Critical Hire Spreadsheet: RGREEN									
HC Request: [REDA⸱									
Last Updated: 2/13/12									
INTERNAL TRANSFERS: Hiring Mgr Must Obtain Releasing Manager Approval PRIOR to Adding the Candidate on									
Rank	**Status**	**Candidate Name**	**Hiring Manager**	**Hire Type**	**Internal Transfers:** **Include Releasing Manager's Name & Approval Date**	**If Rehire- Oracle Term Date**	**If Rehire- Previous Oracle Salary**	**If Rehire- Current Salary at Employer**	**If Rehire- Last Oracle Performance Rating**
1	Critical	[REDACTED]	[REDACTED]	International transfer	[REDACTED]	NA	NA	NA	NA

If Intl Transfer- Current Country to New Country	Replacement Yes/No	Location	Job/Title	PROJECT	Current Salary: Local Currency & USD	Proposed Oracle Salary: Local Currency & USD
India to HQ(USA)	NA	HQ	10540 / Prinicipal Member Technical Staff	[REDACTED]	[REDACTED]	[REDACTED] Comp ratio 96.5

Comments / Special Compensation including Stock, Relocation, etc.	VP Requesting
International relocation assistance from India to USA(HQ) will be needed, Estimated amount US[REDACTED]	Eleanor Meritt

BUSINESS JUSTIFICATION	Thomas approval Y/N
[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 recruiting team with top priority but its been very difficult to find the right candidate so far. Given the complexity of this area it is will take close to an year for any external candidate to get trained in this area before they can start handling escalated issues. [REDACTED] has been working in [REDACTED] team for 9+ years and over the last 8 years has been responsible for bug fixing in the [REDACTED] and currently in THE [REDACTED] area. He has overall 12+ years of IT industry experience. [REDACTED] has excellent knowledge of Database internals, excellent analytical and coding skills. His technical expertise, database background and having worked on several high profile [REDACTED] and [REDACTED]r customer escalations should enable us to provide better coverage for customer issues. In addition to his technical background [REDACTED] already has established relationships with [REDACTED] that will enable him to start being effective immediately. [REDACTED]'s proposed salary is US$[REDACTED] (mid point for PMTS is US$[REDACTED]) with comp ratio of 96.5. PMTS salary range is US$[REDACTED]. Relocation expenses are US$[REDACTED] for international relocation.	-