

This is a previously approved time sensitive offer. Requesting expedite approval as candidate, [REDACTED] has a competing offer from IBM for [REDACTED] base plus [REDACTED] sign-on that he has to accept or decline by Wed. [REDACTED]. [REDACTED] is interested in joining Oracle, but the minimum he will accept is a revised offer of [REDACTED] base, [REDACTED] RSU's and [REDACTED] sign on bonus. We are also providing a lump sum relocation bonus of [REDACTED] for him to relocate from [REDACTED] to HQ, which is a requirement for this role.

Original Business Justification:

[REDACTED] is our top candidate choice for [REDACTED] team. He brings a rare combination of solid mathematics (bachelors), machine learning foundation (multiple masters), and big data software engineering skills.

[REDACTED] has 5+ years of industry experience that started with research in improving the quality of [REDACTED]. He also [REDACTED]. In his subsequent jobs he has built [REDACTED], developed distributed [REDACTED] algorithm to mine the [REDACTED]. He also continued to publish papers, like [REDACTED], Journal of Applied Mathematics, [REDACTED] ([http://www.\[REDACTED\]](http://www.[REDACTED])). He leveraged [REDACTED] algorithms to develop a highly accurate and personalized [REDACTED] system. Finally in the last year and half he has worked on [REDACTED], which will provide invaluable for us as we develop features related to [REDACTED].

To continue with our strong momentum and compete in the [REDACTED] space, [REDACTED] team needs to quickly grow its capabilities, especially in the space of [REDACTED]. We are aggressively working on adding new capabilities and need to get highly qualified and energetic folks. Adding [REDACTED] to our team is critical to our success.