

From: [REDACTED]
To: [REDACTED]
CC: [REDACTED]
Sent: 3/30/2017 2:20:00 PM
Subject: Re: [REDACTED]'s promotion

Approved. We also have approval from HR to boost her salary to [REDACTED]. Please do that as part of the workflow. You may use the following justification.

[REDACTED] is a superstar in the [REDACTED] team and has a Masters from Stanford. [REDACTED] was managing the [REDACTED] and his departure on [REDACTED] has cast a significant pall on the team: Several team members including [REDACTED] have come to us with concerns and are thinking of exploring new career options. We need to make sure that [REDACTED] is happy since we are asking her to manage the [REDACTED] following [REDACTED]. If we want to successfully deliver [REDACTED] as a [REDACTED] later this year, it is imperative that [REDACTED] stay. The members of the grid team as well the broader [REDACTED] will look to [REDACTED] for leadership.

[REDACTED] is also a very good communicator and is effective with customers. She helped to host a successful [REDACTED] in [REDACTED]. Several key customers including [REDACTED], which accounts for [REDACTED] revenue per year are betting on [REDACTED] for their own [REDACTED]. Internal customers like [REDACTED] are also interested in using [REDACTED]. We see [REDACTED] as a key evangelist for this technology.

[REDACTED] may also be a future superstar contributor to the [REDACTED] with her background in [REDACTED]. A lot of the concepts in [REDACTED] are similar to those addressed in [REDACTED].

[REDACTED] has received the following ratings over the last 3 years which reflects her outstanding contributions and her critical role in [REDACTED].

FY17: 5 - Outstanding
FY16: 5 - Outstanding
FY15: 4 - Exceeds Expectations

On 3/24/2017 2:34 PM, [REDACTED] wrote:

> [REDACTED]
>
> Reminder to take a look of [REDACTED]'s promotion template and let me know if it can be submitted.

> Thanks,

> [REDACTED]

> -----Original Message-----

> From: [REDACTED]
> Sent: Thursday, March 23, 2017 8:27 PM
> To: [REDACTED]
> Subject: Re: [REDACTED].docx

> Yes it is M2

> Sent from my iPhone

>> On Mar 23, 2017, at 8:14 PM, [REDACTED] wrote:

>> Attached please find the promotion doc for [REDACTED]. I asked HR but they did not reply whether the next step of promotion from IC3 should be M2

(manager) or M3 (senior manager). So for I put down M2. [REDACTED], Do you know if M2 is the right level?

>>

>> I don't know if there is separate M2 promotion template? For now I just use the Sr manager template.

>>

>>

>> Please take a look and see if additional editing or change of form is needed. Feel free to edit it directly or send me the comments.

>>

>> Thanks,

>>

>> [REDACTED]

>>

>> -----Original Message-----

>> From: [REDACTED]

>> Sent: Thursday, March 23, 2017 10:16 AM

>> To: [REDACTED]

>> Subject: [REDACTED].docx

>>

>> This is the template we submitted for [REDACTED]. Feel free to edit this for [REDACTED]

>>

>> Most of the justification applies to [REDACTED]

>> <[REDACTED].docx>