Dive/Save Requests (OPEN)

Employee Name (Last Name, First Name)	Country	Current Job Title	Career Level	Proposed Job Title	Proposed Career Level
[REDACTED]	IDC	10540.Software Developer 4	IC4	10540.Software Developer 4	IC4

Country	Job Code	Career Level
	N/A	N/A
AE	10020.Software Development Manager	IC1
AR	10030.Software Development Snr Manager	IC2
AT	10040.Software Development Director	IC3
AU	10050.Software Development Snr Director	IC4
BE	10060.Software Development VP	IC5
BG	10510.Software Developer 1	IC6
BR	10520.Software Developer 2	M1
CA	10530.Software Developer 3	M2
CH	10540.Software Developer 4	M3
CL	10550.Software Developer 5	M4
CN	10560.Software Developer - Architect	M5
CO	10560.Software Developer 6	M6
DE	10630.IT Business Implementation Analyst 3	
DK	10640.IT Business Implementation Analyst 4	
ES	10710.Applications Developer 1	
FI	10720.Applications Developer 2	
FR	10730.Applications Developer 3	
GB	10740.Applications Developer 4	
GR	10750.Applications Developer 5	
HK	10760.Applications Developer - Architect	
HU	10760.Applications Developer 6	
IDC	10800.QA Analyst - IDC	
IE	10810.QA Analyst 1-ProdDev	
IL	10820.QA Analyst 2-ProdDev	
IT	10830.QA Analyst 3-ProdDev	
JPBG	10840.QA Analyst 4-ProdDev	

KR	10841.QA Analyst 5-ProdDev
MX	10842.QA Manager-ProdDev
MY	10843.QA Snr Manager-ProdDev
NL	10844.QA Director-ProdDev
NO	10845.QA Snr Director-ProdDev
NZ	10846.QA VP-ProdDev
PH	11030.Product Marketing Snr Manager
PL	11040.Product Marketing Director
PT	11050.Product Marketing Snr Director
RO	11060.Product Marketing VP
RU	11230.Customer Service Snr Manager-Support
SE	11240.Customer Service Director-Support
SG	11250.Customer Service Snr Director-Support
TR	11260.Customer Service VP-Support
US	11530.Product Marketing Analyst 3
ZA	11540.Product Marketing Analyst 4
	12610.Consulting Project Manager
	13020.Technical Writer Manager-ProdDev
	13030.Technical Writer Snr Manager-ProdDev
	13040.Technical Writer Director-ProdDev
	13050.Technical Writer Snr Director-ProdDev
	13060.Technical Writer VP-ProdDev
	13510.Technical Writer 1-ProdDev
	13520.Technical Writer 2-ProdDev
	13530.Technical Writer 3-ProdDev
	13540.Technical Writer 4-ProdDev
	13550.Technical Writer 5-ProdDev
	14930.Project Manager 3
	14940.Project Manager 4
	14950.Project Manager 5
	15120.Release Developer 2
	15130.Release Developer 3
	15140.Release Developer 4
	15150.Release Developer 5
	15602.Business Development Consultant 3-Corp Plan
	15603.Business Development Consultant 4-Corp Plan
	15604.Business Development Consultant 5-Corp Plan
	15630.Business Development Snr Manager - Corp Plan
	15640.Business Development Director - Corp Plan
	15650.Business Development Snr Director - Corp Plan
	15660.Business Development VP - Corp Plan
	15840.Project Manager 4 - Ops
	17110.Product Manager/Strategy 1-ProdDev
	17120.Product Manager/Strategy 2-ProdDev
	17130.Product Manager/Strategy 3-ProdDev
	17140.Product Manager/Strategy 4-ProdDev
	17150.Product Manager/Strategy 5-ProdDev
	17160.Product Manager/Strategy 6-ProdDev
	17220.Product Mgmt/Strategy Manager-ProdDev
	17230.Product Mgmt/Strategy Snr Manager-ProdDev
	17240.Product Mgmt/Strategy Director-ProdDev
	17250.Product Mgmt/Strategy Snr Director-ProdDev
	17260.Product Mgmt/Strategy VP-ProdDev
	20515.Principal Consultant
	26110.Internal Customer Tech Support A3-IT
	26140.Internal Customer Tech Support 2-IT
	26150.Internal Customer Tech Support 3-IT
	32740.Graphics Designer 4-Mkt
	3304.Technology Sales Representative IV

42002.Course/Curriculum Dev 2-Training
42003.Course/Curricilum Dev 3-Training
42003.Course/Curriculum Dev 3-Training
42004.Course/Curriculum Dev 4-Training
42005.Course/Curriculum Dev 5-Training
45520.Administrative Assistant A2
45521.Administrative Assistant A3
45522.Senior Administrative Assistant
45551.Executive Assistant
46010.Business Analyst 1-Ops
46020.Business Analyst 2-Ops
46030.Business Analyst 3-Ops
46040.Business Analyst 4-Ops
46110.Business Planning Manager-Ops
46130.Business Planning Director-Ops
48032.Training Coordinator-A3
48033.Training Coordinator-A4
50100.Student / Intern
50810.Database Administrator 1-IT
50820.Database Administrator 2-IT
50830.Database Administrator 3-IT
50840.Database Administrator 4-IT
50850.Database Administrator 5-IT
62420.Course/Curriculum Dev Mgr - Training
62430.Course/Curriculum Dev Snr Mgr - Training
62440.Course/Curriculum Dev Director - Training
62450.Course/Curriculum Dev Snr Director - Training
65420.Facilities Manager
66680.Program Mgmt VP-ProdDev
66682.Program Manager 2-ProdDev
66683.Program Manager 3-ProdDev
66684.Program Manager 4-ProdDev
66685.Program Manager 5-ProdDev
66686.Program Mgmt Manager-ProdDev
66687.Program Mgmt Sr Manager-ProdDev
66688.Program Mgmt Director-ProdDev
66689.Program Mgmt Sr Director-ProdDev
75010.IT Supervisor
75020.IT Manager
75030.IT Snr Manager
75040.IT Director
75050.IT Snr Director
75060.IT VP
75610.System Administrator 1-IT
75620.System Administrator 2-IT
75630.System Administrator 3-IT
75640.System Administrator 4-IT
75650.System Administrator 5-IT
75920.Network/Telecom Systems Analyst 2-IT
76120.IT Security Analyst 2
76130.IT Security Analyst 3
76140.IT Security Analyst 4
76150.IT Security Analyst 5
76510.Programmer Analyst 1-IT
76520.Programmer Analyst 2-IT
76530.Programmer Analyst 3-IT
76540.Programmer Analyst 4-IT
76550.Programmer Analyst 5-IT
76630.Systems Analyst 3-IT

83353.Adv Customer Service Support Director
85020.Office Services Support A2
85040.Office Services Support A4
90023.Technical Analyst 4-Support
90120.Technical Analyst 1-Support
90121.Technical Analyst 2-Support
90122.Technical Analyst 3-Support
90230.Technical Analyst 5-Support
90246.Product Support Manager
90248.Product Support Sr. Manager
90250.Product Support Director
9201.Senior Sales Consultant
99020.User Experience Developer 2-ProdDev
99030.User Experience Developer 3-ProdDev
99040.User Experience Developer 4-ProdDev
99050.User Experience Developer 5-ProdDev
99858.Product Development SVP

Last 3 years appraisals and/or CWB rating (list CURRENT year first)	Current Salary (USD)	Proposed Salary Request (USD)	% Increase
08-Aug-2012 - 5 - Outstanding 01-Jun-2011 - 4 - Exceeds Expectations 01-Jun-2010 - 3 - Meets Expectations	[REDACTED]	[REDACTED]	0% (same con
	$0	$0	#DIV/0!
	$0	$0	#DIV/0!

Benchmark:	Salary Range	Midpoint	Current Compa ratio
[REDACTED]	[REDACTED]	[REDACTED]	0.87
		$0	#DIV/0!
		$0	#DIV/0!

Proposed Range	Proposed Midpoint	New Compa ratio	Time in Job	Last 3 years Bonuses (list CURRENT year first)
[REDACTED]	[REDACTED]	0.869	2.17	[REDACTED]
	$0	#DIV/0!		
	$0	#DIV/0!		

Last 3 years Stock Grants (list CURRENT year first)	Proposed Other Comp or Job Change Requested	Justification
N/A	[REDACTED]	[REDACTED] has been the technical lead and key contributor in the development and release of all three version of the [REDACTED] for [REDACTED] . He is well versed in Java, SQL and ADF development and has strong design skills. He works well with other framework and database security teams and is a strong technical lead. Besides this [REDACTED] has also been helping with [REDACTED] projects to support [REDACTED] features such as [REDACTED] . At the moment he is working on the [REDACTED] support for the [REDACTED] and [REDACTED] product. His loss would mean we will be not able to deliver the [REDACTED] support in [REDACTED] . Further we will lose a very key developer in the [REDACTED] area of [REDACTED] as well. At the moment there is an acute need for a strong technical contributor like [REDACTED] in HQ for [REDACTED] 's team. We need someone in HQ to interface with [REDACTED] team on various projects as well as help explain features, debug and fix problems. Besides this we also need a person in HQ time to help with [REDACTED] issues. It therefore makes sense to move [REDACTED] who is already well versed in both [REDACTED] as well as [REDACTED] and [REDACTED] and have him be the technical point of contact for [REDACTED] team. Further he can also help with the [REDACTED] support in HQ time. [REDACTED] has been offered a manager role in Accolite Inc which is a technical solution services firm in Dallas, TX. His initial posting though will be in Iowa City, Iowa and his starting salary will be $[REDACTED] for the first 5 months and increasing to $[REDACTED] after that. He has been offered relocation to the US as well as full medical and other benefits. After discussing with HR we would like to offer him a proposed salary matching his

Previous Salary Increase (USD)	Previous Salary Increase Date (USD)	Previous Salary % Increase	Manager	Group Attrition: 6-12 months (e.g., 5 of 8: 62%)	Requesting VP
[REDACTED]	1-Sep-2012	15.86%	[REDACTED]	[REDACTED]	Karl Dias

Competitive Offer Included	Local Country HR Approval	LOB Priority
Yes		1

Competitive Offer	Local HR Approval	LOB
Yes	Yes	N/A
No	No	1
	Waiting for Response	2
		3
		4
		5
		6
		7
		8
		9
		10