
From: [REDACTED] <[REDACTED]@oracle.com>
To: Exec.Office_appr@oracle.com <Exec.Office_appr@oracle.com>
CC: Lisa Hanson <lisa.hanson@oracle.com>; Twyla Devlin <twyla.devlin@oracle.com>; [REDACTED]
[REDACTED] <[REDACTED]@oracle.com>
Sent: 2/23/2016 9:51:05 PM
Subject: Fwd: Re: <[REDACTED]> Rehire Policy Exception Request
Attachments: Job offer (Rehire - Regular) to [REDACTED] from [REDACTED] requires approval.htm;
Justification_[REDACTED].docx; [REDACTED]_Resume.docx

Included below are the executive management approvals to rehire [REDACTED]. In addition, resume, job offer, and justification are attached. Please approve this rehire exception.

Thanks,
[REDACTED]

----- Forwarded Message -----

Subject: Re: Rehire Policy Exception Request
Date: Tue, 23 Feb 2016 12:03:15 -0800
From: Thomas Kurian
To: Jeff Caldwell
CC: STEVEN, MIRANDA, [REDACTED]

Approved

On Feb 23, 2016, at 11:27 AM, Jeff Caldwell <jeff.caldwell@oracle.com> wrote:

Hello Thomas -

We need your exception approval for a rehire. Can you pls approve (within this email chain, only after we can begin the workflow).

Thanks,
Jeff

----- Forwarded Message -----

Subject: Re: Fwd: Rehire Policy Exception Request
Date: Tue, 23 Feb 2016 10:54:41 -0800
From: [REDACTED]
Organization: Oracle Corporation
To: Steve Miranda
CC: Jeff Caldwell

Thanks, Steve. HR just informed me that we need Thomas approval as well. Can you please forward to Thomas.

Thanks,
[REDACTED]

On 2/23/2016 10:29 AM, Steve Miranda wrote:
approved.

On 2/23/16 10:26 AM, [REDACTED] wrote:
[REDACTED] is a solid 4. She has been trained by our [REDACTED] and delivered quality implementation training to [REDACTED] and [REDACTED].

Thanks,
[REDACTED]

On 2/22/2016 5:08 PM, Jeff Caldwell wrote:
[REDACTED] - [REDACTED] has been working for you on [REDACTED] for 2/3 of a year. If you had to give her a 1-5 performance score what would it be?

On 2/22/2016 5:03 PM, [REDACTED] wrote:
Steve, here is the info you asked for:

- Salary was [REDACTED]K when she left in [REDACTED]. We will be offering her [REDACTED]K.
- Performance ratings were 3

Thanks,
[REDACTED]

On 2/22/2016 1:25 PM, Steve Miranda wrote:

Please provide:

1. ratings for when she was here previously to show good performance.
2. comp (especially from her more recent stay) to show we aren't giving raises/rewarding for people leaving and returning.

On 2/22/16 1:23 PM, Jeff Caldwell wrote:
Approved.

Steve, pls approve.

Thanks,
Jeff

On 2/22/2016 1:16 PM, [REDACTED] wrote:
Jeff, as discussed, we would like to hire [REDACTED] to a permanent position as a [REDACTED] on our team. She is currently a contractor with us and has done an excellent job in creating [REDACTED]. [REDACTED] has been an employee with Oracle twice and it is Oracle policy that we get executive approval to rehire a third time. Please review and approve. It will require Steve's approval as well.

Thanks,
[REDACTED]

----- Forwarded Message -----

Subject:Rehire Policy Exception Request

Date:Sun, 21 Feb 2016 20:56:30 -0800

From:[REDACTED]

Organization:Oracle Corporation

To:LIFF_THOMAS

[REDACTED],
I'm requesting an exception to the rehire policy for candidate [REDACTED]. The proposed offer summary and candidate details are attached.

[REDACTED] was previously employed at Oracle from [REDACTED] to [REDACTED] supporting the Oracle [REDACTED] product. She voluntarily left Oracle in [REDACTED] to take a position at [REDACTED] which was closer to her home. Prior to that, she was at Oracle from [REDACTED] to [REDACTED] working with [REDACTED]. She voluntarily left in [REDACTED] to take a position at [REDACTED] in [REDACTED]. At that time, there was some organizational restructuring in the [REDACTED] area.

Since [REDACTED], [REDACTED] has been a contractor with our team supporting development of [REDACTED]. Over the last 8 months, she has produced high-quality work, meeting all deadlines and effectively collaborating with a cross-functional team, as well as quickly developing product knowledge. I would like to convert [REDACTED] from a contractor to a regular employee to support expanded [REDACTED] needs for [REDACTED] and am therefore requesting an exception to hire her for a third time.

Can you please forward this exception request for approval through our executive management chain?

If executive management approves this request, they can send an email with the attached offer summary and details, including a cc to Lisa Hanson (lisa.hanson@oracle.com) and Twyla Devlin (twyla.devlin@oracle.com), to Exec.Office_appr@oracle.com for CEO Office approval. Once CEO Office approval is received, we can proceed with the SSA offer and approvals.

Thanks,
[REDACTED]