



From kuassi mensah <kuassi.mensah@oracle.com> ★

Subject Promotion not happening: I am being discriminated?

To ANIL.S.GAUR <anil.s.gaur@oracle.com> ★, Paul Lo <paul.lo@oracle.com> ★

Reply Reply All Forward Archive Junk Delete More 1/5/17, 12:04 PM

Anil, Paul,

First, my best wishes for 2017 for yourselves and your families.

I am aware and appreciate that you both are looking into my promotion, something Steven Harris wanted to do since 2009, [redacted] in 2015 and here we are in 2017 and nothing has happened.

I don't know why this is not happening for me while across the company, people are being promoted M4 or even M5 with 1 or zero report. For example: the following people who are or were in Anil's org and got promoted M4:

- [redacted] still in [redacted] org, was promoted a year or so ago PM Director (M4) with only 1 report in IDC
- [redacted] (used to be in [redacted] org) was promoted a year or two ago PM Director (M4) with only 1 report
- [redacted] used to be in [redacted] org, has been recently promoted PM Director (M4) with 0 report.

Here is my career and promotion summary

- Joined Oracle France in 1989; created and managed the Center of Expertise (SC SWAT team, still around).
- Move to HQ in Advanced Consulting org as IC5 in 1999 (from manager position)
- Promoted Technical Director in 2000
- Moved to the Java Products org that same year as Sr PM then rectified Senior Group Product Manager (M3) a year or so later
- For years, Steven Harris tried to promote but got HR objection because no report
- Moved from M3 to IC5 when Steven Harris left, same position I had in 1999 when I moved from France to HQ

I don't know why I am the only one not being promoted in spite of having 1 report since 2014. I hope you understand that I cannot prevent myself from wondering if I am being discriminated or not.

Thank you, Kuassi

1
DOL000044532
Exhibit P-501