
From: Shauna Holman Harries
To: Luong, Hoan - OFCCP
CC: Neil Bourque; Lida Daniel; Charles Nyakundi; Sean Smith; Kela Moon
Sent: 10/29/2015 9:07:44 PM
Subject: HQCA 4 of 29
Attachments: HQCA - Personnel File 3 [REDACTED].zip

Best Regards,
Shauna Holman-Harries

ORACLE

Shauna Holman-Harries - Director Diversity Compliance
Phone: +1 602 333 9112 | Fax: +1 602 333 9112 | Mobile: +1 480 689 1858

"Working to create an inclusive, diverse culture that drives innovation and business success."

The Information in this email is confidential and may be legally privileged. It is intended solely for the addressee. Access to this email by anyone else is unauthorized. If you are not the intended recipient, any disclosure, copying, distribution, or any action taken or omitted to be taken in reliance on it, is prohibited and may be unlawful. No internal Oracle email, except that clearly intended for public distribution (e.g. Oracle Press Releases), should be sent to any party outside Oracle.



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



Oracle Applications - GSAP

File Edit View Folder Tools Window Help

People

Name

Last [Redacted] Gender Female Action [Redacted]

First [Redacted] Person Type for Action [Redacted]

Title Ms Person Types Employee.Ex-applicant

Prefix [Redacted]

Suffix [Redacted]

Middle [Redacted] Identification Employee Social Security [Redacted]

Personal Employment Office Details Applicant Further Name Other Benefits

Birth Date [Redacted] Age [Redacted]

Town of Birth [Redacted] Status Married

Region of Birth [Redacted] Nationality [Redacted]

Country of Birth [Redacted] Registered Disabled No

Effective Dates

From [Redacted] To [Redacted] Latest Start Date [Redacted] [Ye]

Address Assignment Special Info Others...



People

Name
Last [REDACTED]
First [REDACTED]
Title Ms
Prefix
Suffix
Middle [REDACTED]

Gender Female
Action
Person Type for Action
Person Types
Employee.Ex-applicant

Identification
Employee [REDACTED]
Social Security [REDACTED]

Personal Employment Office Details Applicant Further Name Other Benefits

Ethnic Origin	Asian	I-9 Status	Pending
Ethnicity Disclosed		I-9 Expiration	[REDACTED]
VETS100		New Hire	Already Reported
<input type="checkbox"/> Child Support Obligation		Exception Reason	
<input type="checkbox"/> Opted for Medicare		Vets 100A	

Effective Dates
From [REDACTED] To [REDACTED] Latest Start Date [REDACTED] [Yr]

- Address
- Assignment
- Special Info
- Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Previous Employment Information

Previous Employer

Employer	<input type="text"/>	Start Date	<input type="text"/>
Address	<input type="text"/>	End Date	<input type="text"/>
Country	<input type="text"/>	Years	<input type="text"/>
Type	Unknown	Months	<input type="text"/>
Sub Type	<input type="text"/>	Days	<input type="text"/>
Description	<input type="text"/>	Further Information	<input type="text"/>

All Assignments []

Previous Job

Start Date	End Date	Job	Employee Category	Years	Months
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Extra Information

Assignment - Previous Job Mappings

Assignment	Job	Start Date	End Date	Years	Months
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

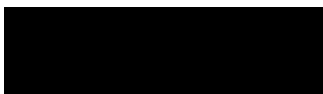
People

Schools and Colleges Attended

Full Time

School or College	Start Date	End Date	<input type="checkbox"/>	[]
			<input type="checkbox"/>	▲
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	▼
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	

05 JUN 2010 11:04 AM 05 FEB 2004



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization	SL64 - Fusion SCM Development - ORCL U:	Group	Oracle.No.Standard.No
Job	10842.QA Manager-ProdDev.PRODEV.TECI	Position	
Grade		Payroll	Semi-Monthly
Location	30P11	Status	LOA Unpaid BE
		Vacancy	
Assignment Number		Collective Agreement	
Assignment Category	Part Time - Regular	Employee Category	

Salary Information | Supervisor | Probation & Notice Period | Standard Conditions | Statutory Information

Salary Basis: Annual

Review Salary: Every []

Review Performance: Every []

Effective Dates: From 17-AUG-2015 To [] [M:]

Salary | Entries | Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Salary Administration

Previous Proposal

Date [Redacted]
Currency USD
Bases/Year 1
Conversion Rate 1.00

Salary Basis Annual
Last Value [Redacted]
Annual Salary [Redacted]
Converted Salary [Redacted]

Grade Salary Limits

Grade [Redacted]
Currency USD
Min Salary [Redacted]
Max Salary [Redacted]
Comparatio 51.137

Salary Proposal

Change Date [Redacted]
Change Value [Redacted]
Change % -25.0
Reason Full to Part time, or Part to Full t
Ranking [Redacted]

Currency USD
New Value [Redacted]
Annual Salary [Redacted]
Next Review [Redacted]
Performance Review [Redacted]

Salary Information

Salary Basis Annual
Pay Basis Annual Salary
Bases/Year 1

Proposal Components

Reason	Change Value	Change %	Approved
[Redacted]			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>

Performance []



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Performance

Interview

Type Performance Appraisal

Location

Date 20-AUG-2015

Rating 4 - Exceeds Expectations

Next Date []

Salary History

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

ORACLE

Change Date	Review Date	Reason	Approved	Currency	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparato	Minimum	Hourly	Payroll	Monthly	Annual
			✓	USD			11.111							77.33					
		Annual Salary Review	✓	USD			4.286							77.034					
		Annual Salary Review	✓	USD			10.0							75.726					
		Annual Salary Review	✓	USD			5.0							70.907					
		Annual Salary Review	✓	USD										71.677					

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

ORACLE

Change Date	Review Date	Reason	Approved	Currency	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparato	Minimum	Hourly	Payroll	Monthly	Annual
		Annual Salary Review	✓	USD			5.0							91.68					
		Annual Salary Review	✓	USD			8.839							95.893					
		Full to Part time, or Part	✓	USD			15.0							71.577					
		Full to Part time, or Part	✓	USD			17.647							84.209					
		Full to Part time, or Part	✓	USD			25.0							51.127					



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization: SL64 - Fusion SCM Development - ORCL U: Group: Oracle.No.Standard.No

Job: 10842.QA Manager-ProdDev.PRODEV.TECI Position:

Grade: [Redacted] Payroll: Semi-Monthly

Location: 3OP11 Status: LOA Unpaid BE

Vacancy:

Assignment Number: [Redacted] Collective Agreement:

Assignment Category: Part Time - Regular Employee Category:

Salary Information Supervisor Probation & Notice Period Standard Conditions Statutory Information

Name: [Redacted]

Worker Number: [Redacted]

Assignment Number:

Effective Dates From: [Redacted] To: [Redacted] [Mk]

Salary Entries Others...

Employment History

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

ORACLE

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal Ac Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
17-AUG-2010				Part Time - Regular		10842.QA Manager-ProdDev.PRODEV.TECHQA.M2	MARIA R.MUNOZ	17-AUG-2015 12:23	3OP11	No	17.00	30	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle.No.Standan		Yes	
26-AUG-2014	16-AUG-2015			Part Time - Regular		10842.QA Manager-ProdDev.PRODEV.TECHQA.M2	MARIA R.MUNOZ	17-AUG-2015 12:23	3OP11	No	17.00	30	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle.No.Standan		Yes	
07-OCT-2013	25-AUG-2014			Full Time - Regular		10842.QA Manager-ProdDev.PRODEV.TECHQA.M2	HEMALATHA.RAM	25-AUG-2014 22:11	3OP11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle.No.Standan		Yes	
15-FEB-2011	06-OCT-2013			Full Time - Regular		10840.QA Analyst 4-ProdDev.PRODEV.TECHQA.IC4	HEMALATHA.RAM	07-OCT-2013 12:04	3OP11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle.No.Standan		Yes	
15-NOV-2010	14-FEB-2011			Part Time - Regular		10840.QA Analyst 4-ProdDev.PRODEV.TECHQA.IC4	ANONYMOUS	22-DEC-2012 21:34	3OP11	No	17.00	34	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle.No.Standan		Yes	

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

ORACLE

View History of Assignments

ion	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reaso	Recruiter	Recruite	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working	Effective
IT	No	17.00	30	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle.No.Standan		Yes							Annual		Active Assignment	Payroll Oracle Ans				Week		
IT	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle.No.Standan		Yes							Annual		Active Assignment	Payroll Oracle Ans				Week		
IT	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle.No.Standan		Yes							Annual		Active Assignment	Payroll Oracle Ans				Week		
IT	No	17.00	34	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle.No.Standan		Yes							Annual		Active Assignment	Payroll Oracle Ans				Week		



From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal Ac	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
03NOV-2010	14NOV-2010			Part Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 14:11	30P11	No	17.00	34	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	
13AUG-2010	08NOV-2010			Part Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 21:11	30P11	No	17.00	34	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	
23APR-2010	12AUG-2010			Part Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 21:01	30P11	No	17.00	34	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	
16FEB-2010	22APR-2010			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 21:21	30P11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	
12FEB-2010	15FEB-2010			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 13:11	30P11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	

Job	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reaso	Recruiter	Recruite	Salary Basis	Special	Status	Statutory Informa	Supervisor	Title	Vacancy	Working	Effective
11	No	17.00	34	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	FMLA Unpaid BE	Payroll Oracle Am					Week		
11	No	17.00	34	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	Active Assignment	Payroll Oracle Am					Week		
11	No	17.00	34	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	Active Assignment	Payroll Oracle Am					Week		
11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	Active Assignment	Payroll Oracle Am					Week		
11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	Active Assignment	Payroll Oracle USA					Week		

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal Ac	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
03FEB-2009	11FEB-2010			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 21:31	30P11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	
23-OCT-2009	24-DEC-2009			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 15:31	30P11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	
16-OCT-2009	22-OCT-2009			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 20:51	30P11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	
07-AUG-2007	15-OCT-2009			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 20:51	30P11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	
22-JUN-2007	06-AUG-2007			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 19:11	30P11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	

Job	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reaso	Recruiter	Recruite	Salary Basis	Special	Status	Statutory Informa	Supervisor	Title	Vacancy	Working	Effective
11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	FMLA Unpaid BE	Payroll Oracle USA					Week		
11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	STD Paid BE	Payroll Oracle USA					Week		
11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	STD WAITING PEF	Payroll Oracle USA					Week		
11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	Active Assignment	Payroll Oracle USA					Week		
11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	Active Assignment	Payroll Oracle USA					Week		

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal Ac	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
01MAY-2007	07MAY-2007			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 15:21	30P11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes	
20NOV-2006	30APR-2007			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 14:31	30P11	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standard		Yes	
23-OCT-2006	19NOV-2006			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 14:31	30P11	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standard		Yes	
28MAR-2006	22-OCT-2006			Full Time - Regular			10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 15:21	30P11	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standard		Yes	

Job	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reaso	Recruiter	Recruite	Salary Basis	Special	Status	Statutory Informa	Supervisor	Title	Vacancy	Working	Effective
11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	Active Assignment	Payroll Oracle USA					Week		
11	No	17.00	40	08.00	SL64 - Fusion SCM	Semi-Monthly	Oracle No Standard		Yes							Annual	Active Assignment	Payroll Oracle USA					Week		
11	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standard		Yes							Annual	Active Assignment	Payroll Oracle USA					Week		
11	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standard		Yes							Annual	FMLA Unpaid BE	Payroll Oracle USA					Week		
11	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standard		Yes							Annual	Active Assignment	Payroll Oracle USA					Week		



Oracle Applications - ODA7
 File Edit View Folder Tools Window Help
 Oracle
 Database History of Assignments

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal Ac Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
23-FEB-2006	27-MAR-2006			Full Time - Regular		10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 13:1	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
13-FEB-2006	27-FEB-2006			Full Time - Regular		10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 16:3	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
23-JAN-2006	12-FEB-2006			Full Time - Regular		10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 18:0	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
06-DEC-2005	22-JAN-2006			Full Time - Regular		10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 18:0	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
29-NOV-2005	05-DEC-2005			Full Time - Regular		10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 16:3	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes

Oracle Applications - ODA7
 File Edit View Folder Tools Window Help
 Oracle
 Database History of Assignments

Job	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reason	Recruiter	Recruite	Salary Basis	Special	Status	Statutory Informa	Supervisor	Title	Vacancy	Working	Effective
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		FLA Unpaid BE	Payroll Oracle USA			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle USA			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		FLA Unpaid BE	Payroll Oracle USA			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		STD Paid BE	Payroll Oracle USA			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		STD WAITING PEF	Payroll Oracle USA			Week		

Oracle Applications - ODA7
 File Edit View Folder Tools Window Help
 Oracle
 Database History of Assignments

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal Ac Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
10-JUL-2005	28-NOV-2005			Full Time - Regular		10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 16:3	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
30-MAR-2005	14-JUL-2005			Full Time - Regular		10840 QA Analyst 4-ProdDev-PRODEV-TECHQA.IC4	ANONYMOUS	22-DEC-2012 20:6	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
01-MAR-2005	29-MAR-2005			Full Time - Regular		10730 Applications Developer 3-PRODEV-SIWENG.IC	ANONYMOUS	22-DEC-2012 21:1	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
11-OCT-2004	28-FEB-2005			Full Time - Regular		10730 Applications Developer 3-PRODEV-SIWENG.IC	ANONYMOUS	22-DEC-2012 17:31	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
22-JUN-2004	10-OCT-2004			Full Time - Regular		10730 Applications Developer 3-PRODEV-SIWENG.IC	ANONYMOUS	22-DEC-2012 18:01	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes

Oracle Applications - ODA7
 File Edit View Folder Tools Window Help
 Oracle
 Database History of Assignments

Job	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reason	Recruiter	Recruite	Salary Basis	Special	Status	Statutory Informa	Supervisor	Title	Vacancy	Working	Effective
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle USA			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle USA			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Payroll Oracle USA			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Oracle America, In			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Oracle America, In			Week		

Oracle Applications - ODA7
 File Edit View Folder Tools Window Help
 Oracle
 Database History of Assignments

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal Ac Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
29-NOV-2003	10-OCT-2004			Full Time - Regular		10730 Applications Developer 3-PRODEV-SIWENG.IC	ANONYMOUS	22-DEC-2012 18:01	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
17-JUN-2004	21-JUN-2004			Full Time - Regular		10730 Applications Developer 3-PRODEV-SIWENG.IC	ANONYMOUS	22-DEC-2012 16:1	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
20-OCT-2003	16-JUN-2004			Full Time - Regular		10730 Applications Developer 3-PRODEV-SIWENG.IC	ANONYMOUS	22-DEC-2012 13:3	JOP11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
01-JUL-2003	19-OCT-2003			Full Time - Regular		10730 Applications Developer 3-PRODEV-SIWENG.IC	ANONYMOUS	22-DEC-2012 13:3	JOP7	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
16-JUN-2003	30-JUN-2003			Full Time - Regular		10730 Applications Developer 3-PRODEV-SIWENG.IC	ANONYMOUS	22-DEC-2012 13:5	JOP7	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes

Oracle Applications - ODA7
 File Edit View Folder Tools Window Help
 Oracle
 Database History of Assignments

Job	Manager	Normal	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Reason	Recruiter	Recruite	Salary Basis	Special	Status	Statutory Informa	Supervisor	Title	Vacancy	Working	Effective
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Oracle America, In			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Oracle America, In			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Oracle America, In			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Oracle America, In			Week		
11	No	17.00	40	08.00	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan	Yes								Annual		Active Assignment	Oracle America, In			Week		



Oracle Applications - G53AP

File Edit View Folder Tools Window Help

Oracle

Database History of Assignments

From Date	To Date	Assignment	Contact	Employment Categ	Grade	Internal A	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
20-OCT-2003	16-JUN-2004			Full Time - Regular			10730-Applications Developer 3 PRODEV.SWENG.IC	ANONYMOUS	22-DEC-2012 13:3	10P11	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
01-JUL-2003	19-OCT-2003			Full Time - Regular			10730-Applications Developer 3 PRODEV.SWENG.IC	ANONYMOUS	22-DEC-2012 13:3	10P7	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
15-JUN-2003	30-JUN-2003			Full Time - Regular			10730-Applications Developer 3 PRODEV.SWENG.IC	ANONYMOUS	22-DEC-2012 13:5	10P7	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
24-JUN-2002	15-JUN-2003			Full Time - Regular			10720-Applications Developer 2 PRODEV.SWENG.IC	ANONYMOUS	22-DEC-2012 14:0	10P7	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes
05-FEB-2001	23-JUN-2002			Full Time - Regular			10720-Applications Developer 2 PRODEV.SWENG.IC	ANONYMOUS	22-DEC-2012 15:3	10P7	No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes

Oracle Applications - G53AP

File Edit View Folder Tools Window Help

Oracle

Database History of Assignments

Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probation	Probation	Probation	Rease	Recruiter	Recruitee	Salary Basis	Special	Status	Statutory Informa	Supervisor	Title	Vacancy	Working	Effective
No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	
No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	
No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	
No	17.00	40	08.00	0A48 - Logistics - C	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	

Lisa

HIRE PROCESSING WORKSHEET

New Hire Re-Hire Temporary Hire
International Transfer Temp to Regular

Employee Name [Redacted] Employee # [Redacted]
Effective/Hire Date [Redacted] * Employee Type EE
Retro Pay Yes No
* Required Fields (when applicable)

Employment Information

Gender Female
*Ethnic Origin Asian
Visa Type H1
F-1 Tax exemption checked?
J-1 Tax exemption checked?
**Veteran Status Vietnam Veteran
**Disability Status Yes No
**If not declared leave blank

Assignment Information (cont.)

*Semi-Monthly Hourly
*Employee Category [Redacted]
Full-time Regular
Part-time Temp
*Mgr Name [Redacted] EE# [Redacted]
Standard Hours Per Week _____
Work Schedule: _____
*GRE & other data Oracle
Timecard Required: *Yes No

Office Location

Office Bldg # _____
Location Flr # _____
Cube # _____
Resume Exists Yes No
Honors: _____

Salary Information

*Annual Hourly

Additional Assignment Details

*HR Code: 01
*Job Title Applications Developer II

Additional Personal Information

Original Country Code _____
Original Employee # _____
Original Hire Date _____
Special Vac. Accrual Date _____
Boot Camp Yes No

Elements

Element Value

*Regular Salary	<input checked="" type="checkbox"/>	[Redacted]
*Regular Wages	<input type="checkbox"/>	_____
*Resettlement Bonus	<input type="checkbox"/>	_____
*NR Draw	<input type="checkbox"/>	_____
Car Allowance	<input type="checkbox"/>	_____
Comm Draw	<input type="checkbox"/>	_____
Relocation	<input type="checkbox"/>	_____
Sign On Bonus	<input type="checkbox"/>	_____
*Vacation	<input checked="" type="checkbox"/>	[Redacted]
*Stock Options	<input type="checkbox"/>	_____

Assignment Information

*Organization/Cost Code A48
*Job Code 10720
*Location Code 1087

ASR Kim PSR Kim VERIFICATION Andrea

FIELD	DESCRIPTION
Job Post #	[REDACTED]
Department Name	NIP
Other Contact Name	Used for the name of another manager contact NIP
Other Contact USERID	@US.ORACLE.CO
Temp. to Regular Conversion	Yes / No
Transfer from Oracle Sub.	Yes / No
Contractor/Agency Temp.	Yes / No
New Phone Ext. Required	Yes / No
Reassign Phone #	Describe (if provided)
Voicemail	Yes / No
Other Connection Needed	Describe (if provided)



Personal Information Sheet

Missing information may cause delays in processing your profile.

Employee Name [Redacted]

Preferred First Name (Known As) [Redacted] (Optional)

Name as it appears above the address on your offer letter (For Reference Purposes)
[Redacted] First Middle Last

Social Security # [Redacted]

Date of Birth [Redacted]
Month Day Year

Street Address [Redacted] Apt # [Redacted]

City [Redacted]

County [Redacted]

State [Redacted] **Zip Code** [Redacted]

Country [Redacted]

Telephone Number [Redacted]

Emergency Contact Name [Redacted]
First Middle Last

Telephone Number [Redacted]

Other
Would you like your home address and phone number to be:

- Confidential
- Available to other Employees

Start Date [Redacted]
Month Day Year

8/11/98 *(As soon as I get my visa through Oracle.)*

00 DEC 18 AM 9:46

DO NOT WRITE IN THIS SECTION

Emp#: [Redacted]

system solution for Front and Back-office operations of a bank's dea

Error! Bookmark not defined.

My Role:

- Added a feature to [REDACTED] to generate reports for [REDACTED] after va Oracle.
 - Developed forms in [REDACTED]
 - Interacted with Clients for [REDACTED], Demonstrated th
 - Designed and developed product under [REDACTED] certification.
 - Installed [REDACTED]
 - Role also involved bug fixing in the system.
- Environment : Oracle 7.1, Developer 2000, PL/SQL.

[REDACTED]

As a Systems Executive developed and tested forms and reports by using Environment: Oracle 7.1, Forms 3.0, SQL*Plus 3.1, PL/SQL 2.1 & RS 6000

Oct. 1995 - Jun. 1996 [REDACTED]

[REDACTED] is a comprehensive software package designed for managi

[REDACTED]

Environment: Windows NT3.5, Developer 2000 (Forms 4.5, Reports 2.5), O

Education:

[REDACTED] Bachelors in Engineering
Graduated with Distinction.

Courses:

Training at [REDACTED]:

New Hire Document Status Sheet

NAME: [REDACTED]	
START DATE: 22 / 2000	
EMPLOYEE ACCEPTANCE PAPERWORK	
Acceptance rec'd ? <u> X </u> Yes <u> </u> No	Date ? [REDACTED]
Xtrac Ticket Opened ? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Have all documents been received from EE ? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<i>If not, what is missing ?</i>	
Appropriate documents complete (ie: signature) ? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<i>If not, what is incomplete ?</i>	
Mgr or EE contacted for missing or incomplete docs? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Date: _____ Name: _____	
INTERNATIONAL TRANSFER ? <input type="checkbox"/> Yes	
UNIVERSITY OFFER ? <input type="checkbox"/> Yes	
ORACLE OFFER BACKUP	
Back up rec'd ? <u> X </u> Yes <u> </u> No	Date ? [REDACTED]
Xtrac Ticket Opened ? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Have all documents been received from HR Offers ? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<i>If not, what is missing ?</i>	
HR Offers contacted for missing or incomplete docs? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Date: _____ Name: _____	
VISA APPROVAL	
Does EE need a VISA ? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	[REDACTED]
Date VISA Assistance Notification sent:	[REDACTED]
MANAGER NAME:	[REDACTED]
VISA TYPE:	H1, DV
ADDITIONAL COMMENTS:	

12/01/2000 / RM

Fesco Operations - Merrimack, NH

From: Aravind Seshadri [Aravind.Seshadri@oracle.com]
Sent: Friday, February 02, 2001 7:25 PM
To: Fesco Operations - Merrimack, NH
Cc: 'INS@us.oracle.com'; Herman, Andra; Kavanaugh, Paul; [REDACTED]
Subject: Re: Requires Immediate Action: Visa Assistance Notification For [REDACTED]



All,

[REDACTED] confirmation of Visa approval has been sent by the attorney's office of BAL. The receipt # of Oracle specific Visa is [REDACTED] and her start date of employment will be [REDACTED]

If you have any questions, please let me know.

Thanks
Aravind

"Fesco Operations - Merrimack, NH" wrote:

- > VISA ASSISTANCE NOTIFICATION
- >
- > Fidelity Employer Services Company (FESCO) received employment acceptance paperwork for [REDACTED]
- >
- > This candidate has indicated they are not eligible to work in the U.S. and will need Oracle's assistance in obtaining a Visa. The candidate may not begin working at Oracle until he/she has an appropriate Oracle sponsored visa.
- >
- > VERY IMPORTANT: It is the responsibility of the Hiring Manager to initiate this process.
- > FESCO cannot process this candidate or generate an employee number until the Hiring Manager notifies FESCO of:
- >
- > 1. Confirmation of Visa approval.
- > 2. Actual start date of employee (after Visa approval)
- >
- > Please be sure to advise FESCO <fescooperations@fmr.com> if the candidate declines the offer and will not be joining Oracle.
- >
- > How is the visa process initiated?
- > Information on how to begin the visa process, opening a purchase order, as well as the required questionnaires can all be located on the Immigration web page - <http://hrweb.us.oracle.com/immigration>. If after reviewing this web page, you have any questions or need assistance, please feel free to contact one of the following individuals:
- >
- > Visa Questions:
- > Paul Kavanaugh <pkavanau@us.oracle.com> 650-506-1254
- > Rich Nagase <rnagase> 650-506-5703
- > Andra Herman <aherman@us.oracle.com> 650-506-8781
- > <INS@us.oracle.com>.
- >
- > Purchase Order Questions:
- > Roland Fisher <rofisher@us.oracle.com> 916-315-4183
- >
- > VERY IMPORTANT: Once the Oracle specific visa is approved, the hiring manager should email fescooperations@fmr.com and advise of the following:
- >
- > 1. Confirmation of receipt of an Oracle specific

01 FEB -5 AM 0:45

-
- > 2. Actual start date of employee (after Visa approval)
 - >
 - > Once all of this information is received by Fidelity, the employee will be
 - > added to the HRMS database and included in payroll processing.
 - >
 - > FESCO Operations
 - > Fidelity Employer Services Company
 - > ph: 1-800-410-2363
 - > fax: 1-888-562-7456
 - > www.econnex.fidelity.com
 - >
 - > The information in this email, and subsequent attachments, may contain
 - > confidential information that is intended solely for the attention and use
 - > of the named addressee(s). This message or any part there of must not be
 - > disclosed, copied, distributed or retained by any person without
 - > authorization from the addressee.

ORACLE

Oracle Corporation

500 Oracle Parkway
Redwood Shores
California 94065

phone
fax

Employment Agreement

Please read this Agreement carefully before you agree to its terms by signing it. This Agreement sets forth certain important benefits, terms and conditions related to your employment with Oracle.

Oracle's proprietary rights and confidential information are among the company's most important assets. In addition to signing this Agreement as a condition of employment you also must sign the Proprietary Information Agreement included in the New Employee Packet.

Your adherence to the Oracle Code of Ethics and Business Conduct, set forth in a booklet included in the New Employee Packet, is vital to Oracle and to your success at Oracle. When you sign this Agreement, you are agreeing to thoroughly familiarize yourself with the Oracle Code of Ethics and Business Conduct and you are agreeing to abide by it. In addition, when you sign this Agreement, you are acknowledging that you have read the letter addressing Oracle's Safety Program highlights included in the New Employee Packet.

In order to comply with the Immigration Reform and Control Act of 1986, the federal government requires the company to examine documents which prove your legal right to work in the United States. Please see the Verification of Eligibility for Employment information which also is a part of the New Employee Packet.

Oracle offers its employees a comprehensive medical, dental, vision, life and disability insurance package through Oracleflex, a flexible benefits program. Oracleflex may require employee contributions. The company also offers a 401(k) Savings and Retirement Plan, an Employee Stock Purchase Plan, a Dependent Care Reimbursement Plan and an Educational Reimbursement Plan. The details of these plans are included in the New Employee Packet or are available from the Human Resources Department.

By signing this Agreement, you authorize Oracle to deduct from your compensation any and all contributions associated with your elections under Oracleflex, the Oracle 401(k) Savings and Investment Plan, the Oracle Employee Stock Purchase Plan, or any other benefit offered by Oracle in which you participate and for which an employee contribution is required.

Your starting compensation, position and other terms and conditions related to your employment are set forth in the offer letter you received. By signing this Agreement, you also are agreeing to the terms and conditions set forth in the offer letter. Oral or written representations contradicting or supplementing the terms of the offer letter are not valid.

Oracle believes that all employees should be treated fairly and equitably in conformance with its Equal Opportunity Policy.

regard to race, color, national origin, sex, marital status, age, religion, disability or sexual orientation. Our commitment to these policies applies to every phase of the employment relationship, and we make every effort to comply with these policies. If, however, you feel you have not been treated fairly in some way in your Oracle employment, you agree, before taking any other action, to make a written complaint to a Director of the Human Resources Department and to allow individuals within the Department a reasonable period of time in which to investigate and informally attempt to resolve your issues.

If you and the company are unable informally to resolve any dispute arising out of or related to your Oracle employment, you agree that the company may elect, in its sole discretion and at any time, for the dispute to be mediated or submitted to final and binding arbitration. Mediation is an informal process in which a neutral third party without the power to decide or to impose a solution helps the parties resolve a dispute. Arbitration is a process in which the parties submit their dispute to a neutral third party whose purpose is to decide the outcome and make a final and binding decision. By agreeing to this provision, you are giving up your right to have the dispute heard in a judicial forum and by a jury.

The company makes no express or implied commitment that your employment will have a minimum or fixed term, that Oracle may take adverse employment action only for cause or that your employment is terminable only for cause. Either you or Oracle may terminate the employment relationship at any time for any reason. Additionally, Oracle may take any other employment action at any time for any reason. No one at Oracle may make, unless specifically authorized in writing by the Board of Directors, any promise, express or implied, that employment is for any fixed term or that cause is required for the termination of or change in the employment relationship.

Except as set forth in the paragraph above, this Agreement may be changed only by an agreement in writing signed by you and a Senior Vice President of Oracle.

By signing below you are agreeing that you have read and understood every provision of this Agreement and that, in consideration for your employment at Oracle, you agree to abide by its terms.

ACKNOWLEDGED AND ACCEPTED:

Print Name

Signature

Date

Intended Start Date: _____

*(As soon as I get my
visa through Oracle.)*

02/00

ORACLE

Oracle Corporation 500 Oracle Parkway phone 650.506.7000
Redwood Shores Redwood Shores fax 650.506.7200
California 94065

PROPRIETARY INFORMATION AGREEMENT

Oracle Corporation ("Oracle") develops, markets, licenses and distributes computer software products and other technology, and provides technical support, consultation, training, educational and other services relating to its products. Oracle develops and uses confidential information in its business. This confidential information may relate to technical matters, such as the development of new product or service, or to non-technical matters, such as marketing or financial information. This agreement sets forth your responsibilities concerning confidential and proprietary information.

I acknowledge that as a result of my Oracle employment I may develop, receive or otherwise have access to confidential or proprietary information which is of value to Oracle. I therefore agree, as a condition of my employment, to abide by the following terms and conditions:

1. My employment creates a relationship of confidence and trust between me and Oracle with respect to certain information confidential, proprietary or trade secret nature which gives Oracle a competitive edge in its business. For the purposes of agreement, all such confidential, proprietary or trade secret information will be referred to as "Proprietary Information."

Proprietary Information includes without limitation:

- a. all software and other technology developed or licensed by or for Oracle or licensed to Oracle by a third party, or any documentation relating to such software or technology; the term "software" as used in this paragraph refers to software in various stages of development or any product thereof and includes without limitation the literal elements of a program (source code, object code or otherwise), its audiovisual components (menus, screens, structure and organization), any human or machine readable form of the program, and any writing or medium in which the program or the information therein is stored, written or described, including without limitation diagrams, flow charts, designs, drawings, templates, specifications, models, data, bug reports and customer information;
- b. marketing and sales plans, product development plans, competitive analyses, benchmark test results, business and financial plans or forecasts, non-public financial information, agreements, and customer and employee lists of Oracle;
- c. contracts, engagement letters, order forms, approval forms and matrices, consulting proposals, bids, Statements of Work, pricing proposals or quotes, and purchase orders;
- d. all information or material which relates to Oracle's Developments as defined in paragraph 3 below, "know how," purchasing, accounting, merchandising or licensing; and
- e. all information which Oracle has a legal obligation to treat as confidential or which Oracle treats as proprietary or designates as confidential or for internal use only, whether or not owned or developed by Oracle.

Proprietary Information shall not include information known publicly or generally employed in the trade, nor shall it include generic knowledge that I would have learned in the course of similar employment elsewhere.

At all times, both during and after my employment with Oracle, I will hold Proprietary Information in confidence. I will not by any means transfer, publish, disclose or report Proprietary Information directly or indirectly, except such disclosure to other Oracle employees or authorized third parties as may be necessary in the ordinary course of performing my duties for Oracle or otherwise as directed by Oracle. I will not use Proprietary Information except in the course of performing my duties for Oracle.

2. My performance as an employee of Oracle will not breach any agreement or obligation to keep in confidence the proprietary information of a former employer or other entity or person. I will not bring any proprietary information of a former employer or other entity or person to Oracle. I will not use in the performance of my work with Oracle any proprietary information of a former employer or other entity or person without written authorization from my former employer, the other entity or person.
3. I will promptly disclose to Oracle all ideas, discoveries, inventions or "know how," including without limitation, all

"Developments"), relating to any current or reasonably anticipated business of Oracle, conceived or reduced to practice by me alone or with others during the term of my employment, whether or not conceived during regular business hours. All Developments shall be the sole and exclusive property of Oracle. I also agree to execute any documents and to do all things necessary, without additional compensation whether during my Oracle employment or after: (a) to assign all right, title and interest in any Development to Oracle and (b) to assist Oracle in perfecting, protecting, maintaining and enforcing any patent, copyright, trade secret or other right or interest in any Development. This provision does not apply to Developments which qualify fully under the provisions of section 2870 of the California Labor Code, or any other statute or common law doctrine of like effect, which states:

- (a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:
 - (1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or
 - (2) Result from any work performed by the employee for the employer.
- (b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

- 4. I will not during my Oracle employment engage in any other employment, occupation, consulting or other activity related to the business in which Oracle is now involved or becomes involved during the term of my employment.
- 5. I will not, during my Oracle employment and for a period of six months after the termination of my Oracle employment, directly or indirectly, whether through a third party or otherwise, recruit, solicit, induce, invite or otherwise encourage any Oracle employee to accept an employment or independent contractor or other business relationship with an employer or entity or person other than Oracle.
- 6. I will upon termination of my Oracle employment reaffirm my recognition of the importance of maintaining the confidentiality of Oracle's Proprietary Information and reaffirm all of the obligations set forth in this agreement.
- 7. I will upon termination of my Oracle employment deliver to Oracle, and will not keep in my possession, recreate or deliver to anyone else, all property belonging to Oracle including without limitation documents, software, discs, diskettes, tapes, records, data, notes and correspondence and copies or reproductions thereof whether or not developed by me during the course of my employment with Oracle, hardware, computers, terminals, modems, telephones, automobiles, badges, business cards, handbooks, policy manuals, software manuals and telephone directories.
- 8. I will not, for a period of six months after the termination of my Oracle employment, for my own account or for the account of any other person or entity, solicit, call on or provide competing services for any of Oracle's customers or clients or prospective customers or clients if I have solicited, called on or performed services for that Oracle customer or client or prospective customer or client during the twelve months preceding my termination from Oracle.
- 9. I understand and acknowledge that my employment relationship with Oracle may be altered or terminated "at will" and that nothing in this agreement alters my "at will" status.
- 10. I agree that any legal action or proceeding involving Oracle which is in any way connected with this agreement may be instituted in federal court in San Francisco, California or state court in San Mateo County, California. I agree to submit to the jurisdiction of, and agree that venue is proper in, the aforesaid courts in any such legal action or proceeding.
- 11. If any provision of this agreement is determined to be invalid or unenforceable, the validity or enforceability of the other provisions shall not be affected.
- 12. I will not enter into any agreement, written or oral, that conflicts with the provisions of this agreement. I acknowledge that this agreement survives my employment by Oracle.

I acknowledge that I have read and that I understand the terms of this agreement. I understand that by signing this document, I agree to be bound by all the terms, conditions and obligations set forth above.

Signature: _____

Name: _____

Date: _____

10/99

**MANDATORY -
ALL EMPLOYEES MUST COMPLETE AND
SIGN THIS FORM**

Employment Eligibility Questionnaire:

Federal law requires Oracle to hire US citizens or non-citizens authorized to work in the United States. Foreign nationals who do not have permanent resident status must have a valid visa, specific to Oracle. To ensure compliance, all employees must answer the following questions and sign and date the form.

1. Are you eligible to work in the United States? YES NO
2. Which one of the following applies to you?
US Citizen Permanent Resident Alien on work visa/authorization
3. If on a work visa or work authorization, please check the one that applies to you:
H1 Visa L1 Visa TN Visa
Is your current work visa sponsored by Oracle? YES NO
If no, sponsoring company The Peirone Group.
See Visa Assistance box below.
J1 Visa F1 Visa
Start date of your practical or curricular training _____ (required)
Expiration date of your practical or curricular training _____ (required)
INS Work Authorization Expiration Date _____ (required)

Note: You must have work authorization in-hand to begin working.

Visa Assistance for Regular, Full Time Employees

If you will be a regular, full-time employee and require assistance in obtaining an Oracle sponsored visa, please do the following:

- Complete and return all New Hire Paperwork, **except I9 form (bring on first day of employment)**.
- Contact your manager to complete a purchase order and begin the visa process
- Contact the Oracle approved immigration attorney recommended by your hiring manager. Oracle takes pride in helping employees obtain the appropriate visas. Generally, Oracle pays the routine and necessary legal fees in connection with obtaining a visa. Please indicate your acknowledgement and acceptance by printing and signing your name and date below.

Print Name _____ Signature _____ Date _____

It is mandatory that ALL employees print and sign their name and date this document.

ORACLE

Oracle Corporation 1001 Sunset Blvd phone 916.515.3500
Redwood City fax 916.515.3000
California 94065

[REDACTED]

[REDACTED]

Dear [REDACTED]

We are pleased to offer you the position of Applications Developer II with Oracle Corporation. We offer you starting compensation at the monthly rate of [REDACTED] equivalent to an annual rate of [REDACTED]. In addition, you will be eligible to participate in the standard compensation plan for your position.

To accept this offer, please sign the enclosed Employment Agreement (be sure to confirm your intended start date), the Proprietary Information Agreement and all other documents required by Oracle and return them to the attention of FESCO/Oracle, One Spartan Way, Mailzone TS1A, Merrimack, NH 03054-9600. Employment and employee benefits can only begin after you have signed these documents and they have been received by our Employee Service Center. If you have any questions regarding these documents, please feel free to call our Employee Service Center at (800) 410-2363.

If you have any questions regarding the conditions of your offer, please feel free to call your manager, [REDACTED] or your Human Resources Representative, Karima Ladha, at (650) 506-5382. This offer remains open until December 15, 2000. We look forward to having you begin work with us.

Sincerely,

Joyce E. Westerdahl
Joyce E. Westerdahl
Senior Vice President, Human Resources

Enclosure: New Employee Packet

10/11/00 10:11 AM
[REDACTED]

Professional Skills:

Operating Systems: Windows 9x, Windows NT, Unix, SVR 4.0, SCO Unix, SC
Languages: Object Oriented programming, C++, C, SQL Plus 3.3, PL SQL 2
Forms 5.0, Reports 1.1 RDBMS: Oracle 8, Oracle 7.3.
GUI: Developer 2000, Power Builder 4.0, HTML.

Professional Experience:

Title : Quality Information Management System.

As Programmer /Analyst developed for a N.E.T. an Quality Information M
The modules would allow the user to record part defects found at the T
~ Involved in designing the Database.
~ Involved in Designing different types of Screens using forms 4.5
~ Creation of Stored procedures & database Triggers.
~ Implemented different types of Bussiness rules using Triggers..
~ Design and Development of user interface & input validations.
~ Creation of users and roles for database access.
~ Generated different types of reports like daily, monthly, Yearly
~ Involved in testing, debugging, implementation of the applicatio

Enviroment : Developer 2000 Rel2, Forms 4.05, Reports 2.05, PL SQL, Or

ISI-Maintenance Application, Clients: ISI, is a computerized plant maintenance project which can be implemen

ISI is a powerful system, which allows systematic maintenance and anal
~ Decreasing maintenance costs, especially in repairs.
~ Quality improvement of the final products, particularly to comply w
~ Project early detection of faults
~ Providing cost transparency in production
~ Budgeting
~ Planning, steering and controlling large scale repairs, over-haulin
~ Optimization of inventory and stock disposition to decrease costs i

Responsible for:

~ Designing Materials part of the system using Designer 2000. Prepare
~ Developing Forms, Reports, Graphics, Libraries, DB functions.
~ Implementation at client site in Germany
~ Fixing of bugs reported by user
~ Imported data from client's previous Informix system to Oracle syst
Environment:

Windows NT 3.5, Developer 2000, Designer 2000, ORACLE 7.x, PL/SQL 2.1

(Www. .Com)

Worked as a team member on Easydeal financial relational database sys

of 3

Q 11/20
11/14/00
11/14/00 10:13 AM

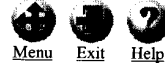
- Oracle Developer 2000
- Oracle 7.x
- Unix & C
- Banking Concepts

Advanced Computer Diploma:

- Unix
- C programming
- Object oriented programming in C++
- Oracle 7.x
- Power Builder 4.0

Courses taken during Bachelors in Engineering (Electronics & Power):
Computer methods in power systems, Power Systems,
Control Systems, Electronic Devices and Circuits.

ORACLE



Sent [REDACTED] 16:39:58

Due

Item **Offer Letter**

Notification [REDACTED]

Type

To **HROFFERS**

Priority **50**

Subject **Please mail [REDACTED] offer letter from [REDACTED]**

[REDACTED] has been approved for hiring by Ladha, Ms. Karima (Karima), who has final offer approval authority.

Candidate: [REDACTED]

Hiring Manager: [REDACTED]

Reiviewd with Jon. Provided all the information to him.

Last Approver: Ladha, Ms. Karima (Karima)

[Click here to see the Candidate Offer Letter](#)

Print the job offer letter, obtain the required signatures, and mail the offer letter to [REDACTED]

To request more information from [REDACTED] select More Information Required and fill in specific details in the 'More Information Request' field.

Candidate Offer Information Confidential Offer

Candidate Information

First Name Last Name

[REDACTED]

Address

[REDACTED]

City State Zip Code Country

[REDACTED]

Assignment Information

Organization **0A48 - Consumer Goods Applications**

Job Code **Applications Developer 2.10720.N**

Office Location **10P7**

Terms And Conditions

Discretionary Job Title **Applications Developer II**

Product **Applications - MFG**

Salary

FLSA classification **Exempt**

Annual Base Salary (\$) [REDACTED]

Compensation Type **Others**

Status **Full Time**

Timing Issues

Offer packet mailing information: **Other**

Offer remains open until [REDACTED]

Explanation **Contract to hire, until H-1B Visa is approved.**

Justification

Is this position in your budgeted headcount? **Yes**

Are candidate's salary and related expenses in your approved budget? **Yes**

Is this candidate a replacement hire? **Yes**

If yes, for whom? [Redacted]

1. [Redacted] has sound knowledge of programming with PL/SQL, Forms and Reports
2. [Redacted] has good working knowledge of Oracle Database. She has worked extensively on Purchasing module.
3. [Redacted] is willing to work in Sustaining Engineering role for couple of years.

List Oracle employee interviewers **Ron Coggan, Aravind Seshadri, Gopal Rao, Vivek Pathak**

References checked **Yes**

Interviewers' Comments (Mandatory for Product Division) **Sound knowledge of Oracle Database and tools. Very good overall candidate for Application Developer role.**

Additional Information

Jobpost ID # [Redacted]

Management Information

Note: Choosing an employee by using the Userid LOV will fill in all necessary information.

Hiring Manager

Userid [Redacted]
Name [Redacted]
Employee ID # [Redacted]
Phone [Redacted]

Candidate Source

Recruiting Agency Yes

Agency name **The Triune Group Inc.**
Address **151, Bernal Ave. #2A San Jose CA 95119**
Agency contact **Ramanathan Subramanian (Subu)**
Phone **408-972-0752**
Fax **408-972-0835**
Fee (\$) **10000.00**

Ostler, Abby

From: Fesco Operations - Merrimack, NH
Sent: Thursday, February 08, 2001 7:28 AM
To: Ostler, Abby
Subject: FW: URGENT: Requires Immediate Action - Transaction Submitted with missing or invalid information for [REDACTED]

The information in this email, and subsequent attachments, may contain confidential information that is intended solely for the attention and use of the named addressee(s). This message or any part thereof must not be disclosed, copied, distributed or retained by any person without authorization from the addressee.

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

From: [REDACTED]
Sent: Wednesday, February 07, 2001 8:00 PM
To: Fesco Operations - Merrimack, NH
Subject: Re: URGENT: Requires Immediate Action - Transaction Submitted with missing or invalid information for [REDACTED]

[REDACTED] Visa type is H1-B.

"Fesco Operations - Merrimack, NH" wrote:

- > Dear [REDACTED]
- > * Please provide the following for [REDACTED]
- > * Visa Type - Please view the Visa [REDACTED] holds in hand
- > and provide the Visa Type
- >
- > Employee: [REDACTED]
- > Ticket Number: [REDACTED]
- >
- > Fidelity Employer Services Company is unable to process the following
- > transaction due to an invalid code or incomplete information.
- >
- > (x) 1st request
- > () 2nd request
- > () 3rd request to HR Manager
- >
- > *****
- > *****
- > *****
- > *****
- >
- > () Document not submitted by employee.
- > () Document submitted by employee with missing or invalid data.
- > () Document submitted by employee with unauthorized modifications.
- >
- > SOURCE DOCUMENT
- > () Personal Information Sheet
- > () Employment Agreement
- > () Proprietary Agreement
- > () Self Identification form
- > () Employee Eligibility Questionnaire
- > (X) Other
- >
- > MISSING INFORMATION
- > TRANSACTION
- > (x) New Hire
- > () Temporary New Hire
- > () Employee Status Change
- > () Termination
- > () Leave of Absence
- >
- > MISSING DATA
- > () Job Code

Ostler, Abby

Subject: FW: URGENT: Requires Immediate Action - Transaction Submitted with missing or invalid information for [REDACTED]

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

From: Fesco Operations - Merrimack, NH
Sent: Wednesday, February 07, 2001 10:11 AM
To: [REDACTED]
Cc: Fesco Operations - Merrimack, NH
Subject: URGENT: Requires Immediate Action - Transaction Submitted with missing or invalid information for [REDACTED]

Dear [REDACTED]
Please provide the following for [REDACTED]:

- **Visa Type** - Please view the Visa [REDACTED] holds in hand and provide the Visa Type

Employee: [REDACTED]
Ticket Number: [REDACTED]

Fidelity Employer Services Company is unable to process the following transaction due to an invalid code or incomplete information.

- 1st request
- 2nd request
- 3rd request to HR Manager

- Document not submitted by employee.
- Document submitted by employee with missing or invalid data.
- Document submitted by employee with unauthorized modifications.

- SOURCE DOCUMENT**
- Personal Information Sheet
 - Employment Agreement
 - Proprietary Agreement
 - Self Identification form
 - Employee Eligibility Questionnaire
 - Other

- MISSING INFORMATION**
- TRANSACTION**
- New Hire
 - Temporary New Hire
 - Employee Status Change
 - Termination
 - Leave of Absence

- MISSING DATA**
- Job Code
 - Location Code
 - Cost Center
 - Manager Employee ID #
 - Other

Comments:

INVALID DATA

- Job Code
- Location Code

DATA SUBMITTED

{ }

CORRECT DATA

{ }

Subject: Fwd: Re: *ACTION REQUIRED* [REDACTED] - New Personal Leave Request
From: [REDACTED]@oracle.com>
Date: 8/12/2015 1:48 PM
To: "hrssc-ploa_us@oracle.com >> HRSSC-PLOA_US" <hrssc-ploa_us@oracle.com>

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

Subject: Re: *ACTION REQUIRED* [REDACTED] - New Personal Leave Request
Date: Wed, 12 Aug 2015 13:47:53 -0700
From: [REDACTED]@oracle.com>
Organization: Oracle Corporation
To: [REDACTED]@oracle.com

Your personal leave of absence request for the period 17-Aug-2015 - 16-Nov-2015 is approved.
Thanks,

[REDACTED]

On 8/12/2015 12:49 PM, [REDACTED]@oracle.com wrote:



Dear Manager,

Below is a request by your employee for a Personal Leave of Absence. If you approve please include your approval in the email and forward to hrssc-ploa_us@oracle.com.

Personal Leave of Absence (PLOA) Request

From: [REDACTED]@oracle.com
To: [REDACTED]@oracle.com
CC:
Employee First Name: [REDACTED]
Employee Last Name: [REDACTED]
Employee ID: [REDACTED]
Request Type: New Personal Leave Request
Leave Start Date: 17-Aug-2015
Expected Return to Work Date: 16-Nov-2015

Leave Reason:

Personal

Comments:

As notified earlier, I would like to take one year leave from work to take care of my personal family needs this year. My older son, Neel, is undergoing Food Allergy trials at Stanford and frequently gets reactions which require my attention. His allergy trial started an year ago and goes on for two years. So it will be over in one more year. My twins are starting school this year. Based on their kindergarten readiness assessment, one of them is going to need fair amount of help initially. I expect that I would need to go to his school often and pay attention till he gets settled. I anticipate that he would get more accustomed to school in six months to an year. To take care of these, I want to take time off for an year. I will be on leave for a year. I am entering leave of three months and I will reach out for approval at the end of every quarter. Thanks, [REDACTED]

Manager - Personal Leave greater than 6 months:

Prior to the expiration date, you must submit an extension via the Personal Leave of Absence template to continue the leave.



Oracle Corporation Human Resources

Oracle Corporation Human Resources electronic data are held and secured at a global level in the United States. Personal data may be accessed from Oracle Corporation locations worldwide, as required for business purposes, by personnel with appropriate access privileges. Personal data may be shared with external organizations as required to permit the provision of services to those members of the Oracle Corporation workforce who have elected to receive benefit! s provided by or through them. Your provision of the personal data confirms your consent to this process.