Critical Hire Spreadsheet:																				
HC Request:																				
Last Updated:																				

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

Rank	Status	Candidate Name	Hiring Manager	Hire Type	Internal Transfers: Include Releasing Manager's Name & Approval Date	Internal Transfers: last 3 years of performance ratings, bonuses, and raises	If Rehire- Oracle Term Date	If Rehire- Previous Oracle Salary	If Rehire- Current Salary at Employer	If Rehire- Last Oracle Performance Rating	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	Comments / Special Compensation including Stock, Relocation, etc.	VP Requesting	BUSINESS JUSTIFICATION	Thomas approval Y/N	Date
1	Critical	[REDACTED]	[REDACTED]	New Hire	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	US	IC5 - Senior Principal Product Manager	[REDACTED]	[REDACTED]Upcoming promotion and assignment of greater responsibility will lead to a raise in base salary + bonus.	[REDACTED] (b) Higher salary reflects cost-of-living adjustment for California since candidate plans to relocate to HQ (c) It also reflects upcoming internal promotion + raise + bonus within current organization	[REDACTED]	Juan Loaiza	[REDACTED] is one of the most successful products ever introduced by Oracle, with an annual $1Billion revenue run rate. To continue to be successful, [REDACTED] needs a solid [REDACTED] team, which can act as the focal point among Development, Sales and Customers on a worldwide basis. After some recent changes, this team is currently comprised of [REDACTED] and [REDACTED], and neither of them can focus on [REDACTED] 100% because of other continuing [REDACTED] commitments. This hiring effort is towards building up this [REDACTED] team, and [REDACTED] is the first proposed hire as part of this effort. [REDACTED] is one of the rare candidates with direct [REDACTED] experience as a customer, which means he can immediately establish credibility while interacting with other customers as a [REDACTED]. [REDACTED] has over 15 years of experience in all phases of design, development, and implementation of Oracle environments. He has worked for companies in the Insurance, manufacturing, financial and other services industries. His direct experience with [REDACTED] stems from the early days - as a customer, at two distinct mission-critical customer sites ([REDACTED] and [REDACTED]). He has directly owned implementation of 15 [REDACTED] and managed all phases from [REDACTED] site survey, configuration worksheet, and customizing [REDACTED] implementation to fit application needs. He has spoken at OOW, has mentored Linux engineers and Oracle DBAs in successful implementation of Oracle databases on various platforms. As part of these implementations, he is also very familiar with various Oracle Development groups, and has been highly rated by Oracle employees who have interacted with him. His overall areas of technical expertise include [REDACTED], which makes his skill-set ideal for this position. In his current capacity as an [REDACTED] at T[REDACTED], [REDACTED] leads a team of 20 Oracle and Linux engineers and is directly responsible for all aspects of consolidation, performance		

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SVP Name
New Hire Transfer Tracking
Month, Day, Year

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Important				Rehire								No										
				International Transfer																		
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Critical   New Hire   Yes

Important

Rehire   No
Transfer
International Transfer