

EXHIBIT 30

.

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
One Technology Way
Denver, CO 80237
Phone: 303-334-4795
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
Ph: 201-287-3124
Mobile: 201-965-6720
Fax: 719-757-4204

Ask me about Oracle Advanced Customer Services (ACS). Do you need help with management and maintaining your Oracle environments allowing for more proactive service and problem avoidance? ACS will let you plan for system maintenance and enhancements to help your organization not only prevent problems but also to minimize risk. ACS can help improve your system performance and much more. Feel free to contact me for additional information or log on to <http://www.oracle.com/support/advanced-customer-services/index.html>

-----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

ORACLE | Support Services
300 Frank Burr Boulevard
Teaneck, New Jersey 07666
Ph: 201-287-3124
Mobile: 201-965-6720
Fax: 719-757-4204