board and can receive resumes for interviews.

Please let me know if you have any questions! This is unfortunate, but hopefully you'll find a great candidate soon.

Thanks,
[REDACTED]

On 3/14/2014 1:34 PM, [REDACTED] wrote:

1. Title of position: Member of Technical Staff
2. Job Code: 10520
3. Group Name & Cost Center #: CR56
4. Hiring Manager Name: [REDACTED]
5. Salary: [REDACTED]
6. Intended Start Date: TBD

On 3/14/2014 1:27 PM, [REDACTED] wrote:

Hi [REDACTED],

Please provide the following information:

1. Title of position:
2. Job Code:
3. Group Name & Cost Center #:
4. Hiring Manager Name:
5. Salary:
6. Intended Start Date:

Note: For candidates with an MS degree we offer salaries in the range of [REDACTED] - [REDACTED], with anything above [REDACTED] needing justification. I would recommend at least [REDACTED] - [REDACTED] for [REDACTED]

Please let me know if you have any questions or concerns.

Thanks!

--
ORACLE

[REDACTED] | Recruiting Specialist
Phone: [REDACTED] | Fax: [REDACTED]

Oracle Oracle College Recruiting



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

--

ORACLE

[Redacted] | Recruiting Specialist

Phone: [Redacted] | Fax: [Redacted]

Oracle College Recruiting



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

--

ORACLE

[Redacted] | Recruiting Specialist

Phone: [Redacted] | Fax: [Redacted]

Oracle College Recruiting



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

--

ORACLE

[Redacted] | Recruiting Specialist

Phone: [Redacted] | Fax: [Redacted]

Oracle College Recruiting



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