

# **EXHIBIT 30**

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**From:** Rick Cummins [rick.cummins@oracle.com]  
**Sent:** Friday, March 16, 2007 5:05 PM  
**To:** LACHS ROBERT M  
**Subject:** FW: Engelhard \$2.1M Quota Relief J.McLeod  
**Attachments:** jmcleod2007 comp template\_exceptions.xls

FYI - here is the request I forwarded in early Jan. I'll talk to Chris about it today.

RC

Rick Cummins

**ORACLE** | Support Services

Senior Director, North America Support Services  
One Technology Way  
Denver, CO 80237  
Phone: 303-334-4795  
Fax: 303-334-1288

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

**From:** Rick Cummins [mailto:rick.cummins@oracle.com]  
**Sent:** Monday, January 08, 2007 2:33 PM  
**To:** Madsen Christopher  
**Subject:** FW: Engelhard \$2.1M Quota Relief J.McLeod

Chris,

This is the request for a comp exception that I thought I forwarded to you a while ago regarding a comp exception for James McLeod. The Engelhard renewal is \$2M and represents 9.2% of his quota for the year.

The original owning rep was advised by the License Sales Team in May that the decision had been made by the BASF/Engelhard Integration team to standardize all applications on BASF's SAP solutions. The JDE implementation was immediately halted and Oracle was advised that, although not too probable, the integration team was still considering a slower migration timetable on the Enterprise side that could result in perhaps an additional years support for those applications. Engelhard was transferred to me in the midst of ongoing scrubbing attempts in late July. BASF has since confirmed that none of Engelhard's \$2.1M annual support will be renewed based on their decision to accelerate the SAP migration timetable.

In the past if something was this significant we would have submitted for exception. What are your thoughts on this one?

Thanks,  
Rick

Rick Cummins

**ORACLE** | Support Services

Senior Director, North America Support Services  
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Denver, CO 80237  
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Fax: 303-334-1288

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

**From:** Robert Lachs [mailto:robert.lachs@oracle.com]  
**Sent:** Monday, January 08, 2007 2:03 PM

**To:** rick.cummins@oracle.com  
**Subject:** FW: Engelhard \$2.1M Quota Relief J.McLeod

Rick -

any update for James?

rob

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

**From:** James McLeod [mailto:james.mcleod@oracle.com]  
**Sent:** Monday, January 08, 2007 3:04 PM  
**To:** robert.lachs@oracle.com  
**Subject:** FW: Engelhard \$2.1M Quota Relief J.McLeod

Rob,

Can you please provide me with an update on this request. Thanks. James

James L. McLeod  
North East Region Sales

**ORACLE** | Support Services  
300 Frank Burr Boulevard  
Teaneck, New Jersey 07666  
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-----Original Message-----

**From:** James McLeod [mailto:james.mcleod@oracle.com]  
**Sent:** Tuesday, December 05, 2006 3:49 PM  
**To:** robert.lachs@oracle.com  
**Subject:** Engelhard \$2.1M Quota Relief J.McLeod

Rob

As you are aware, Christina Kirk was advised by the License Sales Team in May that the decision had been made by the BASF/Engelhard Integration team to standardize all applications on BASF's SAP solutions. The JDE implementation was immediately halted and Oracle was advised that, although not too probable, the integration team was still considering a slower migration timetable on the Enterprise side that could result in perhaps an additional years support for those applications. Engelhard was transferred to me in the midst of ongoing scrubbing attempts in late July. BASF has since confirmed that none of Engelhard's \$2.1M annual support will be renewed based on their decision to accelerate the SAP migration timetable. This \$2.1M represents approx 10% of my annual quota. Although I have been able to earn comp YTD the result of forward booking, I will have NO opportunity in Q3 and Q4 (Full Year) given this quota is spread in Q2 and Q3

Details are attached. Let me know if there are other parts of this spreadsheet that I am required to complete.

Thank You.

James L. McLeod  
North East Region Sales

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