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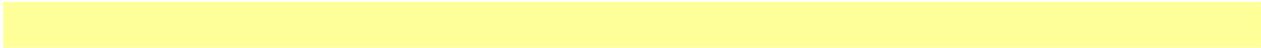
Dive/Save Requests (OPEN)

Employee Name (Last Name, First Name)	Country	Current Job Title	Career Level	Proposed Job Title	Proposed Career Level
[REDACTED]	US	10550.Software Developer 5	IC5	10550.Software Developer 5	IC5

Country	Job Code	Career Level
	N/A	N/A
AE	10020.Software Develop	IC1
AR	10030.Software Develop	IC2
AT	10040.Software Develop	IC3
AU	10050.Software Develop	IC4
BE	10060.Software Develop	IC5
BG	10510.Software Develop	IC6
BR	10520.Software Develop	M1
CA	10530.Software Develop	M2
CH	10540.Software Develop	M3
CL	10550.Software Develop	M4
CN	10560.Software Develop	M5
CO	10560.Software Develop	M6
DE	10630.IT Business Implementation Analyst 3	
DK	10640.IT Business Implementation Analyst 4	
ES	10710.Applications Developer 1	
FI	10720.Applications Developer 2	

FR	10730.Applications Developer 3
GB	10740.Applications Developer 4
GR	10750.Applications Developer 5
HK	10760.Applications Developer - Architect
HU	10760.Applications Developer 6
IDC	10800.QA Analyst - IDC
IE	10810.QA Analyst 1-ProdDev
IL	10820.QA Analyst 2-ProdDev
IT	10830.QA Analyst 3-ProdDev
JPBG	10840.QA Analyst 4-ProdDev
KR	10841.QA Analyst 5-ProdDev
MX	10842.QA Manager-ProdDev
MY	10843.QA Snr Manager-ProdDev
NL	10844.QA Director-ProdDev
NO	10845.QA Snr Director-ProdDev
NZ	10846.QA VP-ProdDev
PH	11030.Product Marketing Snr Manager
PL	11040.Product Marketing Director
PT	11050.Product Marketing Snr Director
RO	11060.Product Marketing VP
RU	11230.Customer Service Snr Manager-Support
SE	11240.Customer Service Director-Support
SG	11250.Customer Service Snr Director-Support
TR	11260.Customer Service VP-Support
US	11530.Product Marketing Analyst 3
ZA	11540.Product Marketing Analyst 4
	12610.Consulting Project Manager
	13020.Technical Writer Manager-ProdDev
	13030.Technical Writer Snr Manager-ProdDev
	13040.Technical Writer Director-ProdDev
	13050.Technical Writer Snr Director-ProdDev
	13060.Technical Writer VP-ProdDev
	13510.Technical Writer 1-ProdDev
	13520.Technical Writer 2-ProdDev
	13530.Technical Writer 3-ProdDev
	13540.Technical Writer 4-ProdDev
	13550.Technical Writer 5-ProdDev
	14930.Project Manager 3
	14940.Project Manager 4
	14950.Project Manager 5
	15120.Release Developer 2
	15130.Release Developer 3
	15140.Release Developer 4
	15150.Release Developer 5
	15602.Business Development Consultant 3-Corp Plan
	15603.Business Development Consultant 4-Corp Plan
	15604.Business Development Consultant 5-Corp Plan
	15630.Business Development Snr Manager - Corp Plan
	15640.Business Development Director - Corp Plan
	15650.Business Development Snr Director - Corp Plan
	15660.Business Development VP - Corp Plan
	15840.Project Manager 4 - Ops
	17110.Product Manager/Strategy 1-ProdDev
	17120.Product Manager/Strategy 2-ProdDev
	17130.Product Manager/Strategy 3-ProdDev
	17140.Product Manager/Strategy 4-ProdDev
	17150.Product Manager/Strategy 5-ProdDev
	17160.Product Manager/Strategy 6-ProdDev
	17220.Product Mgmt/Strategy Manager-ProdDev

17230.Product Mgmt/Strategy Snr Manager-ProdDev
17240.Product Mgmt/Strategy Director-ProdDev
17250.Product Mgmt/Strategy Snr Director-ProdDev
17260.Product Mgmt/Strategy VP-ProdDev
20515.Principal Consultant
26110.Internal Customer Tech Support A3-IT
26140.Internal Customer Tech Support 2-IT
26150.Internal Customer Tech Support 3-IT
32740.Graphics Designer 4-Mkt
3304.Technology Sales Representative IV
42002.Course/Curriculum Dev 2-Training
42003.Course/Curricilum Dev 3-Training
42003.Course/Curriculum Dev 3-Training
42004.Course/Curriculum Dev 4-Training
42005.Course/Curriculum Dev 5-Training
45520.Administrative Assistant A2
45521.Administrative Assistant A3
45522.Senior Administrative Assistant
45551.Executive Assistant
46010.Business Analyst 1-Ops
46020.Business Analyst 2-Ops
46030.Business Analyst 3-Ops
46040.Business Analyst 4-Ops
46110.Business Planning Manager-Ops
46130.Business Planning Director-Ops
48032.Training Coordinator-A3
48033.Training Coordinator-A4
50100.Student / Intern
50810.Database Administrator 1-IT
50820.Database Administrator 2-IT
50830.Database Administrator 3-IT
50840.Database Administrator 4-IT
50850.Database Administrator 5-IT
62420.Course/Curriculum Dev Mgr - Training
62430.Course/Curriculum Dev Snr Mgr - Training
62440.Course/Curriculum Dev Director - Training
62450.Course/Curriculum Dev Snr Director - Training
65420.Facilities Manager
66680.Program Mgmt VP-ProdDev
66682.Program Manager 2-ProdDev
66683.Program Manager 3-ProdDev
66684.Program Manager 4-ProdDev
66685.Program Manager 5-ProdDev
66686.Program Mgmt Manager-ProdDev
66687.Program Mgmt Sr Manager-ProdDev
66688.Program Mgmt Director-ProdDev
66689.Program Mgmt Sr Director-ProdDev
75010.IT Supervisor
75020.IT Manager
75030.IT Snr Manager
75040.IT Director
75050.IT Snr Director
75060.IT VP
75610.System Administrator 1-IT
75620.System Administrator 2-IT
75630.System Administrator 3-IT
75640.System Administrator 4-IT
75650.System Administrator 5-IT
75920.Network/Telecom Systems Analyst 2-IT

76120.IT Security Analyst 2
76130.IT Security Analyst 3
76140.IT Security Analyst 4
76150.IT Security Analyst 5
76510.Programmer Analyst 1-IT
76520.Programmer Analyst 2-IT
76530.Programmer Analyst 3-IT
76540.Programmer Analyst 4-IT
76550.Programmer Analyst 5-IT
76630.Systems Analyst 3-IT
83353.Adv Customer Service Support Director
85020.Office Services Support A2
85040.Office Services Support A4
90023.Technical Analyst 4-Support
90120.Technical Analyst 1-Support
90121.Technical Analyst 2-Support
90122.Technical Analyst 3-Support
90230.Technical Analyst 5-Support
90246.Product Support Manager
90248.Product Support Sr. Manager
90250.Product Support Director
9201.Senior Sales Consultant
99020.User Experience Developer 2-ProdDev
99030.User Experience Developer 3-ProdDev
99040.User Experience Developer 4-ProdDev
99050.User Experience Developer 5-ProdDev
99858.Product Development SVP

Last 3 years appraisals and/or CWB rating (list CURRENT year first)	Current Salary (USD)	Proposed Salary Request (USD)	% Increase	Benchmark:
01-Jun-2013 - 5 - Outstanding 01-JUN-2012- 4 - Exceeds Expectations 01-JUN-2011- 4 - Exceeds Expectations	[REDACTED]	[REDACTED]	30%	# of ee's in job code: [REDACTED] [REDACTED]

Salary Range	Midpoint	Current Compa ratio	Proposed Range	Proposed Midpoint	New Compa ratio	Time in Job
[REDACTED]	[REDACTED]	0.73	[REDACTED]	[REDACTED]	0.95	11

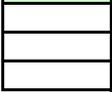| Last 3 years Bonuses (list CURRENT year first)	Last 3 years Stock Grants (list CURRENT year first)	Proposed Other Comp or Job Change Requested
[REDACTED]	[REDACTED]	N/A

Justification	Previous Salary Increase (USD)	Previous Salary Increase Date (USD)	Previous Salary % Increase
[REDACTED] has an offer from AppDynamics (Private company) at the amount of $[REDACTED] In addition, she would get [REDACTED] stock options and a large annual bonus (~[REDACTED]%). [REDACTED] is one of the most important contributors in the team and certainly the most critical [REDACTED] developer in the US. [REDACTED] is a very successful [REDACTED] component and is a key driver of [REDACTED] business through the [REDACTED]. Losing [REDACTED] would have substantial business impact on [REDACTED] and would likely lead to other resignations. [REDACTED] is currently responsible for architectural design, feature development, and customer support of [REDACTED]. She actively participates in the product architectural design and improvements and variously involved in the entire stack of [REDACTED] development. [REDACTED] holds M.Sc. in Computer Science from University of [REDACTED]. • [REDACTED] is arguably the technical authority for the team. She commands expert knowledge in C/C++ and very strong knowledge in server side development in Java and C/C++. • [REDACTED] is the team lead in many areas and continuously help other members improve their coding skills and quality of the features that they develop. • [REDACTED] is the role model for the [REDACTED] team. • [REDACTED] is one of the very few in the team who have sufficient knowledge about the [REDACTED] implementation and technologies to conduct development, debugging, code reviews, testing, and customer support in the area. • She has sufficient knowledge in [REDACTED] component to identify issues, discuss designs, conduct code reviews, etc. • She frequently works with customers and sales consultants to resolve issues in the field. Presented demo and technical discussions to Sales Consultants. • [REDACTED] mentors the new hires in the team, conducts code reviews for the team, and serves as a key consulting member in the team for feature development.	[REDACTED]	1-Sep-11	2.92%

Manager	Group Attrition: 6-12 months (e.g., 5 of 8: 62%)	Requesting VP	Competitive Offer Included	Local Country HR Approval
[REDACTED]	[REDACTED]	Ali Siddiqui	Yes	Yes

| LOB
Priority |
| --- |
| |
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Competitive Offer	Local HR Approval
Yes	Yes
No	No
	Waiting for Response

LOB
N/A
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