
From: Shauna Holman Harries
To: Luong, Hoan - OFCCP
CC: Neil Bourque; Lida Daniel; Charles Nyakundi; Sean Smith; Kela Moon
Sent: 10/29/2015 9:12:56 PM
Subject: HQCA 10 of 29
Attachments: HQCA - Personnel File 9 - [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."

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People

Name

Last [REDACTED]

First [REDACTED]

Title

Prefix

Suffix

Middle

Gender Male

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

Birth Date [REDACTED]

Age [REDACTED]

Town of Birth

Status

Region of Birth

Nationality

Country of Birth

Registered Disabled

Effective Dates

From [REDACTED] To [REDACTED] Latest Start Date [REDACTED] [Nc]

Address Assignment Special Info Others...



People

Name
Last [Redacted]
First [Redacted]
Title
Prefix
Suffix
Middle

Gender Male 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	
Ethnicity Disclosed		I-9 Expiration	
VETS100		New Hire	Include in New Hire Rep
<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] [Nc]

Address Assignment Special Info Others...

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File Edit View Folder Tools Window Help

People

Assignment

Organization: EC11 - Oracle Labs - Computer Systems - C
 Job: 10030 Software Development Snr Manager.F
 Grade: [REDACTED]
 Location: US-CA-Belmont-501 Island Parkway

Group: Oracle.No.Standard.No
 Position: [REDACTED]
 Payroll: Semi-Monthly
 Status: Active Assignment
 Vacancy: [REDACTED]

Assignment Number: [REDACTED]
 Assignment Category: Full Time - Regular
 Collective Agreement: [REDACTED]
 Employee Category: [REDACTED]

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

Review Salary: Every [REDACTED] | Salary Basis: Annual | Review Performance: Every [REDACTED]

Effective Dates: From [REDACTED] To [REDACTED] [Se]

Buttons: Salary, Entries, Others...

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From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager
20-JUN-2015		[REDACTED]		Full Time - Regular	[REDACTED]	10030 Software Development Snr Manager.PRODEV SWENG.M3	ORACLE STEPHEN@ORACLE.COM	21-JUN-2015 14:44	US-CA-Belmont-501 Island Parkway	[REDACTED]
19-NOV-2014	20-JUN-2015	[REDACTED]		Full Time - Regular	[REDACTED]	10030 Software Development Snr Manager.PRODEV SWENG.M3	CRAIG.STEPHEN@ORACLE.COM	21-JUN-2015 14:44	US-CA-Belmont-501 Island Parkway	No
04-DEC-2013	15-NOV-2014	[REDACTED]		Full Time - Regular	[REDACTED]	10020 Software Development Manager.PRODEV SWENG.M2	LISA.GORDON@ORACLE.COM	05-OCT-2014 17:11	US-CA-Belmont-501 Island Parkway	No
17-OCT-2011	03-DEC-2013	[REDACTED]		Full Time - Regular	[REDACTED]	10540 Software Developer 4.PRODEV SWENG.IC4	ERIC.SEDLAR@ORACLE.COM	04-DEC-2013 18:41	US-CA-Belmont-501 Island Parkway	No
01-OCT-2011	16-OCT-2011	[REDACTED]		Full Time - Regular	[REDACTED]	10540 Software Developer 4.PRODEV SWENG.IC4	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No

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ORACLE

Manager	Normal	Normal H	Normal H	Norm	Organization	Payroll	People Group	Position	Primary	Probation	Enr	Probation	Probal	Reason	Recruite	Reci	Salary Ba	Speci	Status	Statutory Informati	Supervisor	Title	Vacancy	Working	Effective
[REDACTED]	Y	No	17.00	40	09.00	SN35 - Oracle Lab	Semi-Monthly	Oracle.No.Standan	Yes					Job Change			Annual		Active Assignment	Payroll Oracle Am	[REDACTED]	IRC1489648	Week		
[REDACTED]	Y	No	17.00	40	09.00	SN35 - Oracle Lab	Semi-Monthly	Oracle.No.Standan	Yes					New Hire			Annual		Active Assignment	Payroll Oracle Am	[REDACTED]	IRC1489648	Week		
[REDACTED]	Y	No	17.00	40	09.00	SN35 - Oracle Lab	Semi-Monthly	Oracle.No.Standan	Yes					New Hire			Annual		Active Assignment	Payroll Oracle Am	[REDACTED]	IRC1489648	Week		
[REDACTED]	Y	No	17.00	40	09.00	SN35 - Oracle Lab	Semi-Monthly	Oracle.No.Standan	Yes					New Hire			Annual		Suspend Assignme	Payroll Oracle Am	[REDACTED]	IRC1489648	Week		

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager
23-SEP-2011	30-SEP-2011			Part Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No
30-JUL-2011	25-SEP-2011			Part Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No
19-JUN-2011	23-JUL-2011			Part Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No
13-JUN-2011	19-JUL-2011			Part Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No
01-JUN-2011	12-JUN-2011			Part Time - Regular			10530 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No

Manager	Normal	Normal H	Norm	Organization	Payroll	People Group	Position	Primary	Probation End	Probation	Probab	Reason	Recru	Recr	Salary Ba	Speci	Status	Statutory Informa	Supervisor	Title	Vacancy	Working Effective
✓	No	17.00	30	09.00 SN35 - Oracle Lab	Semi-Monthly	Oracle No Standan		Yes				New Hire			Annual		Suspend Assignme	Payroll Oracle Am		IRC1489546	Week	<input type="checkbox"/>
✓	No	17.00	30	09.00 SN35 - Oracle Lab	Semi-Monthly	Oracle No Standan		Yes				New Hire			Annual		Active Assignment	Payroll Oracle Am		IRC1489546	Week	<input type="checkbox"/>
✓	No	17.00	30	09.00 SN35 - Oracle Lab	Semi-Monthly	Oracle No Standan		Yes				New Hire			Annual		Active Assignment	Payroll Oracle Am		IRC1489546	Week	<input type="checkbox"/>
✓	No	17.00	30	09.00 AV02 - Oracle Lab	Semi-Monthly	Oracle No Standan		Yes				New Hire			Annual		Active Assignment	Payroll Oracle Am		IRC1489546	Week	<input type="checkbox"/>
✓	No	17.00	30	09.00 AV02 - Oracle Lab	Semi-Monthly			No							Annual		Accepted			IRC1489546	Week	<input type="checkbox"/>

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager
16-JUN-2011	29-JUL-2011			Part Time - Regular			10630 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No
13-JUN-2011	19-JUN-2011			Part Time - Regular			10630 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No
01-JUN-2011	12-JUN-2011			Part Time - Regular			10630 Software Developer 3 PRODEV SWENG IC3	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No
31-MAY-2011	31-MAY-2011						10640 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No
18-MAY-2011	30-MAY-2011						10640 Software Developer 4 PRODEV SWENG IC4	HR_PROCESS_US@ORACLE.COM	05-MAY-2013 15:0	US-CA-Belmont-501 Island Parkway	No

Manager	Normal	Normal H	Norm	Organization	Payroll	People Group	Position	Primary	Probation End	Probation	Probab	Reason	Recru	Recr	Salary Ba	Speci	Status	Statutory Informa	Supervisor	Title	Vacancy	Working Effective
✓	No	17.00	30	09.00 AV02 - Oracle Lab	Semi-Monthly	Oracle No Standan		Yes				New Hire			Annual		Active Assignment	Payroll Oracle Am		IRC1489546	Week	<input type="checkbox"/>
✓	No	17.00	30	09.00 AV02 - Oracle Lab	Semi-Monthly			No							Annual		Accepted			IRC1489546	Week	<input type="checkbox"/>
✓	No	17.00	40	09.00 AV02 - Oracle Lab				No									Offer			IRC1489546	Week	<input type="checkbox"/>
✓	No	17.00	40	09.00 AV02 - Oracle Lab				No									Active Application			IRC1489546	Week	<input type="checkbox"/>

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People

Salary Administration

Previous Proposal

Date [Redacted] Salary Basis Annual

Currency USD Last Value [Redacted]

Bases/Year 1 Annual Salary [Redacted]

Conversion Rate 1.00 Converted Salary [Redacted]

Salary Proposal

Change Date [Redacted] Currency USD

Change Value [Redacted] New Value [Redacted]

Change % 11.515 Annual Salary [Redacted]

Reason Annual Salary Review Approved

Ranking [Redacted] Next Review [Redacted]

Performance Review [Redacted]

Grade Salary Limits

Grade [Redacted]

Currency USD

Min Salary [Redacted]

Max Salary [Redacted]

Comparatio 108.831

Salary Information

Salary Basis Annual

Pay Basis Annual Salary

Bases/Year 1

Proposal Components

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

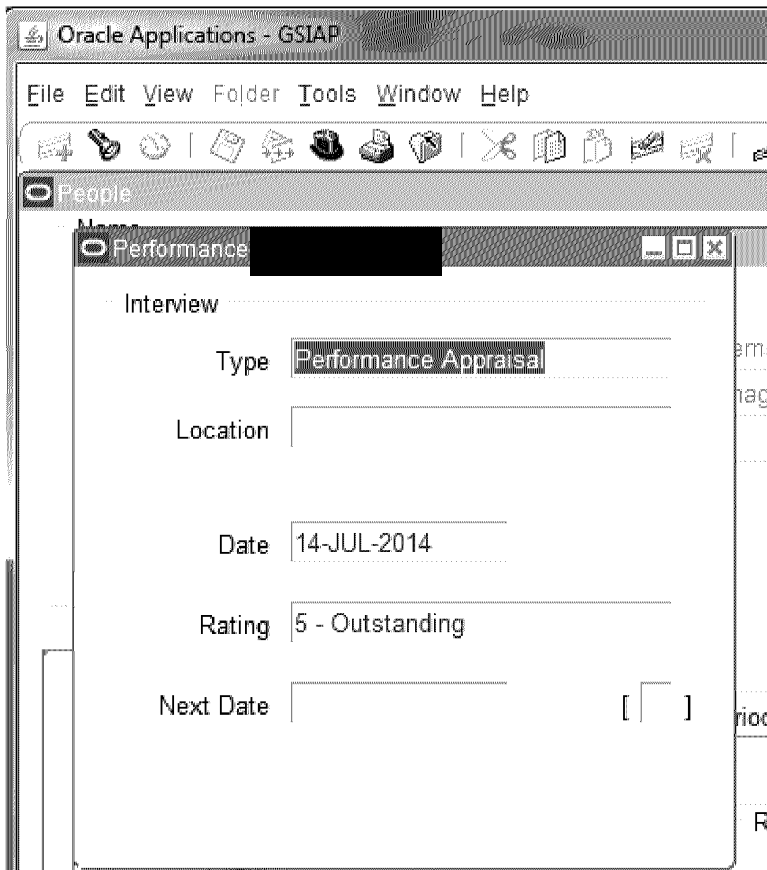
Performance

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ORACLE

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
[Redacted]		Annual Salary Re	<input checked="" type="checkbox"/>	USD	[Redacted]	11,515		184,000.00			[Redacted]			108.83					
[Redacted]		Market Adjustmen	<input checked="" type="checkbox"/>	USD	[Redacted]	2,452		185,000.00			[Redacted]			109.303					
[Redacted]		New Hire	<input checked="" type="checkbox"/>	USD	[Redacted]	53,086		185,000.00			[Redacted]			23.362					
[Redacted]			<input checked="" type="checkbox"/>	USD	[Redacted]			101,250.00			[Redacted]			0.203					



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Attachments

Seq	Category	Title	Description	Data Type	May Be Changed
10	IPM - New Hire	NHDocs1	Audited ML	File	<input checked="" type="checkbox"/>
	IPM - New Hire	New Hire Docs2	Audited ML	File	<input checked="" type="checkbox"/>
					<input type="checkbox"/>
					<input type="checkbox"/>

Entity Name: Person

Open Document...

Include Related Documents

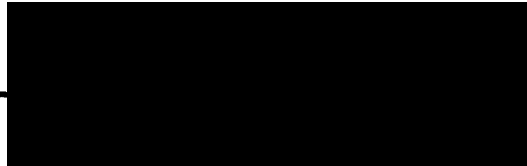
Publish to Catalog

Document Catalog...

See downloaded pdf files

New Employee Paperwork

Candidate's Name: _____



- | | |
|---|--|
| <input type="checkbox"/> Rehire | <input type="checkbox"/> New Hire |
| <input type="checkbox"/> International Transfer | <input type="checkbox"/> Contractor to Regular |
| <input type="checkbox"/> Temp | <input type="checkbox"/> Internal Transfer |
| <input type="checkbox"/> VISA Required - Email _____ | <input type="checkbox"/> Temp to Regular |
| <input checked="" type="checkbox"/> Visa Type: <u>1-20</u> ^{FL} <u>3/13/07</u> | <input type="checkbox"/> Part Time |
| <input type="checkbox"/> Student/Intern <u>3/12/2012</u> | <input type="checkbox"/> Student/Intern to Regular |
| <input type="checkbox"/> Int'l Address - Email _____ | <input type="checkbox"/> Cont. Serv. Hire Date |
| <input type="checkbox"/> Veteran | <input type="checkbox"/> SS# Missing - Email _____ |

- Completed Personal Information Sheet
- Employee Self-Identification Form
- Employee Eligibility Questionnaire
- Signed Employment Agreement & Agreement to Arbitrate
- Signed Proprietary Information Agreement

	Date	Initials
Logged:	<u>6/3</u>	<u>JM</u>
Sent Email:	<u>6/3</u>	<u>JM</u>
Entered:	<u>6/3</u> ^{left}	<u>JM</u>
	<u>6/7</u>	<u>BD</u>
Scanned:		<u>BD Doc 1</u>

Comments:

JR 1182648

Imaged:

Start Date: _____



Employee # _____



Home Vacancies & Offers

Offers Workbench >

Candidate Details:

Applicant Number [Redacted]
 Name [Redacted]
 Email Address [Redacted]
 Location [Redacted]
 Current Employer [Redacted]
 Home Phone Number [Redacted]
 Last Degree Completed **Master's**
 Vacancy [Redacted]
 Job Title 10540.Software Developer
 4.PRODEV.SWENG.IC4

Background Check Back Candidate 12 Next

Preferred Language **English**
 Current Applications **1**
 Application Date 18-May-2011
 Offer Status **Approved**

Offer Extended Date

Candidate Profile Qualifications Jobs Considered For Applications Offers

Select Offer: View Details

Select Vacancy	Posting Name	Expiry Date	Proposed Start Date	Offer Creation Date	Offer Status
<input checked="" type="radio"/> [Redacted]	Software Developer 4		[Redacted]	18-May-2011	Approved

Below is the summary of the offer created for this application. Select any one of the available options and click Go to process the task.

Action Go

Basic Offer Details

Business Group	Oracle America, Inc.	Budgeted Headcount	Yes
Vacancy Number	[Redacted]	Salary in Budget	Yes
Proposed Start Date	13-Jun-2011	Replacement Hire	No
Job	10530.Software Developer 3.PRODEV.SWENG.IC3	Replaced Employee	[Redacted]
Grade	[Redacted]	Justification for this hire	[Redacted] will work on heterogeneous compute research in Oracle Labs
Organization	AV02 - Sun Labs Management - ORCL USA	Candidate Source	Employee Referral
Location	501 ISLAND PKWY	Employee Referral Name	[Redacted]@oracle.com
Manager	Sedlar, Mr Eric	Channel	College College
Manager Email	eric.sedlar@oracle.com	Former Acquired Company Name	[Redacted]
Manager Employee Number	[Redacted]	Candidate's Current Company/Job Title	[Redacted] / Grad student
Expiry Date	30	Candidate's Current Salary/ATV	N/A
Work Hours	30	Shift/Premium Eligible	No
Discretionary Job Title	Research Assistant	Vacation Plan	Standard Vacation Plan
Product Association	Not Applicable	Work Schedule	013 Schedule: 4-9-9-8-0-0-0
Industry	Not Applicable	Hire Type	New Hire - Regular ✓

Salary Information

Salary Basis **Annual**
 Proposed Salary [Redacted]
 Grade Range [Redacted]
 Comparatio [Redacted]

Quartile
Annualized FTE Salary
Annualized Salary



TIP Conversion rate as on [redacted] from USD to USD: 1 USD =

Additional Offer Details

Individual Compensation Plans for Offers

- Stock Justification
- Car Allowance Justification ✓
- Relocation Amount Justification
- Sign On Bonus Justification

Offer History

Offer Status	User	Date/Time
Approved ✓	Sedlar, Mr Eric	31-May-2011 12:53:22
Pending For Approval	Sedlar, Mr Eric	18-May-2011 19:36:55

Approval History

Line number	Approver	Approver Type	Category	Approval Status	Date	Comment
1	BGCHECK	HR People	For Your Information	Notified	18-May-2011 19:37:03	
2 ✓	DeValle, Shawn	HR People	Approver	Approved	19-May-2011 15:50:19	HR Comments: I approve this new hire offer. Base salary is within Oracle ranges and competitive given the candidate's academic credentials of this candidate (PhD). KKassam
3	Stephen, Craig	HR People	Approver	Approved	19-May-2011 15:54:44	Approved - in proposed FY12 budget.
4	Screven, Edward	HR People	Approver	Approved	24-May-2011 22:16:52	
5 ✓	Ellison, Lawrence	HR People	Approver	Approved	26-May-2011 11:36:58	
6 ✓	BGCHECK	HR People	Approver	Approved	31-May-2011 10:33:22	✓
7 ✓	Sedlar, Eric	HR People	Approver	Approved	31-May-2011 12:28:40	
8	HROFFERS	HR People	For Your Information	Notified	31-May-2011 12:28:42	

[Return To Search](#)

[Background Check](#)

[Back](#)

Candidate 12

[Next](#)

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[Privacy Statement](#)

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[Skills and Experiences]

- Parallel, heterogeneous and distributed programming
- Graph algorithms and their (parallel) implementations
- Domain-Specific Language (DSL) design and implementation -- experience in Scala and Delite compiler framework
- Simulation-based architecture exploration for multi-core digital systems
- Experience in front-end ASIC design -- from architecture design to silicon verification

[Interests]



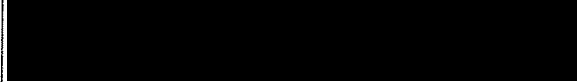
- Industry-scale programming practice on parallel, heterogeneous, or distributed environments
- Design experience with modern digital devices
- Related research opportunity for future computing systems.

[Education]

Affiliation	Summary of Works
[Redacted] Present, Ph.D candidate, EE, (GPA: 4.03/4.3) [Redacted] Pervasive Parallel Lab Academic Advisor: [Redacted]	Transactional Memory <ul style="list-style-type: none"> • HW acceleration of software transactional memory: coherent FPGA + commodity CPU • A new synthetic benchmark for TM Distributed Programming <ul style="list-style-type: none"> • Relaxed MapReduce for distributed <i>and</i> multi-threaded applications Large-Scale Graph Analysis <ul style="list-style-type: none"> • Implementation of graph algorithms for multi-core CPU and GPU • Domain-Specific Language (DSL) design and implementation for graph analysis
[Redacted] M.S, EECS, (GPA: 3.7/4.3) [Redacted] VLSI CAD Lab, Academic Adviser: [Redacted]	High level synthesis technique for low-power ASIC design <ul style="list-style-type: none"> • Advanced bus-invert coding scheme • Operand scheduling for on-chip bus power optimization
[Redacted] B.S, CS, (GPA: 3.8/4.3) [Redacted]	

[Work Experience]

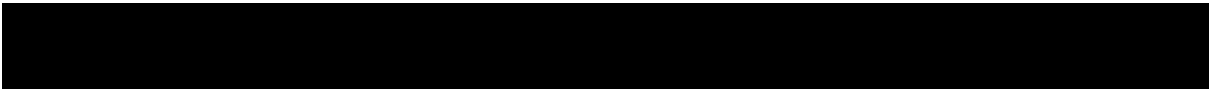
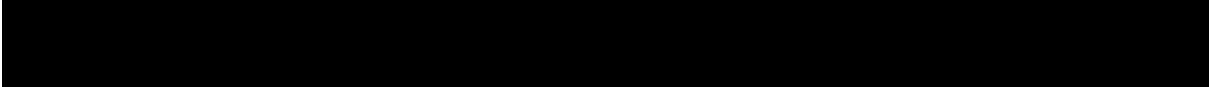
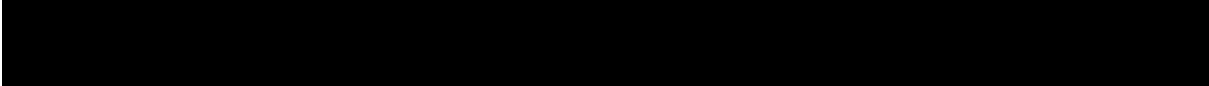
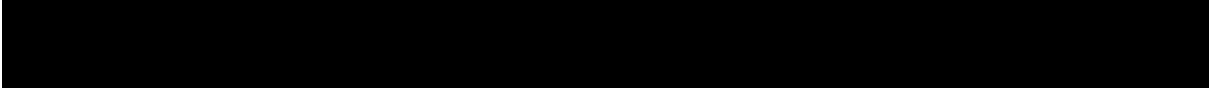
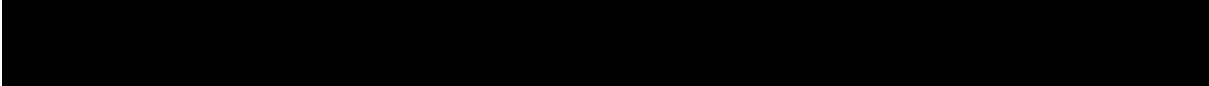
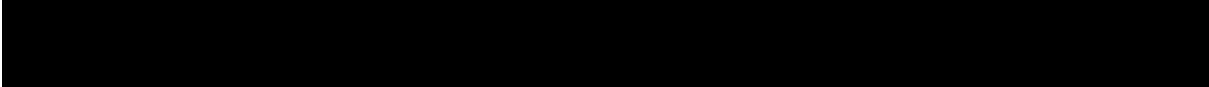
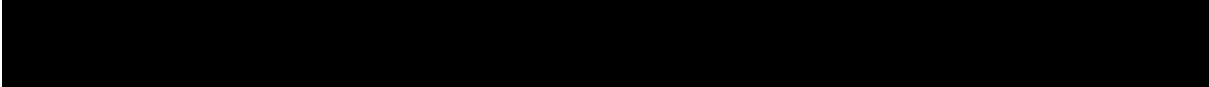
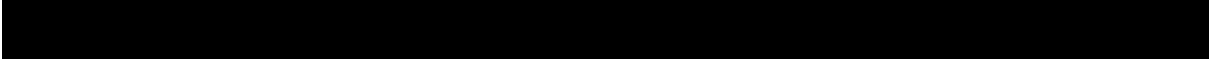
Affiliation	Summary of Works
Internship, Summer, [Redacted] [Redacted]	(Mentor: [Redacted]) [Redacted]: system evaluation and improvement
Internship, Summer, [Redacted] [Redacted]	Fermi GPU: full-chip test-bench writing (targetting interconnection network)
Researcher and Developer, [Redacted] [Redacted]	Consumer electronics design:

	<ul style="list-style-type: none"> • Full-chip simulator development for SoC products: Mobile AP/SSD/HDTV • Firmware optimization of commercialized products • An algorithm for dynamic voltage-frequency scaling
<p>Researcher,  Semiconductor Laboratory, </p>	<p>A radio-enhanced Bluetooth module:</p> <ul style="list-style-type: none"> • HW-SW partitioning and interface design • SW communication stack development on a RTOS • Functional verification and validation

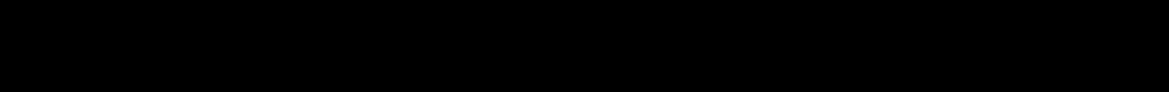
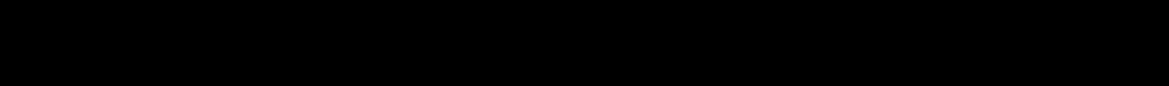
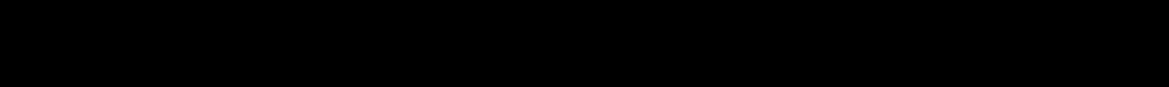
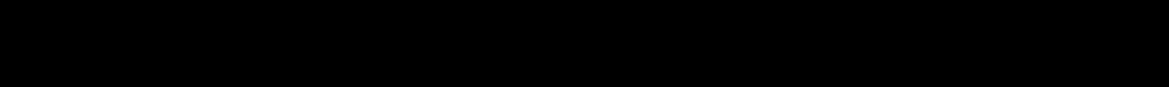
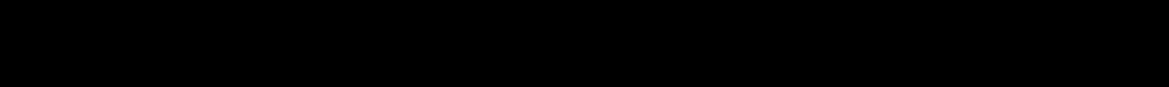
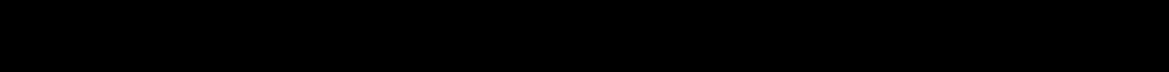
[Honors]

- 2010, Best Paper Award, 
- 2007, 
- 2004, Silver-prize Winner, 

[Publications]

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[Patents]

- 
- 
- 
- 
- 
- 

Re: URGENT ACTION REQ'D: New Hire Start Date: [REDACTED]

Subject: Re: URGENT ACTION REQ'D: New Hire Start Date: [REDACTED]

From: [REDACTED]

Date: Fri, 3 Jun 2011 18:21:10 -0700

To: "hrssc-new-hires_us@oracle.com" <hrssc-new-hires_us@oracle.com>

[REDACTED] start date is [REDACTED]

Thanks,

[REDACTED]
On Jun 3, 2011, at 12:54 PM, "hrssc-new-hires_us@oracle.com" <hrssc-new-hires_us@oracle.com> wrote:

Manager,

We have received the acceptance paperwork for your new hire, [REDACTED] received on [REDACTED]

Please respond by replying to this email with his/her official Oracle start date.

****The start date must be 5 or more business days out from the date you respond, to allow time for processing.****

Please advise if this candidate is a rehire. If the candidate is an international transfer, please provide the original start date for vacation and vesting purposes, the employees previous email address and the country code. Please let us know if you have any additional questions.

Thanks,
HRSSC

ORACLE

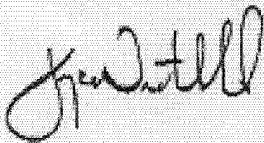
[REDACTED]
[REDACTED]
Dear [REDACTED]

We are pleased to offer you the position of Research Assistant with Oracle America, Inc. We offer you starting compensation at 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 and return them to Oracle. Employment and employee benefits can only begin after you have signed these documents and they have been received by our Shared Services Center. If you have any questions regarding these documents, please feel free to call our Americas HR Shared Services Center at (888) 404-2494.

If you have any questions regarding the conditions of your offer, please feel free to call your manager, [REDACTED] or the Americas HR Shared Services Center at 888-404-2494. This offer remains open until [REDACTED]. We look forward to having you begin work with us.

Sincerely,



Joyce E. Westerdahl
Senior Vice President, Human Resources

Ref: [REDACTED]

Employee Self-Identification Form

Oracle America is an Equal Opportunity Employer. State and Federal regulations require us to obtain information from each applicant for statistical analysis of our compliance with fair employment practices. We request your cooperation in all information, which you voluntarily provide is confidential and is used only in accordance with the regulations governing Equal Employment Opportunity and Affirmative Action. If you do not wish to provide this information, you will not be subject to any adverse treatment.

NAME: [REDACTED]

DATE: [REDACTED]

POSITION FOR WHICH YOU ARE APPLYING:

Research Assistant

SEX:

FEMALE:

MALE:

RACE/ETHNIC ORIGIN: Please check whether or not you are 'Hispanic or Latino' or 'Two or More Races'. If you identify with either of these categories, no further action is needed. If you do not identify with 'Hispanic or Latino' or 'Two or More Races' continue to Part 2 of the form. The designations do not denote scientific definitions of anthropological origins. You may be included in the group to which you belong, with which you identify, or to which you are regarded in the community as belonging.

Part 1: SELECT ONE OF THE FOLLOWING: OR GO TO PART 2

<input type="checkbox"/>	HISPANIC OR LATINO: A person of Mexican, Puerto Rican, Cuban, Central South American, or other Spanish culture or origin, regardless of race. (Note: Persons from Brazil, Guyana, Surinam or Trinidad, for example, are classified according to race because they are not Spanish origin, culture, or descent.) If you select 'Hispanic or Latino' DO NOT select another race designation.
<input type="checkbox"/>	TWO OR MORE RACES: A person who identifies with more than one of the five races (see below). If you select 'Two or More Races', DO NOT select another race designation.

Part 2: SELECT ONE OF THE FOLLOWING IF YOU DIDNOT SELECT A CATEGORY IN PART 1

<input type="checkbox"/>	AMERICAN INDIAN OR ALASKAN NATIVE: A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.
<input checked="" type="checkbox"/>	ASIAN: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. This area includes, for example, China, Japan, and Korea.
<input type="checkbox"/>	BLACK (not of Hispanic origin): A person having origins in any of the Black racial groups of Africa. American, or other Spanish or origin, regardless of race. (Note: persons from Brazil, Guyana, Surinam, or Trinidad, for example, are classified according to race because they are not of Spanish origin, culture, or descent.)
<input type="checkbox"/>	NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER: A person having origins in original peoples of Hawaii, Guam, Samoa, Philippines, or other Pacific Islands.
<input type="checkbox"/>	WHITE (not of Hispanic origin): A person having origins in original peoples of Europe, North Africa, or the Middle East.

Part 3: SELECT ALL BELOW THAT APPLY.

<input type="checkbox"/>	RECENTLY SEPARATED VETERAN - A person who left the military within 12 months of current date. Departure date from military: MMM/DD/YYYY _____
<input type="checkbox"/>	DISABLED VETERAN - A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or Was discharged or released from active duty because of a service-connected disability
<input type="checkbox"/>	ARMED FORCES SERVICE MEDAL VETERAN A veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985
<input type="checkbox"/>	OTHER PROTECTED VETERAN - A veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
<input type="checkbox"/>	VETERAN - Not Included in Above Categories

Employment Agreement & Mutual Agreement to Arbitrate

Please read this Agreement carefully before you agree to its terms by signing it. You may wish to consult an attorney prior to signing the Agreement. The Agreement sets forth certain important benefits, terms and conditions related to your employment with Oracle. It also sets forth the mutual agreement between you and Oracle to arbitrate any dispute or claim arising out of or related to your Oracle employment and to waive all rights to a trial or hearing before a court or jury, except as provided below.

Proprietary Information

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 Hire Offer Packet.

Oracle Policies

Your adherence to the Oracle Code of Ethics and Business Conduct, set forth in a booklet that is mailed to you within two weeks of your first date of employment at Oracle, 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. You also agree to take Oracle's Ethics and Business Conduct course, available on-line through Oracle's intranet. 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 Hire Offer Packet. Oracle maintains an Internal Privacy Policy, which describes Oracle's privacy practices for employment-related information, including personal information that may be collected, how and where personal information is processed, to whom personal information may be provided, and how you may access and rectify personal information about you. You agree to abide by the terms of Oracle's Internal Privacy Policy in effect during your employment; a current copy of such policy is also included in the New Hire Offer Packet. The Oracle Code of Ethics and Business Conduct, the Oracle Employee Handbook, and Oracle's Internal Privacy Policy are all on the Oracle intranet and accessible to all employees. You agree, after beginning employment, to access the Employee Handbook and thoroughly familiarize yourself with Oracle policies and to abide by them. Additionally, from time to time, Oracle will communicate important information about its policies by way of electronic mail notification and/or the Oracle intranet. By signing this agreement, you agree to thoroughly review these policy communications and to abide by them.

Oracle is a government contractor, and, as such, certain federal, state, and local laws may place prohibitions or other restrictions on the ability of former government workers, and/or relatives of current or former government workers, to be employed by or to perform certain work on behalf of Oracle. By signing below, you are affirming that your employment with Oracle, and any work you perform while employed by Oracle, will not conflict with any such prohibitions or restrictions.

Employment Eligibility

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 Hire Offer Packet.

Benefits

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 benefits including 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 Hire Offer Packet and/or are available on the Oracle intranet. You understand that you must make your Oracleflex benefits elections within the limited time period set forth in the communication accompanying your personal identification number that you will receive after beginning employment.

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, which are incorporated herein. Oral or written representations contradicting or supplementing the terms of the offer letter are not valid.

At-Will Employment

Employment at Oracle is at-will. 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 Oracle's 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.

Equal Employment Opportunity and Escalation Process

Oracle believes that all employees should be treated fairly and equitably in conformance with its Equal Employment Opportunity policy. We take personnel action without regard to race, color, national origin, sex, marital status, sexual orientation, gender identity, age, religion, disability, veteran status, or any other characteristic prohibited by federal, state or local law. Our commitment to this policy applies to every phase of the employment relationship, and we make every effort to comply with this policy. 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.

Mutual Agreement to Arbitrate

You and Oracle understand and agree that any existing or future dispute or claim arising out of or related to your Oracle employment, or the termination of that employment, will be resolved by final and binding arbitration and that no other forum for dispute resolution will be available to either party, except as to those claims identified below. The decision of the arbitrator shall be final and binding on both you and Oracle and it shall be enforceable by any court having proper jurisdiction.

The arbitration proceedings shall be conducted pursuant to the Federal Arbitration Act, and in accordance with the National Rules for the Resolution of Employment Disputes of the American Arbitration Association or the Employment Arbitration Rules and Procedures adopted by Judicial Arbitration & Mediation Services ("JAMS"). The arbitrator will have all the powers a judge would have in dealing with any question or dispute that may arise before, during and after the arbitration.

Claims Not Covered

Claims not covered by this Arbitration Agreement are:

1. Claims under Title VII of the Civil Rights Act of 1964 or any tort related to or arising out of sexual assault or harassment, including assault and battery, intentional infliction of emotional distress, false imprisonment, or negligent hiring, supervision, or retention,
2. Claims for benefits under the workers' compensation, unemployment insurance and state disability insurance laws, and
3. Claims by you or by Oracle for temporary restraining orders or preliminary injunctions ("temporary equitable relief") in cases in which such temporary equitable relief would be otherwise authorized by law. In such cases where temporary equitable relief is sought, the trial on the merits of the action will occur in front of, and will be decided by, the arbitrator, who will have the same ability to order legal or equitable remedies as could a court of general jurisdiction.

Costs

Oracle agrees to bear the costs of the arbitrator's fee and all other costs related to the arbitration, assuming such costs are not expenses that you would be required to bear if you were bringing the action in a court of law. You and Oracle shall each bear your own attorneys' fees incurred in connection with the arbitration, and the arbitrator will not have authority to award attorneys' fees unless a statute at issue in the dispute or other appropriate law authorizes the award of attorneys' fees to the prevailing party, in which case the arbitrator shall have the authority to make an award of

attorneys' fees as permitted by the applicable statute or law.

Consideration

You understand and acknowledge that you are offered employment in consideration of your promise to arbitrate claims. In addition, the promises by Oracle and by you to resolve claims by arbitration in accordance with the provisions of this Arbitration Agreement, rather than through the courts, provide consideration for each other.

Knowing and Voluntary Agreement; Complete Agreement

You understand and agree that you have been advised to consult with an attorney of your own choosing before signing this Employment Agreement & Mutual Agreement to Arbitrate, and you have had an opportunity to do so. *

YOU FURTHER UNDERSTAND AND AGREE THAT YOU HAVE READ THIS EMPLOYMENT AGREEMENT & MUTUAL AGREEMENT TO ARBITRATE CAREFULLY. BY SIGNING IT, YOU ARE EXPRESSLY WAIVING ANY AND ALL RIGHTS TO A TRIAL OR HEARING BEFORE A COURT OR JURY OF ANY AND ALL DISPUTES AND CLAIMS SUBJECT TO ARBITRATION UNDER THIS ARBITRATION AGREEMENT WHICH CLAIMS YOU MAY NOW OR IN THE FUTURE HAVE.

This Arbitration Agreement contains the complete agreement between Oracle and you regarding the subject of arbitration and alternate dispute resolution, and supersedes any and all prior written, oral, or other types of representations and agreements between Oracle and you, if any.

Severability

If any portion of this Employment Agreement & Mutual Agreement to Arbitrate shall, for any reason, be held invalid or unenforceable, or contrary to public policy or any law, the remainder of the Agreement shall not be affected by such invalidity or unenforceability, but shall remain in full force and effect, as if the invalid or unenforceable term or portion thereof had not existed within this Agreement.

Modification

This Employment Agreement & Mutual Agreement to Arbitrate may be modified only in a writing, expressly referencing this Agreement and you by full name, signed by you and Oracle's Board of Directors.

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

PROPRIETARY INFORMATION AGREEMENT

Oracle Corporation, its subsidiaries (including but not limited to Oracle America, Inc.) and its affiliates (collectively "Oracle") develop, market, license and distribute computer software products and other technology, and provide technical support, consultation, educational and other services relating to Oracle's products. Oracle develops and uses confidential, proprietary, and trade secret information in its business. This information may relate to technical matters, such as the development of a new product or service, or to non-technical matters, such as marketing or financial information. As a result of your employment with an Oracle entity (your "Employer"), you may develop, receive or otherwise have access to confidential, proprietary or trade secret information, which is of value to Oracle. This agreement sets forth your responsibilities and obligations concerning confidential, proprietary and trade secret information, and Developments (as defined below).

As a condition of my employment with my Employer, and in consideration therefore, I agree to abide by the following:

1. My employment creates a relationship of confidence and trust with respect to certain information of a confidential, proprietary or trade secret nature. For the purposes of this agreement, all such confidential, proprietary or trade secret information will be referred to as "Proprietary Information." Proprietary Information includes by way of illustration and without limitation:
 - a. all software and other technology developed or licensed by or for Oracle or licensed to Oracle by a third party, and 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. Oracle's marketing and sales plans or forecasts, product development plans, acquisition plans, competitive analyses, benchmark test results, supplier and purchasing information, budgets and non-public financial information, licenses, contracts and all related documents, customer lists and information regarding other Oracle employees, their skills and compensation;
 - c. 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 (for example, information Oracle receives from a third party customer, partner or potential acquisition target).

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 my Employer, 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 my Employer or otherwise as directed by Oracle. I will not use Proprietary Information except in the course of performing my duties for my Employer.

2. I hereby represent that my performance as an employee of my Employer 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 for my Employer 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 my Employer or its designee, will hold in trust for the sole right and benefit of my Employer or its designee, and hereby assign to my Employer or its designee all my right, title and interest in and to any and all ideas, discoveries, inventions or "know how," including without limitation, all processes, devices, apparatus, computer programs, programming documentation, and other works of authorship, including any modification, improvement or use thereof (collectively referred to as "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. I further acknowledge and agree that all Developments shall be the sole and exclusive property of my Employer or its designee and are considered "works made for hire" for the purposes of my Employer's rights under copyright laws. To the extent

that any Development may not be considered a "work made for hire", I hereby assign to my Employer or its designee such Developments and all rights therein, except those Developments, if any, the assignment of which is prohibited by law. I further agree to execute any documents and to do all things necessary, without additional compensation whether during my employment or after: (a) to assign all right, title and interest in any Development to my Employer or its designee and (b) to assist my Employer or its designee in registering, prosecuting, perfecting, protecting, maintaining and enforcing any and all patent, copyright, trade secret or other right or interest in any Development for any and all countries. 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. If any Development assigned hereunder is based upon, or is incorporated into or is an improvement or derivative of, or cannot reasonably be made, used, reproduced and/or distributed without using or violating technology or rights owned or licensed by me and not assigned hereunder, I hereby grant my Employer or its designee a perpetual, worldwide, royalty-free, non-exclusive and sub-licensable right and license to exploit and exercise all such technology and rights in support of its exercise or exploitation of any such assigned Development(s) (including any modifications, improvements and derivatives thereof).
- 5. I will not during my employment with my Employer 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.
- 6. I will not, during my employment with my Employer and for a period of six months after the termination of my 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.
- 7. I will upon termination of my employment with my Employer 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.
- 8. I agree that, upon termination of my employment with my Employer, I will immediately deliver to my Employer or its designee, and will not keep in my possession, recreate or deliver to anyone else, all property and materials 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 my Employer, hardware, computers, terminals, telephones, badges, business cards, handbooks, policy manuals, software manuals and telephone directories. Upon termination of my employment, I will immediately cease using and/or accessing any and all Oracle accounts, including but not limited to email, voicemail, and other computer and network systems or accounts.
- 9. Where my conduct would constitute a misappropriation of trade secrets, unfair competition, other civil wrong, and/or if I live or work in a state or jurisdiction where such conduct can be lawfully prohibited by an employer, I agree that I will not, for a period of six months after the termination of my employment with my Employer, for my own account or for the account of any other person or entity, solicit, call on or provide services similar to those which I provided to customers or clients of Oracle during my employment, for any of Oracle's customers or clients or prospective customers or clients if I solicited, called on or performed services for that Oracle customer or client or prospective customer or client during the twelve months preceding my termination.

10. I understand and acknowledge that my employment relationship with my Employer may be altered or terminated "at will" and that nothing in this agreement alters my "at will" status.
11. I understand and acknowledge that this agreement will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of my Employer, its successors and its assigns. My Employer may assign or transfer its rights or delegate its obligations created through this agreement at its sole discretion.
12. 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 or San Jose, California or state court in San Mateo County or Santa Clara 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.
13. 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.
14. 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.

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: _____
