



**Critical Hire Spreadsheet: RGREEN**

HC Request: [REDACTED]

Last Updated: 2/13/12

**INTERNAL TRANSFERS: Hiring Mgr Must Obtain Releasing Manager Approval PRIOR to Adding the Candidate on**

<b>Rank</b>	<b>Status</b>	<b>Candidate Name</b>	<b>Hiring Manager</b>	<b>Hire Type</b>	<b>Internal Transfers: Include Releasing Manager's Name &amp; Approval Date</b>	<b>If Rehire-Oracle Term Date</b>	<b>If Rehire-Previous Oracle Salary</b>	<b>If Rehire-Current Salary at Employer</b>	<b>If Rehire-Last Oracle Performance Rating</b>
1	Critical	[REDACTED]	[REDACTED]			NA	NA	NA	NA

**the Critical Hire List**

If Intl Transfer-Current Country to New Country	Replacement Yes/No	Location	Job/Title	PROJECT	<u>Current Salary:</u> Local Currency & USD	<u>Proposed Oracle Salary:</u> Local Currency & USD
NA	NA	HQ	10530 / Senior Member Technical Staff	[REDACTED]	[REDACTED]	[REDACTED] Comp ratio 1.039



<p>Comments / Special Compensation including Stock, Relocation, etc.</p>	<p><b>VP Requesting</b></p>
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Eleanor Meritt

<b>BUSINESS JUSTIFICATION</b>	<b>Thomas approval Y/N</b>

[REDACTED] is a very critical competitive feature in the upcoming [REDACTED] release. [REDACTED] was present at Oracle Open World 2013 and generated lots of customer interest. This is a very critical hire and part of the special allocation for [REDACTED] feature coverage so that the [REDACTED] team in HQ can be ready to effectively handle critical [REDACTED] issues. Also, with this hire we will be handle the critical [REDACTED] issues during US hours instead of engaging [REDACTED] development on all these issues and improve the overall handling of [REDACTED] issues for database customers. We have been pursuing hiring for this position with the internal and external recruiting team with top priority but its been very difficult to find the right candidate so far. [REDACTED] has done MS in Computer Science from [REDACTED] University. Has a bachelor's degree in Electronics Engineering from the [REDACTED]. [REDACTED] was awarded [REDACTED] Scholarship for outstanding [REDACTED] in 2009. (This honor is awarded to only 5 outstanding students each year.) [REDACTED] has a total work experience of around 3 years. Currently working for [REDACTED] as a software engineer in the low level [REDACTED] system. [REDACTED] has done both software development and bug fixing work and has interned at [REDACTED] research. He has excellent knowledge of C,C++ programming language, Data structures/Algorithms and Operating system concepts. [REDACTED] has excellent analytical and communication skills. Senior [REDACTED] engineers who have interviewed [REDACTED] have provided positive feedback on his technical, communication and anlytical skills . [REDACTED]'s proposed salary is US\$[REDACTED] (mid point for SMTS is US\$[REDACTED]) comp ration of 1.039. SMTS salary range is US\$[REDACTED]-[REDACTED].