From: Rani Urbas rani.urbas@oracle.com Subject: FW: REVIEW AND APPROVAL REQUESTED: Dive and Save_ Urbas/Webb LOB Date: July 6, 2017 at 4:46 PM To: Sheila Ancheta sheila.ancheta@oracle.com Hi Sheila, Would you mind submitting the HR transaction for this approval ? Thanks! Rani From: Stefanie Wittner Sent: Monday, June 19, 2017 3:06 PM To: Rani Urbas real-com Co: Campbell Webbe real-com; Saba Ghandehari saba.ghandehari@oracle.com; Cynthia Emmanuel com; John Yoo clon.yoo@oracle.com; Subject: FW: REVIEW AND APPROVAL REQUESTED: Dive and Save.

Urbas/Webb LOB Good news - we received approval for the following promotion and out of cycle in crease for At this time our HCM system is currently down for maintenance. Once the system is back up (Wed am), you will be able to enter the TK approval terms in the system for final BOD approval. Please let us know if you have any questions. Thanks. Stefanie From: M Cheruvu <madhavi.cheruvu@oracle.com> Organization: Oracle Corporation
Date: Monday, June 19, 2017 at 3:00 PM
To: Stefanie Wittner @oracle.com>
Subject: Fwd: Re: REVIEW AND APPROVAL REQUESTED: Dive and Save_ Urbas/Webb LOB ------ Forwarded Message ------Subject: Re: REVIEW AND APPROVAL REQUESTED: Dive and Save Urbas/Webb LOB Date: Mon, 19 Jun 2017 15:00:01 -0700 (PDT)
From: Thomas Kurian <a href="mailt To: Madhavi Cheruvu <u>smadhavi cheruvu@oracle.com</u> CC: Kim Ibarra <u>skim.ibarra@oracle.com</u> On Jun 19, 2017, at 2:58 PM, M Cheruvu <madhavi.cheruvu@oracle.com> wrote. ------ Forwarded Message ------Subject: FW: REVIEW AND APPROVAL REQUESTED: Dive and Save_ Urbas/Webb LOB Date: Tue, 13 Jun 2017 10:05:42 -0700 From: Stefanie Wittner stefanie.wittner@oracle.com
To: Madie Cheruvu madhavi.cheruvu@oracle.com Madie in Rani Urbas' org) to VP, which includes an out-of-cycle increase as well. Please find the following request to promote The following terms have been reviewed by HR. You will find Campbell's approval below. Dive and Save Details Name Employee Email Country Manager (Requesting VP) Urbas, Rani Requesting Senior VP Webb, Mr Campbell Victor TK Direct Local Country HR Approval Time in Job Promotion Competitive Offer Included Not Applicable Job/Compensation Details Current Proposed Title 17250. Product Mgmt/Strategy Snr Director-Prod De 17260.Product Mgmt/Strategy VP-ProdDev Level Salary (USD) Salary Range (USD)

0.76

Past Performance/Historical Data

FY17 = 5 Outstanding II FY16 = 5 Outstanding

Not Applicable

4-Exceeds Expectations

CONFIDENTIAL

Salary Range Midpoint (USD)

Past 3 Ratings (FY16/FY15/FY14)

Past 3 Stock (FY16/FY15/FY14)
Past 3 Focal (FY16/FY15/FY14)

Additional Compensation (i.e. RSUs, Bonus, etc.)

Comparatio
% increase
\$ increase

ORACLE_HQCA_0000362030

4-Exceeds Expectations

	Business Justification motion to 17260. Product Mgmt/Strategy VP-ProdDev (M6), with a ba	se salary increase of to a total in increased scope of responsibilities, leading	base salary of
promotion justification template is attached. The egic level interactions, since its inception in	group is a critical component of this team.	. The group has	also grown in size, scope, and
lent leadership skills: with on boarding and training new	an provide strategic leadership across PE&O and day-to-day guidand staff , defining the team's charter, taking on significant responsibilities	s and forging strategic relationships across	am. She has demonstrated
to name a few. It is a challed trees, and highly effective with customers.	enge into find managers who are fluent : nds out in this regard – she has all three critical skills making her uniq	with business and contractual policies, techni- uely qualified for her role; contributing to her s	cally adept in success with our team and the
s success. promotion – from an M5 to M6 will recognize the high lev	vel that she is already performing at.		
	However, she is very conscious of her marketability and she seems to		
ioned Adobe as an interested recruiter. This is a consci ommitment to her dedication and hard work.		her from looking outside of Oracle for a caree	
alary request will only align her in the range of M6 peers	s - it will not put her in anyway more (or less) than average. The ask i	is just to normalize her salary- pursuant to this	s promotion.
e let me know if you have any questions.			
KS, nie			
n: Campbell Webb < <u>campbell.webb@orac</u> : Saturday, June 10, 2017 at 4:55 PM Rani Urbas < <u>rani.urbas@oracle.com</u> > Stefanie Witther < <u>stefanie.wittner@oracle.</u> ect: Re: REVIEW AND APPROVAL REQU	com>	ebb LOB	
oved.			
On Jun 7, 2017, at 4:19 PM, Rani Urbas < rani.	urbas@oracle.com> wrote:		
With attachment.			
From: Rani Urbas Sent: Wednesday, June 7, 2017 1:13 PM To: Campbell Webb <u>campbell.webb@orac</u> Cc: Stefanie Wittner <u>stefanie.wittner@orac</u>			
Subject: RE: REVIEW AND APPROVAL RE		ebb LOB	
Campbell –			
The justification is now updated accordingly.	Your approval is requested. Please let me know if you	have any questions.	
Name	Dive and Save Details		
Employee Email	@oracle.com		
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Country Manager (Requesting VP)	US Urbas, Rani		
Country Manager (Requesting VP) Requesting Senior VP	US Urbas, Rani		
Country Manager (Requesting VP) Requesting Senior VP TK Direct Local Country HR Approval	US Urbas, Rani Webb, Mr Campbell Victor		
Country Manager (Requesting VP) Requesting Senior VP TK Direct	US Urbas, Rani	Time in Job Hire Date	4 Years
Country Manager (Requesting VP) Requesting Senior VP TK Direct Local Country HR Approval Promotion Competitive Offer Included	US Urbas, Rani Webb, Mr Campbell Victor Yes Not Applicable	Hire Date	4 Years
Country Manager (Requesting VP) Requesting Senior VP TK Direct Local Country HR Approval Promotion Competitive Offer Included Job/Compensation Details	US Urbas, Rani Webb, Mr Campbell Victor Yes Not Applicable Current 17250.Product Mgmt/Strategy Snr Director-	Hire Date Proposed	
Country Manager (Requesting VP) Requesting Senior VP TK Direct Local Country HR Approval Promotion Competitive Offer Included Job/Compensation Details Title	US Urbas, Rani Webb, Mr Campbell Victor Yes Not Applicable Current 17250 Product Mgmt/Strategy Snr Director-ProdDev	Proposed 17260.Product Mgmt/Strategy VP-	
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for over 6 years. Her prior experience has helped her to Before joining our team. has worked in hone her ability to simplify complex operational and in-depth knowledge of operations practices, dicies in very simple terms to the field, our customers and partners. With her expertise in the operations policies has led her team in the review of over 50 new and over 12 acquisitions for alignment with Policies is a very effective presenter at the Oracle to customer senior executives and the sales teams are continuing to engage her to speak with other customers. Her ability to perform at this level is a culmination of her unique strengths and extensive experience. 2) Does she have a competing offer. Has she indicated that she is looking to leave?

a. As far as I can tell, she does not have a competing offer. However, she is very conscious of her marketability and she seems to be paying close attention to opportunities externally. In particular, she mentioned Adobe as an interested recruiter. This is a conscious effort to keep productive and focused. It will discourage her from looking outside of Oracle for a career path and it will demonstrate our commitment to her dedication and hard work. The salary request will only align her in the range of M6 peers - it will not put her in anyway more (or less) than average. The ask is just to normalize her salary- pursuant to this promotion. Thanks, Rani From: Campbell Webb From: Campbeil webb
Sent: Tuesday, June 6, 2017 11:35 AM
To: Rani Urbas <<u>rani urbas®oraele.com></u>
Cc: Stefanie Wittner <u><stefanie wittner @oracle.com></u>
Subject: Re: REVIEW AND APPROVAL REQUESTED: Dive and Save Urbas/Webb LOB Rani, please update the justification noting that she is being recruited by Abobe etc, assuming that is a valid statement. If you think she is a flight risk, we should add that as well. On Jun 6, 2017, at 2:22 PM, Rani Urbas caniurbas@oracle.com> wrote: Hi Campbell, As far as I can tell, she does not have a competing offer. However, she mentioned Adobe as an interested recruiter From: Campbell Webb
Sent: Tuesday, June 6, 2017 10:59 AM
To: Rani Unbas mailto:comp
Co: Stefanie Wittner stefanie-wittner@oracle.comp
Subject: Re: REVIEW AND APPROVAL REQUESTED: Dive and Save, Importance: High Urbas/Webb LOB Hey Rani, does have a competing offer? C. On Jun 6, 2017, at 1:44 PM, Rani Urbas <rani.urbas@oracle.com> wrote. This is a pre-emptive D&S Request for promotion to 17260. Product Mgmt/Strategy VP-ProdDev (M6), with a base salary increase of promotion justification template is attached. The interactions, since its inception in The The group is a critical component of this team. The group is a critical component of this team. The without the component of the team, who can provide strategic leadership across PE&O and day-to-day guidance for the team. Currently leads the with no hoarding and training new staff, defining the team's charter, taking on significant responsibilities and forging strategic relationships across to name a few. This promotion — from an M5 to M6 will recognize the high level that she is already performing at.

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