From: Yuriy Granat
Sent: Wednesday, November 28, 2012 3:31 PM
To: BENNETT.LEVE; Vijay Lunawat; NGUYEN,DAVID
Subject: Fwd: FW: Request to Hire: Engineered Systems Support Team; US - HQ; ███████

Gentlemen,

Please submit SSA offer request with the specified detailed justifications.

Thanks,
Yuriy

-------- Original Message --------
Subject: FW: Request to Hire: Engineered Systems Support Team; US - HQ; ███████

   Date: Wed, 28 Nov 2012 15:24:02 -0800 (PST)
   From: Ian Broad <ian.broad@oracle.com>
     To: Yuriy Granat <yuriy.granat@oracle.com>, Balaji Bashyam
         <balaji.bashyam@oracle.com>
     CC: Jim Grieb <jim.grieb@oracle.com>, Rebecca Tang <rebecca.tang@oracle.com>,
         Surindur Kaur <surindur.kaur@oracle.com>

Approved – FY13 Pre-Approved Hire (within Engineered Systems (High Cost) – Q2 'not to exceed' number)

Submit in SSA – include individual candidate justification, including justification for IC4 position, and High Cost need.

Candidate is a US Permanent resident, green card holder, and is authorized to work in the US.

Category	Details
Candidate:	███████████
Organization:	Support Services
Job Code/Title:	90023.Technical Analyst 4-Support
Local Currency:	US - USD
Base Salary:	██████
Annual Target Variable:	███
Overall Target Earnings	██████

Sign-on Bonus: ███
Stock Option Shares: ███
Relocation: $██
Headcount Slot#:
Replacement: No
Replacing Employee: Not applicable
Previous Base Compensation: ████
Previous Variable Compensation:
Car Allowance: $███
Special Vacation Accrual: No
Billable Job: No
Revenue Generating: No
Previous Acquisition Candidate: No
Acquisition Company:
Acquisition Candidate Term Reason:
Acquisition Candidate Term Date:
Acquisition Candidate Severance:
Hiring Manager: ████████@oracle.com

For REHIRE, please provide additional information:

Previous Base Salary: $████
Previous Variable Salary: $██
Previous Comparatio
Last Job Code/Description
Last Rating :
Date of leaving :
Reason for Leaving:

Proposed Base Compensation: ████
Proposed Variable Compensation: ███
Proposed Comparatio: ██%
Proposed Job Code: 90023.Technical Analyst 4-Support

From: rebecca tang
Sent: November-28-12 12:35 PM
To: Ian Broad
Cc: Balaji Bashyam; Granat,Yuriy; Surindur Kaur
Subject: Request to Hire: Engineered Systems Support Team; US - HQ; ████████

Ian,

High Cost Request for your review and approval.

Candidate is a US Permanent resident, green card holder, and is authorized to work in the US.

Attached is Balaji's approval email.
Hire is within the ES budget numbers:

	Current Onboard	Q2 Budget
ES - High Cost	150.8	169
ES - Overall	226	283

Regards

Rebecca

-------- Original Message --------
Subject: Fwd: Request to Hire: Engineered Systems Support Team; US - HQ; █████████

    █████████

   Date: Tue, 6 Nov 2012 19:17:17 -0800
  From: Yuriy Granat <yuriy.granat@oracle.com>
    To: Rebecca Tang <rebecca.tang@oracle.com>, Surindur Kaur
       <surindur.kaur@oracle.com>
    CC: yuriy.granat@oracle.com <yuriy.granat@oracle.com>, Bennett Fleisher
       <bennett.leve@oracle.com>

Rebecca,

I approve hiring █████████████████ for the position on the Exadata team in the US.
Umamahesh has 14 years of oracle DBA experience and has demonstrated outstanding technical
skills and ability to think well under pressure throughout the interview process. ███████ s
also a very strong candidate for the team due to his ability to cover late shift I'm the US whose
coverage is not going to be sufficiently provided by the resources transferred from DB and
presents a challenge. Please review and submit for further approvals.

Thanks,
Yuriy

Begin forwarded message:

From: Bennett Fleisher <bennett.leve@oracle.com>
Date: November 6, 2012 2:59:12 PM PST
To: "Granat,Yuriy" <YURIY.GRANAT@ORACLE.COM>
Subject: Fwd: Request to Hire: Engineered Systems Support Team; US - HQ; █████████
██████████

Approved

-------- Original Message --------

Subject: Request to Hire: Engineered Systems Support Team; US - HQ; ███████

███████

Date: Fri, 28 Sep 2012 09:21:37 -0400

From: VIJAY LUNAWAT <vijay.lunawat@oracle.com>

Organization: Oracle Corporation

To: Bennett.Leve@oracle.com <Bennett.Leve@oracle.com>

CC: David Nguyen <david.d.nguyen@oracle.com>

Bennett,

Attached please find hire request template and resume for ███████. We plan to hire him at HQ.

Thanks,

David, Vijay

Cut and paste the information to the body of the email
Use this template in conjunction with tab 3.
Shaded cells are 'auto fill' fields.

Category	Details
Candidate:	███████
Organization:	Support Services
Job Code/Title:	90023.Technical Analyst 4-Support
Local Currency:	US - USD
Base Salary:	███████
Annual Target Variable:	███████
Overall Target Earnings	███████
Sign-on Bonus:	███████
Stock Option Shares:	███████
Relocation:	$███████
Headcount Slot#:	56
Replacement:	No
Replacing Employee:	Not applicable
Previous Base Compensation:	███████
Previous Variable Compensation:	███████
Car Allowance:	$███████
Special Vacation Accrual:	No
Billable Job:	No
Revenue Generating:	Yes
Previous Acquisition Candidate:	No

Acquisition Company:
Acquisition Candidate Term Reason:
Acquisition Candidate Term Date:
Acquisition Candidate Severance:
Hiring Manager: ███████@oracle.com

For REHIRE, please provide additional information:

Previous Base Salary: $██████
Previous Variable Salary: $███
Previous Comparatio   ███%
Last Job Code/Description
Last Rating :
Date of leaving :   1/0/1900
Reason for Leaving:

Proposed Base Compensation: ███████
Proposed Variable Compensation: ████
Proposed Comparatio: ███%
Proposed Job Code: 90023.Technical Analyst 4-Support

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Vijay Lunawat | Sr. Support Manager
Phone: **+1 407 458 2409**
Oracle Exadata Enterprise Support Team
| Orlando, FL

Oracle is committed to developing practices and products that help protect the environment

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Bennett Fleisher | Director - Exadata Enterprise Support Team
Orlando, Florida | (407) 458-2140
Oracle Global Customer Support
Leadership. Innovation. Partnership.

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Yuriy Granat | Senior Director | +1.650.633.7481
Oracle Global Customer Support, Engineered Systems Support
500 Oracle Parkway, mailstop 4ip2
Redwood Shores, CA 94065