

From: Rani Urbas rani.urbas@oracle.com
Subject: FW: REVIEW AND APPROVAL REQUESTED: Dive and Save [REDACTED] Urbas/Webb LOB
Date: July 6, 2017 at 4:46 PM
To: Sheila Ancheta sheila.ancheta@oracle.com



Hi Sheila,

Would you mind submitting the HR transaction for this approval ? Thanks!

Rani

From: Stefanie Wittner
Sent: Monday, June 19, 2017 3:06 PM
To: Rani Urbas <rani.urbas@oracle.com>
Cc: Campbell Webb <campbell.webb@oracle.com>; Saba Ghandehari <saba.ghandehari@oracle.com>; Cynthia Emmanuel <cynthia.emmanuel@oracle.com>; John Yoo <john.yoo@oracle.com>
Subject: FW: REVIEW AND APPROVAL REQUESTED: Dive and Save [REDACTED] Urbas/Webb LOB

Hi Rani,

Good news – we received approval for the following promotion and out of cycle in crease for [REDACTED]

At this time our HCM system is currently down for maintenance. Once the system is back up (Wed am), you will be able to enter the TK approval terms in the system for final BOD approval.

Please let us know if you have any questions.

Thanks,
 Stefanie

From: M Cheruvu <madhavi.cheruvu@oracle.com>
Organization: Oracle Corporation
Date: Monday, June 19, 2017 at 3:00 PM
To: Stefanie Wittner <stefanie.wittner@oracle.com>
Subject: Fwd: Re: REVIEW AND APPROVAL REQUESTED: Dive and Save [REDACTED] Urbas/Webb LOB

----- Forwarded Message -----
Subject: Re: REVIEW AND APPROVAL REQUESTED: Dive and Save [REDACTED] Urbas/Webb LOB
Date: Mon, 19 Jun 2017 15:00:01 -0700 (PDT)
From: Thomas Kurian <thomas.kurian@oracle.com>
To: Madhavi Cheruvu <madhavi.cheruvu@oracle.com>
CC: Kim Ibarra <kim.ibarra@oracle.com>

Approved

On Jun 19, 2017, at 2:58 PM, M Cheruvu <madhavi.cheruvu@oracle.com> wrote:

Pls approve.

----- Forwarded Message -----
Subject: FW: REVIEW AND APPROVAL REQUESTED: Dive and Save [REDACTED] Urbas/Webb LOB
Date: Tue, 13 Jun 2017 10:05:42 -0700
From: Stefanie Wittner <stefanie.wittner@oracle.com>
To: Madie Cheruvu <madhavi.cheruvu@oracle.com>

Madie,

Please find the following request to promote [REDACTED] in Rani Urbas' org) to VP, which includes an out-of-cycle increase as well.

The following terms have been reviewed by HR. You will find Campbell's approval below.

Dive and Save Details			
Name	[REDACTED]		
Employee Email	[REDACTED]@oracle.com		
Country	US		
Manager (Requesting VP)	Urbas, Rani		
Requesting Senior VP			
TK Direct	Webb, Mr Campbell Victor		
Local Country HR Approval			
Promotion	Yes	Time in Job	4 Years
		Hire Date	[REDACTED]
Competitive Offer Included	Not Applicable		
Job/Compensation Details	Current	Proposed	
Title	17250.Product Mgmt/Strategy Snr Director-ProdDev	17260.Product Mgmt/Strategy VP-ProdDev	
Level	M5	M6	
Salary (USD)	[REDACTED]		
Salary Range (USD)	[REDACTED]		
Salary Range Midpoint (USD)	[REDACTED]		
Comparatio	0.75	0.76	
% increase		17%	
\$ increase	[REDACTED]		
Additional Compensation (i.e. RSUs, Bonus, etc.)	Not Applicable		
Past Performance/Historical Data			
Past 3 Ratings (FY16/FY15/FY14)	FY17 = 5 Outstanding FY16 = 5 Outstanding	4-Exceeds Expectations	4-Exceeds Expectations
Past 3 Bonus (FY16/FY15/FY14)	[REDACTED]		
Past 3 Stock (FY16/FY15/FY14)	[REDACTED]		
Past 3 Focal (FY16/FY15/FY14)	[REDACTED]		

Business Justification

This is a pre-emptive D&S Request for [REDACTED] for promotion to 17260.Product Mgmt/Strategy VP-ProdDev (M6), with a base salary increase of [REDACTED] to a total base salary of [REDACTED]. The promotion justification template is attached. The [REDACTED] team has experienced an increased scope of responsibilities, leading to more executive and strategic level interactions, since its inception in [REDACTED]. The [REDACTED] group is a critical component of this team. The [REDACTED] group has also grown in size, scope, and influence. It now requires a senior leader for the team, who can provide strategic leadership across PE&O and day-to-day guidance for the team. [REDACTED] currently leads this team. She has demonstrated excellent leadership skills, with on boarding and training new staff, defining the team's charter, taking on significant responsibilities and forging strategic relationships across [REDACTED] to name a few. It is a challenge in [REDACTED] to find managers who are fluent with business and contractual policies, technically adept in [REDACTED] procedures, and highly effective with customers. [REDACTED] stands out in this regard – she has all three critical skills making her uniquely qualified for her role; contributing to her success with our team and the team's success.

This promotion – from an M5 to M6 will recognize the high level that she is already performing at.

As far as I can tell [REDACTED] does not have a competing offer. However, she is very conscious of her marketability and she seems to be paying close attention to opportunities externally. In particular, she mentioned Adobe as an interested recruiter. This is a conscious effort to keep [REDACTED] productive and focused. It will discourage her from looking outside of Oracle for a career path and it will demonstrate our commitment to her dedication and hard work.

The salary request will only align her in the range of M6 peers - it will not put her in anyway more (or less) than average. The ask is just to normalize her salary- pursuant to this promotion.

Please let me know if you have any questions.

Thanks,
Stefanie

From: Campbell Webb <campbell_webb@oracle.com>
Date: Saturday, June 10, 2017 at 4:55 PM
To: Rani Urbas <rani_urbas@oracle.com>
Cc: Stefanie Wittner <stefanie_wittner@oracle.com>
Subject: Re: REVIEW AND APPROVAL REQUESTED: Dive and Save [REDACTED] Urbas/Webb LOB

Approved.

C.

On Jun 7, 2017, at 4:19 PM, Rani Urbas <rani_urbas@oracle.com> wrote:

With attachment.

From: Rani Urbas
Sent: Wednesday, June 7, 2017 1:13 PM
To: Campbell Webb <campbell_webb@oracle.com>
Cc: Stefanie Wittner <stefanie_wittner@oracle.com>
Subject: RE: REVIEW AND APPROVAL REQUESTED: Dive and Save [REDACTED] Urbas/Webb LOB

Campbell –

The justification is now updated accordingly. Your approval is requested. Please let me know if you have any questions.

Dive and Save Details			
Name	[REDACTED]		
Employee Email	[REDACTED]@oracle.com		
Country	US		
Manager (Requesting VP)	Urbas, Rani		
Requesting Senior VP			
TK Direct	Webb, Mr Campbell Victor		
Local Country HR Approval			
Promotion	Yes	Time in Job	4 Years
		Hire Date	[REDACTED]
Competitive Offer Included	Not Applicable		
Job/Compensation Details	Current	Proposed	
Title	17250.Product Mgmt/Strategy Snr Director-ProdDev	17260.Product Mgmt/Strategy VP-ProdDev	
Level	M5	M6	
Salary (USD)	[REDACTED]	[REDACTED]	
Salary Range (USD)	[REDACTED]	[REDACTED]	
Salary Range Midpoint (USD)	[REDACTED]	[REDACTED]	
Comparatio	0.75	0.76	
% increase		17%	
\$ increase	[REDACTED]	[REDACTED]	
Additional Compensation (i.e. RSUs, Bonus, etc.)	Not Applicable		
Past Performance/Historical Data			
Past 3 Ratings (FY16/FY15/FY14)	FY17 = 5 Outstanding II, FY16 = 5 Outstanding	4-Exceeds Expectations	4-Exceeds Expectations
Past 3 Bonus (FY16/FY15/FY14)			
Past 3 Stock (FY16/FY15/FY14)			
Past 3 Focal (FY16/FY15/FY14)			
Business Justification			
<p>This is a pre-emptive D&S Request for [REDACTED] for promotion to 17260.Product Mgmt/Strategy VP-ProdDev (M6), with a base salary increase of [REDACTED] to a total base salary of [REDACTED]. The promotion justification template is attached. The [REDACTED] team has experienced an increased scope of responsibilities, leading to more executive and strategic level interactions, since its inception in [REDACTED]. The [REDACTED] group is a critical component of this team. The [REDACTED] group has also grown in size, scope, and influence. It now requires a senior leader for the team, who can provide strategic leadership across PE&O and day-to-day guidance for the team. [REDACTED] currently leads this team. She has demonstrated excellent leadership skills, with on boarding and training new staff, defining the team's charter, taking on significant responsibilities and forging strategic relationships across [REDACTED] to name a few. It is a challenge in [REDACTED] to find managers who are fluent with business and contractual policies, technically adept in [REDACTED] procedures, and highly effective with customers. [REDACTED] stands out in this regard – she has all three critical skills making her uniquely qualified for her role; contributing to her success with our team and the team's success.</p> <p>This promotion – from an M5 to M6 will recognize the high level that she is already performing at.</p> <p>As far as I can tell [REDACTED] does not have a competing offer. However, she is very conscious of her marketability and she seems to be paying close attention to opportunities externally. In particular, she mentioned Adobe as an interested recruiter. This is a conscious effort to keep [REDACTED] productive and focused. It will discourage her from looking outside of Oracle for a career path and it will demonstrate our commitment to her dedication and hard work.</p> <p>The salary request will only align her in the range of M6 peers - it will not put her in anyway more (or less) than average. The ask is just to normalize her salary- pursuant to this promotion.</p>			

- Her unique skills and accomplishments
It is a challenge in [REDACTED] to find managers who are fluent with business and contractual policies, technically adept in [REDACTED] procedures, and highly effective with customers. [REDACTED] stands out in this regard – she has all three critical skills making her uniquely qualified for her role and contributing to her success with our team.

Before joining our team [REDACTED] has worked in [REDACTED] for over 6 years. Her prior experience has helped her to hone her ability to simplify complex operational policies in very simple terms to the field, our customers and partners. With her expertise in the operations policies and in-depth knowledge of operations practices, [REDACTED] has led her team in the review of over 50 new [REDACTED] and over 12 acquisitions for alignment with [REDACTED] Policies.

[REDACTED] is a very effective presenter at the Oracle [REDACTED] to customer senior executives and the sales teams are continuing to engage her to speak with other customers. Her ability to perform at this level is a culmination of her unique strengths and extensive experience.

- 2) Does she have a competing offer. Has she indicated that she is looking to leave?
- As far as I can tell, she does not have a competing offer. However, she is very conscious of her marketability and she seems to be paying close attention to opportunities externally. In particular, she mentioned Adobe as an interested recruiter.

This is a conscious effort to keep [REDACTED] productive and focused. It will discourage her from looking outside of Oracle for a career path and it will demonstrate our commitment to her dedication and hard work. The salary request will only align her in the range of M6 peers - it will not put her in anyway more (or less) than average. The ask is just to normalize her salary- pursuant to this promotion.

Thanks,
Rani

From: Campbell Webb
Sent: Tuesday, June 6, 2017 11:35 AM
To: Rani Urbas <rani.urbas@oracle.com>
Cc: Stefanie Wittner <stefanie.wittner@oracle.com>
Subject: Re: REVIEW AND APPROVAL REQUESTED: Dive and Save [REDACTED] Urbas/Webb LOB

Rani, please update the justification noting that she is being recruited by Above etc, assuming that is a valid statement. If you think she is a flight risk, we should add that as well.

Thanks.

C.

On Jun 6, 2017, at 2:22 PM, Rani Urbas <rani.urbas@oracle.com> wrote:

Hi Campbell,
As far as I can tell, she does not have a competing offer. However, she mentioned Adobe as an interested recruiter.

Thanks,
Rani

From: Campbell Webb
Sent: Tuesday, June 6, 2017 10:59 AM
To: Rani Urbas <rani.urbas@oracle.com>
Cc: Stefanie Wittner <stefanie.wittner@oracle.com>
Subject: Re: REVIEW AND APPROVAL REQUESTED: Dive and Save [REDACTED] Urbas/Webb LOB
Importance: High

Hey Rani, does [REDACTED] have a competing offer?

C.

On Jun 6, 2017, at 1:44 PM, Rani Urbas <rani.urbas@oracle.com> wrote:

Campbell -

This is a pre-emptive D&S Request for [REDACTED] for promotion to 17260.Product Mgmt/Strategy VP-ProdDev (M6), with a base salary increase of [REDACTED] to a total base salary of [REDACTED]. The promotion justification template is attached. The [REDACTED] team has experienced an increased scope of responsibilities, leading to more executive and strategic level interactions, since its inception in [REDACTED]. The [REDACTED] group is a critical component of this team. The [REDACTED] group has also grown in size, scope, and influence. It now requires a senior leader for the team, who can provide strategic leadership across PE&O and day-to-day guidance for the team. [REDACTED] currently leads this team. She has demonstrated excellent leadership skills with on boarding and training new staff, defining the team's charter, taking on significant responsibilities and forging strategic relationships across [REDACTED] to name a few. This promotion - from an M5 to M6 will recognize the high level that she is already performing at.

<deleted>
<ManagementPromoTemplate Dev FY13 v8 VP .doc>

<ManagementPromoTemplate Dev FY13 v8 VP .doc>