Business Justification

We are at risk of losing one of our key members of the ███████████████. ██████ is a Director/M4 currently managing ██████████████ team as well as ████████ team. ████ has consistently been ranked as a top performer (4 and 5) over the last three years. She has been with Oracle for 16 years and worked across many different product lines. The last few years her focus has been on ███████████████████████████████████ that have lead to many critical releases of ████ and ████ for ██████████████ as well as external customers. Given her creditability and her ability to deliver results, she was recently asked to lead the ██████████████ team that drives ██████████████ and will own the implementation of ██████████████ ██████████████. This is a very challenging project with many dependencies will put her at the forefront of moving to a ██████████████ model. We are confident that her leadership and broad technical knowledge will make her a key person in the ██████████ ream. Previously, ████ has led ██████████████████ and ██████████████████████████ team delivering major functionality for the following product lines:

██████████████████████████████ – provisioning, upgrade, administration and manageability, UI, Security, Test to Production and performance benchmark.

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██████████████████████████████████ – administration and manageability, ████████ for configuration and ████ integration, Administrative UI, Security, and ████████

██████████████████████████ : Pre-study, performance evaluation, ████ readiness preparations. *(Development paused waiting for application team decisions.)*

As part of delivering these products she had also lead work on authentication, authorization and administrative ████ frameworks that has enabled ████ to be successfully embedded to all the Oracle application suites ███████████████████████████████████.

████ is considering employment outside Oracle because she is actively being recruited by both **Amazon and LinkedIn**. They are offering very competitive compensation packages in the range of ████ total comp. Ideally, ████ would like to stay at Oracle and we want to stop her from pursuing any of these outside offers immediately. In order to retain ████ we need to show our commitment by providing a competitive out-of-cycle increase. ████ current salary is ████████. She received a ██████████ focal increase in ████ which gave her a new compa-ratio of 94%- still below the mid-point in the salary range. Her outstanding contributions have her on a solid career path in which she will be considered for a promotion within the next year.

███ proactively takes on increasing responsibilities and we expect her to continue performing well at this level. We propose a ███ increase to ███ This gets her to her target total comp of ███ and gives her a new compa-ratio of ███ recognizing her contribution as a top performer at Oracle. This is what it will take to retain ███ Without ███ there would be a tremendous legacy knowledge gap and the loss of productivity from the downtime to replace her expertise in this competitive market would be substantial. In addition, our team has also experienced a high attrition rate over the last 12 months of ███. With her driving attitude, knowledge of Oracle and technical background ███ is a key member of our team and important for our success. Losing ███ will significantly impact our ability to meet our deliverables on the ███████ project. ███ has a long history with ███████ which will continue to be an important component for years to come. We will need to improve and replace the ███ technology. ███ experience and history with the ███ will be important for continued support of applications using it. We plan to continue mentoring ███ as a leader in the development and running of ███████ and ███████ built on the Oracle ███████. Her tenacity and management skills are a good fit for successfully keeping ███ ███ running.