



## Dive/Save Requests (OPEN)

Employee Name (Last Name, First Name)	Country	Current Job Title	Career Level	Proposed Job Title	Proposed Career Level
[REDACTED]	US	10530.Software Developer 3	IC3		

<b>Country</b>	<b>Job Code</b>	<b>Career Level</b>
	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/Curriculum 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
01-Jun-2011 - 4 - Exceeds Expectations 01-Jun-2010 - 3 - Meets Expectations 01-Jun-2009 - 3 - Meets Expectations	[REDACTED]	[REDACTED]	22%



Benchmark:	Salary Range	Midpoint	Current Compa ratio
[REDACTED]	[REDACTED]	[REDACTED]	1.02



Proposed Range	Proposed Midpoint	New Compa ratio	Time in Job	Last 3 years Bonuses (list CURRENT year first)
[REDACTED]	[REDACTED]	1.25	5	[REDACTED]





Last 3 years Stock Grants (list CURRENT year first)	Proposed Other Comp or Job Change Requested	Justification	Previous Salary Increase (USD)
	[REDACTED]	One of our core database groups, the [REDACTED] recently lost [REDACTED] of their [REDACTED] people. Several companies in the area are heavily recruiting from our core database teams. Top developers who joined in the last few years are especially vulnerable.	[REDACTED]



Previous Salary Increase Date (USD)	Previous Salary % Increase	Manager	Group Attrition: 6-12 months (e.g., 5 of 8: 62%)	Requesting VP
1-Sep-11	9.52%	[REDACTED]	[REDACTED]	Ozbutun, Cetin



Competitive Offer Included	Local Country HR Approval	LOB Priority
No	Yes	4

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