
From: Shauna Holman Harries
To: Luong, Hoan - OFCCP
CC: Neil Bourque; Charles Nyakundi; Lida Daniel; Kela Moon; Sean Smith
Sent: 10/29/2015 9:21:07 PM
Subject: HQCA 17 of 29
Attachments: HQCA - Personnel File - 16 - [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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Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name

Last

First

Title Mrs

Prefix

Suffix

Middle

Gender Female

Action

Person Type for Action

Employee

Identification

Employee

Social Security

Personal Employment Office Details Applicant Further Name Other Benefits

Birth Date

Age

Town of Birth

Status Married

Region of Birth

Nationality

Country of Birth

Registered Disabled No

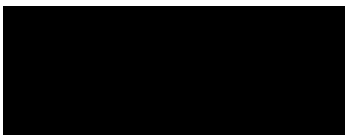
Effective Dates

From

To

Latest Start Date [No]

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name

Last

First

Title Mrs

Prefix

Suffix

Middle

Gender Female

Action

Person Type for Action

Person Types

Employee

Identification

Employee

Social Security

Personal Employment Office Details Applicant Further Name Other Benefits

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

Effective Dates

From To Latest Start Date [No]

Address Assignment Special Info Others...



Oracle Applications - GS1AP

File Edit View Folder Tools Window Help

People

Name

Last

First

Title Mrs

Prefix

Suffix

Middle

Gender Female

Action

Person Type for Action

Person Types

Employee

Identification Employee

Social Security

Personal Employment **Office Details** Applicant Further Name Other Benefits

Office

Location

Mailstep

Email

Mail To

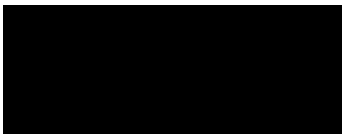
Effective Dates

From

To

Latest Start Date [Nc]

Address Assignment Special Info Others...



Oracle Applications - GSTAP

File Edit View Folder Tools Window Help

People

Name

Last

First

Title Mrs

Prefix

Suffix

Middle

Gender Female Action

Person Type for Action

Person Types

Employee

Identification

Employee

Social Security

Personal Employment Office Details Applicant Further Name Other Benefits

Honors

Cum Laude

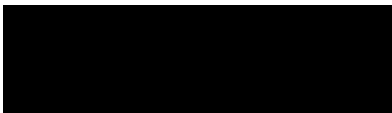
Preferred Name

Previous Last Name

Effective Dates

From To Latest Start Date [No]

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Previous Employment Information

Previous Employer

| | | | |
|-------------|---------|---------------------|-----|
| Employer | | Start Date | |
| Address | | End Date | |
| Country | | Years | |
| Type | Unknown | Months | |
| Sub Type | | Days | |
| Description | | Further Information | [] |

All Assignments

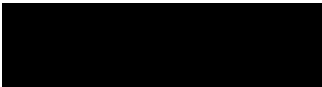
Previous Job

| Start Date | End Date | Job | Employee Category | Years | Months |
|------------|----------|-----|-------------------|-------|--------|
| | | | | | |

Extra Information

Assignment - Previous Job Mappings

| Assignment | Job | Start Date | End Date | Years | Months |
|------------|-----|------------|----------|-------|--------|
| | | | | | |



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"/> | |
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| | | | <input type="checkbox"/> | |
| | | | <input type="checkbox"/> | ▼ |



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

Apple

assignment

| | | | |
|---------------------|----------------------------------------|----------------------|------------------------|
| Organization | SL64 - Fusion SCM Development - ORC_U | Group | Oracle No. Standard No |
| Job | 10020 Software Development Manager.PRO | Position | |
| Grade | | Payroll | Semi-Monthly |
| Location | SOP11 | Status | Active Assignment |
| | | Vacancy | |
| Assignment Number | | Collective Agreement | |
| Assignment Category | Full Time - Regular | Employee Category | |

Salary Information Supervisor Probation & Notice Period Standard Conditions Statutory Information

| | | |
|---------------|---------------------|--------------------|
| Review Salary | Salary Basis Annual | Review Performance |
| Every | | Every |

Effective Dates

| | | | |
|------|--|----|------|
| From | | To | [M:] |
|------|--|----|------|

Salary Entries Others...



Oracle Applications - GSTAP

File Edit View Folder Tools Window Help

Oracle Applications - GSTAP

Assignment

| | | | |
|---------------------|-----------------------------------------|----------------------|-----------------------|
| Organization | SL64 - Fusion SCM Development - ORCL U: | Group | Oracle No Standard No |
| Job | 10020 Software Development Manager.PRO | Position | |
| Grade | | Payroll | Semi-Monthly |
| Location | 30P11 | Status | Active Assignment |
| | | Vacancy | |
| Assignment Number | | Collective Agreement | |
| Assignment Category | Full Time - Regular | Employee Category | |

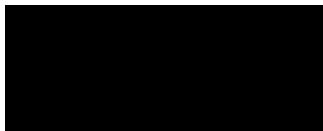
Salary Information: Supervisor Probation & Notice Period Standard Conditions Statutory Information

| | |
|-------------------|--|
| Name | |
| Worker Number | |
| Assignment Number | |

Effective Dates

From [Redacted] To [Redacted] [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 Proposal

Change Date [REDACTED]

Change Value [REDACTED]

Change % 4.0

Reason Annual Salary Review

Ranking [REDACTED]

Salary Basis Annual

Last Value [REDACTED]

Annual Salary [REDACTED]

Converted Salary [REDACTED]

Currency USD

New Value [REDACTED]

Annual Salary [REDACTED]

Approved

Next Review [REDACTED]

Performance Review [REDACTED]

Grade Salary Limits

Grade [REDACTED]

Currency USD

Min Salary [REDACTED]

Max Salary [REDACTED]

Comparatio 88.483

Salary Information

Salary Basis Annual

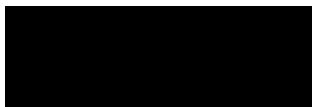
Pay Basis Annual Salary

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 Review

Location:

Date: 01-JUN-2014

Rating: 5 - Outstanding

Next Date: []

Every

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 | Comparatio | Minimum | Hourly | Payroll | Monthly | Annual |
|-------------|-------------|------------------|----------|----------|----------|--------|------|--------|--------|---------|-------|-----|---------|------------|---------|--------|---------|---------|--------|
| | | Annual Salary Re | ✓ | USD | | | 1.0 | | | | | | | 88.48 | | | | | |
| | | Annual Salary Re | ✓ | USD | | | 10.0 | | | | | | | 95.08 | | | | | |
| | | Annual Salary Re | ✓ | USD | | | 5.5 | | | | | | | 12.853 | | | | | |
| | | Annual Salary Re | ✓ | USD | | | 7.0 | | | | | | | 30.13 | | | | | |
| | | Annual Salary Re | ✓ | USD | | | 10.0 | | | | | | | 76.386 | | | | | |

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

ORACLE

Salary History

| Change Date | Review Date | Reason | Approved | Currency | Previous | Change | % | Actual | Rating | Ranking | Grade | Mid | Maximum | Comparatio | Minimum | Hourly | Payroll | Monthly | Annual |
|-------------|-------------|------------------|----------|----------|----------|--------|-------|--------|--------|---------|-------|-----|---------|------------|---------|--------|---------|---------|--------|
| | | Annual Salary Re | ✓ | USD | | | 0.0 | | | | | | | 76.39 | | | | | |
| | | Annual Salary Re | ✓ | USD | | | 0.046 | | | | | | | 81.35 | | | | | |
| | | Annual Salary Re | ✓ | USD | | | 9.79 | | | | | | | 78.308 | | | | | |
| | | Annual Salary Re | ✓ | USD | | | 5.667 | | | | | | | 110.895 | | | | | |
| | | Annual Salary Re | ✓ | USD | | | | | | | | | | 104.312 | | | | | |

Employment History

Oracle Applications - (6547)

File Edit View Folder Tools Window Help

ORACLE

History of Assignments

| From Date | To Date | Assign | Contract | Employment Categ | Grade | Internal | Job | Last Updated By | Last Update Date | Location | Manager | Normal | Normal | Normal | Organization | Payroll | People Group | Position | Primary | Probab |
|-------------|-------------|--------|----------|---------------------|-------|----------|----------------------------------------------------|-----------------|-------------------|----------|---------|--------|--------|--------|--------------|----------------------|--------------|-------------------|---------|--------|
| 05-FEB-2010 | | | | Full Time - Regular | | | 10699 Software Development Manager PRODEV SWENG M2 | ANONYMOUS | 07-MAR-2010 12:55 | 30P11 | | No | 17.00 | 40 | 08.00 | SL64 - Fusion SCA | Semi-Monthly | Oracle No Standar | Yes | |
| 01-JUL-2007 | 15-FEB-2010 | | | Full Time - Regular | | | 10020 Software Development Manager PRODEV SWENG M2 | ANONYMOUS | 22-DEC-2012 18:11 | 30P11 | | No | 17.00 | 40 | 08.00 | SL64 - Fusion SCA | Semi-Monthly | Oracle No Standar | Yes | |
| 08-MAY-2007 | 30-JUN-2007 | | | Full Time - Regular | | | 10020 Software Development Manager PRODEV SWENG M2 | ANONYMOUS | 22-DEC-2012 14:33 | 30P11 | | No | 17.00 | 40 | 08.00 | SL64 - Fusion SCA | Semi-Monthly | Oracle No Standar | Yes | |
| 01-MAY-2007 | 07-MAY-2007 | | | Full Time - Regular | | | 10020 Software Development Manager PRODEV SWENG M2 | ANONYMOUS | 22-DEC-2012 15:2 | 30P11 | | No | 17.00 | 40 | 08.00 | SL64 - Fusion SCA | Semi-Monthly | Oracle No Standar | Yes | |
| 03-FEB-2008 | 30-APR-2007 | | | Full Time - Regular | | | 10020 Software Development Manager PRODEV SWENG M2 | ANONYMOUS | 22-DEC-2012 21:31 | 30P11 | | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | |

Oracle Applications - (6547)

File Edit View Folder Tools Window Help

ORACLE

History of Assignments

| Location | Manager | Normal | Normal | Normal | Organization | Payroll | People Group | Position | Primary | Probab | Prob | Reason | Recruiter | Recruitment | Salary | Special | Status | Statutory Informatic | Supervisor | Title | Vacancy | Working Hours | Fre | Effective | |
|----------|---------|--------|--------|--------|--------------|----------------------|--------------|-------------------|---------|--------|------|--------|-----------|-------------|--------|---------|-------------------|----------------------|------------|-------|---------|---------------|-----|-----------|--|
| 3.11 | 30P11 | No | 17.00 | 40 | 08.00 | SL64 - Fusion SCA | Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Payroll Oracle USA | | | | Week | | | |
| 1.3 | 30P11 | No | 17.00 | 40 | 08.00 | SL64 - Fusion SCA | Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Payroll Oracle USA | | | | Week | | | |
| 1.2 | 30P11 | No | 17.00 | 40 | 08.00 | SL64 - Fusion SCA | Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Payroll Oracle USA | | | | Week | | | |
| 1.3 | 30P11 | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Payroll Oracle USA | | | | Week | | | |

Oracle Applications - (6547)

File Edit View Folder Tools Window Help

ORACLE

History of Assignments

| From Date | To Date | Assign | Contract | Employment Categ | Grade | Internal | Job | Last Updated By | Last Update Date | Location | Manager | Normal | Normal | Normal | Organization | Payroll | People Group | Position | Primary | Probab |
|-------------|-------------|--------|----------|---------------------|-------|----------|----------------------------------------------------|-----------------|-------------------|----------|---------|--------|--------|--------|--------------|----------------------|--------------|-------------------|---------|--------|
| 03-JUL-2005 | 09-FEB-2006 | | | Full Time - Regular | | | 10020 Software Development Manager PRODEV SWENG M2 | ANONYMOUS | 22-DEC-2012 13:11 | 30P11 | | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | |
| 01-MAR-2005 | 14-JUL-2005 | | | Full Time - Regular | | | 10020 Software Development Manager PRODEV SWENG M2 | ANONYMOUS | 22-DEC-2012 18:03 | 30P11 | | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | |
| 29-OCT-2004 | 28-FEB-2005 | | | Full Time - Regular | | | 10020 Software Development Manager PRODEV SWENG M2 | ANONYMOUS | 22-DEC-2012 15:01 | 30P11 | | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | |
| 10-OCT-2005 | 28-OCT-2004 | | | Full Time - Regular | | | 10740 Applications Developer 3 PRODEV SWENG IC4 | ANONYMOUS | 22-DEC-2012 15:21 | 30P11 | | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | |
| 01-JUL-2003 | 09-OCT-2003 | | | Full Time - Regular | | | 10730 Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 13:21 | 30P11 | | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | |

Oracle Applications - (6547)

File Edit View Folder Tools Window Help

ORACLE

History of Assignments

| Location | Manager | Normal | Normal | Normal | Organization | Payroll | People Group | Position | Primary | Probab | Prob | Reason | Recruiter | Recruitment | Salary | Special | Status | Statutory Informatic | Supervisor | Title | Vacancy | Working Hours | Fre | Effective | |
|----------|---------|--------|--------|--------|--------------|----------------------|--------------|-------------------|---------|--------|------|--------|-----------|-------------|--------|---------|-------------------|----------------------|------------|-------|---------|---------------|-----|-----------|--|
| 3.11 | 30P11 | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Payroll Oracle USA | | | | Week | | | |
| 3.0 | 30P11 | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Payroll Oracle USA | | | | Week | | | |
| 3.0 | 30P11 | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | | |
| 3.21 | 30P11 | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | | |
| 3.21 | 30P11 | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | | |

Oracle Applications - (6547)

File Edit View Folder Tools Window Help

ORACLE

History of Assignments

| From Date | To Date | Assign | Contract | Employment Categ | Grade | Internal | Job | Last Updated By | Last Update Date | Location | Manager | Normal | Normal | Normal | Organization | Payroll | People Group | Position | Primary | Probab |
|-------------|-------------|--------|----------|---------------------|-------|----------|-------------------------------------------------|-----------------|-------------------|----------|---------|--------|--------|--------|--------------|----------------------|--------------|-------------------|---------|--------|
| 03-NOV-2002 | 30-JUN-2003 | | | Full Time - Regular | | | 10730 Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 13:21 | 30P11 | | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | |
| 30-JUL-2002 | 10-NOV-2002 | | | Full Time - Regular | | | 10730 Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 15:21 | 30P11 | | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | |
| 15-OCT-2001 | 29-JUL-2002 | | | Full Time - Regular | | | 10730 Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 14:41 | 30P11 | | No | 17.00 | 40 | 08.00 | 0681 - Manufactur | Semi-Monthly | Oracle No Standar | Yes | |
| 25-JUN-2001 | 14-OCT-2001 | | | Full Time - Regular | | | 10730 Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 16:01 | 30P10 | | No | 17.00 | 40 | 08.00 | 0681 - Manufactur | Semi-Monthly | Oracle No Standar | Yes | |
| 11-DEC-2000 | 24-JUN-2001 | | | Full Time - Regular | | | 10730 Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 21:51 | 30P10 | | No | 17.00 | 40 | 08.00 | 0681 - Manufactur | Semi-Monthly | Oracle No Standar | Yes | |

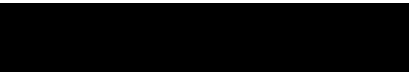
Oracle Applications - (6547)

File Edit View Folder Tools Window Help

ORACLE

History of Assignments

| Location | Manager | Normal | Normal | Normal | Organization | Payroll | People Group | Position | Primary | Probab | Prob | Reason | Recruiter | Recruitment | Salary | Special | Status | Statutory Informatic | Supervisor | Title | Vacancy | Working Hours | Fre | Effective | |
|----------|---------|--------|--------|--------|--------------|----------------------|--------------|-------------------|---------|--------|------|--------|-----------|-------------|--------|---------|-------------------|----------------------|------------|-------|---------|---------------|-----|-----------|--|
| 3.21 | 30P11 | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | | |
| 3.21 | 30P11 | No | 17.00 | 40 | 08.00 | 0A48 - Logistics - (| Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | | |
| 1.41 | 30P11 | No | 17.00 | 40 | 08.00 | 0681 - Manufactur | Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | | |
| 3.01 | 30P10 | No | 17.00 | 40 | 08.00 | 0681 - Manufactur | Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | | |
| 1.52 | 30P10 | No | 17.00 | 40 | 08.00 | 0681 - Manufactur | Semi-Monthly | Oracle No Standar | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | | |



Oracle Applications - GSAP

File Edit View Folder Tools Window Help

ORACLE

Selected History of 133390490

| From Date | To Date | Assign | Contract | Employment Categ | Grade | Internal | Job | Last Updated By | Last Update Date | Location | Manager | Normal | Normal | Normal | Organization | Payroll | People Group | Position | Primary | Prob | F |
|-------------|-------------|--------|----------|---------------------|-------|----------|-------------------------------------------------|-----------------|-------------------|----------|---------|--------|--------|--------|--------------------|--------------|-------------------|----------|---------|------|---|
| 08-AUG-2000 | 10-DEC-2000 | | | Full Time - Regular | | | 10730.Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 22:11 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | | Yes | | |
| 28-MAR-2000 | 31-JUL-2000 | | | Full Time - Regular | | | 10730.Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 16:01 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | | Yes | | |
| 28-FEB-2000 | 27-MAR-2000 | | | Full Time - Regular | | | 10730.Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 15:33 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | | Yes | | |
| 21-JAN-2000 | 27-FEB-2000 | | | Full Time - Regular | | | 10730.Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 15:33 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | | Yes | | |
| 04-DEC-1999 | 20-JAN-2000 | | | Full Time - Regular | | | 10730.Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 21:52 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | | Yes | | |

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

ORACLE

Selected History of 133390490

| Location | Manager | Normal | Normal | Normal | Organization | Payroll | People Group | Position | Primary | Prob | Prob | Reason | Recruiter | Recruitment | Salary | Special | Status | Statutory Informatic | Supervisor | Title | Vacancy | Working Hours | Fre | Effective |
|----------|---------|--------|--------|--------|--------------|--------------------|--------------|-------------------|---------|------|------|--------|-----------|-------------|--------|---------|-------------------|----------------------|------------|-------|---------|---------------|-----|-----------|
| 3:10 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | |
| 3:01 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | |
| 3:3 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | |
| 3:3 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | |
| 1:52 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | |

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

ORACLE

Selected History of 133390490

| From Date | To Date | Assign | Contract | Employment Categ | Grade | Internal | Job | Last Updated By | Last Update Date | Location | Manager | Normal | Normal | Normal | Organization | Payroll | People Group | Position | Primary | Prob | F |
|-------------|-------------|--------|----------|---------------------|-------|----------|-------------------------------------------------|-----------------|-------------------|----------|---------|--------|--------|--------|--------------------|--------------|-------------------|----------|---------|------|---|
| 21-JAN-2000 | 27-FEB-2000 | | | Full Time - Regular | | | 10730.Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 15:33 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | | Yes | | |
| 08-DEC-1999 | 20-JAN-2000 | | | Full Time - Regular | | | 10730.Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 21:52 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | | Yes | | |
| 30-NOV-1999 | 03-DEC-1999 | | | Full Time - Regular | | | 10730.Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 14:11 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | | Yes | | |
| 17-NOV-1999 | 29-NOV-1999 | | | Full Time - Regular | | | 10730.Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 13:41 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | | Yes | | |
| 05-APR-1999 | 16-NOV-1999 | | | Full Time - Regular | | | 10730.Applications Developer 3 PRODEV SWENG IC3 | ANONYMOUS | 22-DEC-2012 21:22 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | | Yes | | |

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

ORACLE

Selected History of 133390490

| Location | Manager | Normal | Normal | Normal | Organization | Payroll | People Group | Position | Primary | Prob | Prob | Reason | Recruiter | Recruitment | Salary | Special | Status | Statutory Informatic | Supervisor | Title | Vacancy | Working Hours | Fre | Effective |
|----------|---------|--------|--------|--------|--------------|--------------------|--------------|-------------------|---------|------|------|--------|-----------|-------------|--------|---------|-------------------|----------------------|------------|-------|---------|---------------|-----|-----------|
| 3:3 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | |
| 1:52 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | |
| 1:1 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | |
| 3:4 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | |
| 1:2 | 3OP10 | No | 17.00 | 40 | 08.00 | 0681 - Manufacturi | Semi-Monthly | Oracle No Standan | Yes | | | | | Annual | | | Active Assignment | Oracle America, In | | | | Week | | |

HIRE PROCESSING WORKSHEET

NEW HIRE RE-HIRE TEMPORARY HIRE
INTERNATIONAL TRANSFER TEMP TO REGULAR

Employee # [redacted] * Required Fields
Employee Name [redacted] ✓✓
Effective/Hire Date: [redacted] ✓✓ * Employee Type EE

Employment Information

Gender F
*Ethnic Origin ASIAN
Visa Type _____
**Veteran Status Yes No
**Disability Status Yes No
**If not declared leave blank

*GRE & other data Oracle ✓✓

Work Schedule: _____
Timecard Required:
*Yes No ✓✓

Salary Information

*Annual Hourly ✓
*HR Code: 01
*Job Title SENIOR Applications Engineer ✓✓

Office Location

Office Bldg # _____
Location Flr # _____
Cube # _____
Resume Exists Yes No ✓✓

Elements

*Regular Salary [redacted]
*Regular Wages _____
*Resettlement Bonus _____
*NR Draw _____
Car Allowance _____
Comm Draw [redacted]
Relocation [redacted]
Sign On Bonus [redacted]
*Vacation [redacted]
(Required if applicable)
Stock Options _____
Retro Pay Yes No ✓

Additional Personal Information

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

Assignment Information

*Organization/Cost Code 68111
*Job Code 10730 ✓
*Location Code 30P10 ✓
*Semi-Monthly Hourly ✓
*Employee Category
Full-time Regular ✓
Part-time Temp
Standard Hours Per Week _____
*Mgr Name [redacted] # [redacted]

Approvals: _____

PSR Jean VERIFICATION alm

TEST - Hire Processing Form 03/30/99

| FIELD | DESCRIPTION |
|-----------------------------|-------------------------------------------------------|
| Job Post # | [REDACTED] JJ |
| Department Name | NP JJ |
| Other Contact Name | Used for the name of another manager contact NP JJ |
| Other Contact USERID | [REDACTED]@US.ORACLE.COM |
| Temp. to Regular Conversion | Yes / No NP JJ |
| Transfer from Oracle Sub. | Yes / No NP JJ |
| Contractor/Agency Temp. | Yes / No NP JJ |
| New Phone Ext. Required | <input checked="" type="radio"/> Yes / No JJ |
| Reassign Phone # | Describe (if provided) NP JJ |
| Voicemail | <input checked="" type="radio"/> Yes / No JJ |
| Other Connection Needed | Describe (if provided) Ethernet JJ |



Personal Information Sheet

Missing information may cause delays in processing your profile.

Employee Name [Redacted]
First Middle Last

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 #

City [Redacted] ✓

County

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

99 FEB 22 PM 12:10
FIDELITY INVESTMENTS
PERSONAL INVESTMENT
SERVICES GROUP, INC.

DO NOT WRITE IN THIS SECTION
Emp# [Redacted]

8/11/98

ORACLE®

Oracle Corporation

500 Oracle Parkway
Redwood Shores
California 94065

phone 650.506.7000
fax 650.506.7200

Employment Agreement

Please read this Agreement carefully before you agree to its terms by signing it. The 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 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. The company offers a flexible benefit plan that 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.

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 Employment Opportunity policies. We take personnel action without 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: _____

ORACLE®

Oracle Corporation 500 Oracle Parkway phone 650.506.7000
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 a 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 of a confidential, proprietary or trade secret nature which gives Oracle a competitive edge in its business. For the purposes of this 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, 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. 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 processes, devices, or apparatus, or 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.

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, 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 any state or federal court located in San Francisco or 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: _____

MANDATORY: ALL EMPLOYEES MUST COMPLETE AND SIGN THIS FORM

Employment Eligibility Questionnaire:

Federal law requires Oracle to hire U.S. 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?

U.S. Citizen Permanent Resident Alien on Work Visa/Authorization
(complete section 3)

3) If on a work visa or work authorization, please check the **one** that applies to you:

= H-1 Visa L-1 Visa TN Visa
Is your **current** work visa sponsored by Oracle? YES NO
If no, sponsoring company _____
See Visa Assistance box below.

= J-1 Visa F-1 Visa
Start Date of your practical or curricular training _____ (required)
Expiration Date of 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 I-9 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 appropriate visas. Generally, Oracle pays the routine and necessary legal fees in connection with obtaining a visa. If you fail to join Oracle or leave within one year of your start date, you agree to repay Oracle for all visa-related expenses which Oracle incurred on your behalf. Please indicate your acknowledgment and acceptance by printing and signing your name and the date below.

Print Name

S

Date

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

2/12/98

ORACLE®

Oracle Corporation

500 Oracle Parkway
Redwood Shores
California 94065

phone 650.506.7000
fax 650.506.7200

[Redacted]

2/13

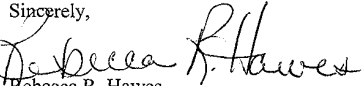
Dear [Redacted]

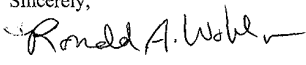
We are pleased to offer you the position of Senior Applications Engineer with Oracle Corporation. We offer you starting compensation at the monthly rate of [Redacted] (equivalent to an annual rate of [Redacted]). In addition, you will be eligible to receive discretionary incentive compensation based on your productivity and the Company's performance.

If you accept this offer, Oracle will reimburse the reasonable, documented relocation costs that you incur subject to the current Human Resources guidelines and up to a maximum of [Redacted] provided you incur these costs and submit them for reimbursement within one year of your start date. You agree to repay Oracle if you leave the company within one year of your start date.

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. Please send the Benefits Authorization Form to Oracle Benefits at 500 Oracle Parkway, MS LGN-1, Redwood Shores, CA 94065. 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, Erik Berger, at (650) 506-1307. This offer remains open until [Redacted]. We look forward to having you begin work with us.

Sincerely,

Rebecca R. Hawes
Senior Director, Human Resources
Development and F&A

Sincerely,

Ronald A. Wohl
Senior Vice President, Applications Development

Enclosure: New Employee Packet

61:3 WW 9-2005
MAY 10 2005
STANDARD MAIL

- Develop C program for database extraction, extract & convert communication message files to Unify data format.
- Develop scripts to convert data from Foxpro to Unix environment, and to allow on-line tender maintenance look-up process.
- Develop Unix shell scripts to update database, handle mileage look-up, process shipments requests, rate/ rank shipments, records extract/retrieve system.
- Develop [REDACTED] guaranteed traffic tender maintenance using Unify/ Accell 4GL.
- Provide customer support to all [REDACTED] users in the U.S continent.

[REDACTED]

Sr. Programmer/Analyst (8166 - 4991)

- Project team member to study, evaluate, and implement order entry and financial software packages on a Vax 4000 system.
- Develop DCI programs for batch jobs scheduling, login procedure, monitoring of system performance. Worked with outside consulting to design and implement a time reporting system using ORACLE 5.0
- Oracle Database administrator, responsible for all on-going data base activities including installing ORACLE on PC, NCR minicomputer, system performance tuning, storage management, interface to ORACLE support for problems solving.
- Converted billing, financial and accounting software from Unisys B7000 to A17 systems
- Developed software for company mailing list using RAIMA network database software and C-scape.

[REDACTED]

Responsible for all financial and accounting systems.

- Developed C programs to produce marketing sales matrix file on IBM-PC using data exported from Paradox database.
- Converted account receivable trend software from mainframe to Paradox on PC.
- Developed, using Algol on Burroughs B7000 mainframe, a system of matrix reporting for revenues generated by market focus.

Consulting Work

Developed a rental system using Paradox Application Language (PAL) on PC for [REDACTED]

[REDACTED]

Developed a bulb sales tracking system using PAL on PC for [REDACTED]

EDUCATION M.S, Computer Science (GPA 3.4/4.0), [REDACTED]
B.S, Computer Science (Cum Laude), [REDACTED]

PERSONAL Graduated from [REDACTED]
Naturalized U.S citizen.

[Redacted]

L 2-1
En 2-1

[Redacted]

OBJECTIVE To obtain a position in Database Application Development.

EXPERIENCE [Redacted]
Software Engineer

Member of [Redacted] team to design and develop [Redacted] software for the company's main line product, [Redacted]. The software offers highly configurable, uses Oracle as the server on [Redacted] and [Redacted]. product also uses PL/SQL packages, database triggers and Pro*C extensions. Specific tasks include:
* Analysis, design and development of the inbound functionalities of W
* Maintain and support of outbound functions, inventory management and management of WMS.
* Maintain and enhance of RF (Radio Frequency) interface to WMS using Vermont View Software.

[Redacted]
* Converted the company's client-server marketing software from Windows NT-based Microsoft SQL Transact language to HP-Unix/Oracle 7.1.3 PL/SQL language.

Principle team member, responsible for the company's main software product the Transportation Automated Management Systems (TRAMS). The software provides access to various logistics information to be used by different government agencies. Tasks involved enhancements for new releases:
* Porting TRAMS system from multiple AT&T 3B2 minicomputers using Unify database to single HP9000 RISC computer using Oracle 7.1.3. This included developing TRAMS functions utilizing SQL, PL/SQL, Unix Shell and Awk 1. Also responsible for system/ database administration (TRAMS version 4)
* Developed interface module using C, SQL, Unix shell language to transfer data from TRAMS to CFM (CONUS Freight Management) systems in various EDI (Electronic Data Interchange) transactions.
* Developed programs using Unix/S and Unify/RHLI to transfer data from TRAMS to CFM in proprietary LIS message format via TCP/IP network transport. Earlier software release for TRAMS involved converting from single PC database environment to multi-user Unix/Unify database (AT&T 3B2). Tasks includes:

- * Design TRAMS database using Unify.
- * Develop C program for database extraction, extract & convert communication message files to Unify data format.
- * Develop scripts to convert data from Foxpro to Unix environment, and allow on-line tender maintenance look-up process.
- * Develop Unix shell scripts to update database, handle mileage look-up process shipments requests, rate/ rank shipments, records extract/retrieve system.
- * Develop TRAMS guaranteed traffic tender maintenance using Unify/ Access
- * Provide customer support to all TRAMS users in the U.S continent.

[Redacted]
* Project team member to study, evaluate, and implement order entry application

financial software packages on a Vax 4000 system.
* Develop DCL programs for batch jobs scheduling, login procedure, mor
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a time reporting system using ORACLE 5.0
* Oracle Database administrator, responsible for all on-going data bas
activities including installing ORACLE on PC, NCR minicomputer, system
performance tuning, storage management, interface to ORACLE support fe
problems solving.
* Converted billing, financial and accounting software from Unisys B70
A17 systems.
* Developed software for company mailing list using RAIMA network data
software and C-scape.

[REDACTED]
Responsible for all financial and accounting systems.
* Developed C programs to produce marketing sales matrix file on IBM-1
data exported from Paradox database.
* Converted account receivable trend software from mainframe to Paradox
* Developed, using Algol on Burroughs B7000 mainframe, a system of mat
reporting for revenues generated by market focus.

Consulting Work
Developed a rental system using Paradox Application Language (PAL) on
[REDACTED]
Developed a bulb sales tracking system using PAL on PC for [REDACTED]
[REDACTED]

EDUCATION M.S, Computer Science (GPA 3.4/4.0) [REDACTED]
B.S, Computer Science (Cum Laude), [REDACTED]

PERSONAL Graduated from East Providence H.S, East Providence, RI in 1981.
Naturalized U.S citizen.

Detail notification for HROFFERS



ORACLE



Sent [REDACTED] 12:00:46

Due

Item **Offer Letter**
Type

Notification [REDACTED]

To **HROFFERS**

Priority **50**

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

[REDACTED] has been approved for hiring by Wohl, Mr. Ronald A, who has final offer approval authority.

Candidate: [REDACTED]
Hiring Manager [REDACTED]

Last Approver: Wohl, Mr. Ronald A

[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.

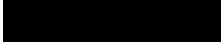


Candidate Offer Information

Additional Offer

Candidate Information

First Name Last Name



Address



City State Zip Code Country



Assignment Information

Organization **681 - Manufacturing Applicatio**

Job Code **10730.Applications Developer III.**

Office Location **3OP10**

Terms And Conditions

Discretionary Job Title **Senior Applications Engineer**

Salary

FLSA classification **Exempt**

Annual Base Salary (\$)

Status **Full Time**

Timing Issues

Offer packet mailing information: **Express 1-Day**

Target start date (to be confirmed by the Candidate on his/her acceptance paper)

Offer remains open until

Relocation

Yes **Yes**

Standard relocation **Yes**

If yes, maximum amount to be reimbursed (\$)

Justification

Check here if the position is in your approved headcount

Yes

- Has great domain expertise. [REDACTED] currently works for [REDACTED], which has a reasonably good WMS solutions. She will be a key resource in developing our WMS system
1. [REDACTED]
 2. [REDACTED] is very strong in PL/SQL and Pro*C
 3. She has a strong academic background

List Oracle employee interviewers

Manju Juneja, Siva Dirisala, Mansoor Jafri, Jeff Barton, Milan Bhatia

References checked

Yes

2. Dave Doherty, VP Development, [REDACTED]

3. DZung Ha, Co Founder, [REDACTED]

Interviewers' Comments (Mandatory for Product Division)

Strong technically Understands requirements and functionality

Additional Information

Jobpost ID # [REDACTED]

Management Information

Hiring Manager

Name [REDACTED]

Userid [REDACTED]

Employee ID # [REDACTED]

Phone [REDACTED]

Other Contact userid [REDACTED]

Other Contact

Employee ID number [REDACTED]

Phone number [REDACTED]

Candidate Source

Employee Referral **Yes**
Employee referral name [REDACTED]
Employee referral ID # [REDACTED]
Employee referral amount (\$) [REDACTED]

Quickstart Request

Note: This section must be completed or the candidate's work environment will NOT be set up.

Account Creation:

ACCOUNTS will create an email account, a CR account, and a UNIX account for all new employees. For additional UNIX accounts, please approve and forward the USERID REQUEST template to ACCOUNTS. Please also make sure that all necessary parties are contacted to ensure the full completion of your request.

The bottom of the USERID REQUEST template specifies all of the additional approvers and contact MAILIDs for successful request completion.

Also, contact the following MAILIDs if applicable:

VMS:DEVSRV
VM/MV:MAINTUSR

Mail Lists:

Accounts will add new employees to us_hq (if located at HQ) email distribution lists. All other lists can be added through DCREQ. Please contact MAILID for DCREQ instructions, if needed.

Office Location

Location **3op10**

Telephone

Is a new telephone extension required? **Yes**

Voicemail? **Yes**

Data Requirements

If your new hire will need PPP/PA access, please fill out the PPP Account Request Template before the new hire's start date to ensure faster turnaround.

Please specify any connection requirements for this candidate:(e.g., ethernet) **ethernet**

Employee Status Change Processing Form
 Current [REDACTED] New [REDACTED]

Work Schedule - - - - - / / / /
 ___ Add new work schedule to HRMS / / / /
 ___ Total Hours + Work Schedule Match / / / /
 Salary Basis Annual Salary / / / /
 ___ Change Timecard Req In HRMS / / / /
 Base Salary: (current req) / / / /
 Percentage Change: / / / /
 Difference between Current and New = Pct. Ch / / / /
 Car Allowance: / / / /
 Bonus: Type Amount / / / /
 Cost Center / / / /

Manager Change:
 Last Name First Name Employee ID
 Current Manager: [REDACTED] [REDACTED] / / / /
 New Manager: [REDACTED] [REDACTED] / / / /
 Direct Reports: [REDACTED] [REDACTED] / / / / ✓

- 1. / / / /
- 2. / / / /
- 3. / / / /
- 4. / / / /
- 5. / / / /
- 6. / / / /
- 7. / / / /
- 8. / / / /
- 9. / / / /
- 10. / / / /

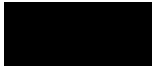
ASR CET PSR CET VERIFICATION KMD

Current Business Unit: Development - Larry Ellison
New Business Unit: Development - Larry Ellison
Approval's Approval Order

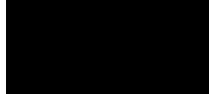
✓ [REDACTED]

0
1
2

Date:



Employee Status Change

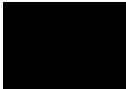


Batch ID 11165

Is this a transfer? No
Is this a promotion? No
Is this an individual employee change in cost center, manager, or location? Yes
Is Regular to Temp? No
Will you be filling this employee's previous role? No

B. Employment Data

Last Name:



First Name:

Employee Number:



Current Cost Cent

New Cost Center

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title:

New Title:

Current Jobcode:

New Jobcode:

Current Location:

Current Product Association:

New Product Association:

New Location:

Current Mgr L Name:

Current Mgr F Name:

Current Mgr Emp No.:

New Mgr Last Name:

New Mgr First Name:

New Mgr Emp No.:

LOB Supervisor L Name:

LOB Supervisor F Name:

LOB Supervisor ID:

Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports? No

| | Last Name | Direct Reports | First Name | Employee ID |
|-----|-----------|----------------|------------|-------------|
| 1. | | | | |
| 2. | | | | |
| 3. | | | | |
| 4. | | | | |
| 5. | | | | |
| 6. | | | | |
| 7. | | | | |
| 8. | | | | |
| 9. | | | | |
| 10. | | | | |

C. Compensation

Salary Basis:

Current Base Salary:

Annual Salary

Date:



Employee Status Change



New Base Salary:

Current Base Salary Chg %:
Emp Comp Plan Eligibility: No

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date: [REDACTED] Employee Status Change [REDACTED]

Provide three reasons why this candidate is the most qualified for this position:

- 1.
- 2.
- 3.

F. Releasing Managers Comments

The current releasing manager must provide brief written comments regarding the employee's job performance:

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

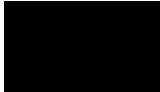
Current Business Unit: Development - Larry Ellison

New Business Unit: Development - Larry Ellison
Approval's Approval Order

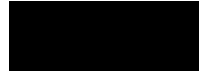
- [REDACTED]
- 0
 - 1
 - 2



Date:



Employee Status Change Processing Form



Batch ID 12806

Transfer No Promotion No Change Yes

Approvals:

OK

Audit Data Verify
Prep Entry

Employee ID:



Social Security #

Employee Last Name
Employee First Name



Effective Date

ASSIGNMENT: Current New

Cost Center

/_/_/ _/_/ _/_/

___ Change effective date to

/_/_/ _/_/ _/_/

Job Code

/_/_/ _/_/ _/_/

Location

/_/_/ _/_/ _/_/

___ Location of HOME not in HRMS
(Complete HOME Location Form)

___ State Change:

___ Go to HRMS Tax Info to activate

Employment Category

/_/_/ _/_/ _/_/

Discretionary Title

Current Title
New Title

Hours: (not > 40)

/_/_/ _/_/ _/_/

___ Vacation Accrual Change

/_/_/ _/_/ _/_/

___ Full to Part
___ Part to Full

/_/_/ _/_/ _/_/

2000 JAN 21 PM 3:04

HRMS DEPT
FIDELITY INVESTMENTS

Employee Status Change Processing Form
Current

New

Work Schedule - - - - - / / /

___ Add new work schedule to HRMS / / /

___ Total Hours + Work Schedule Match

Salary Basis Annual Salary / / /
___ Change Timecard Req In HRMS

Base Salary: (current req) / / /

Percentage Change: / / /

Difference between Current and New = Pct. Ch

Car Allowance: / / /

Bonus: Type Amount
Cost Center

/ / /

/ / /

/ / /

Manager Change:
Last Name First Name Employee ID
Current Manager:

[Redacted] [Redacted] / / /

New Manager:

[Redacted] [Redacted] / / /

Direct Reports:

- 1. / / /
- 2. / / /
- 3. / / /
- 4. / / /
- 5. / / /
- 6. / / /
- 7. / / /
- 8. / / /
- 9. / / /
- 10. / / /

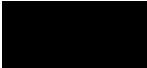
ASR [Signature] PSR [Signature] VERIFICATION [Signature]

Current Business Unit: Development - Larry Ellison
New Business Unit: Development - Larry Ellison
Approval's Approval Order

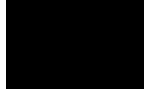


0

Date:



Employee Status Change



Batch ID

12806

Is this a transfer? No
Is this a promotion? No
Is this an individual employee change in cost center, manager, or location? Yes
Is Regular to Temp? No
Will you be filling this employee's previous role? No

B. Employment Data

Last Name:



First Name:

Employee Number:



Current Cost Cent

New Cost Center

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date [REDACTED] Employee Status Change [REDACTED]

Current Title:

New Title:

Current Jobcode:

New Jobcode:

Current Location:

Current Product Association:

New Product Association:

New Location:

Current Mgr L Name:

Current Mgr F Name:

Current Mgr Emp No.:

New Mgr Last Name:

New Mgr First Name:

New Mgr Emp No.:

LOB Supervisor L Name:

LOB Supervisor F Name:

LOB Supervisor ID:

Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports? No

| | Direct Reports | First Name | Employee ID |
|--|----------------|------------|-------------|
|--|----------------|------------|-------------|

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

C. Compensation

Annual Salary

Salary Basis:

Current Base Salary:

Date: [REDACTED] Employee Status Change [REDACTED]

New Base Salary:

Current Base Salary Chg %:
Emp Comp Plan Eligibility: No

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date [REDACTED] Employee Status Change [REDACTED]

Provide three reasons why this candidate is the most qualified for this position:

- 1.
- 2.
- 3.

F. Releasing Managers Comments

The current releasing manager must provide brief written comments regarding the employee's job performance:

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

New Business Unit: Development - Larry Ellison
Approval's Approval Order

[REDACTED] 0

Oracle

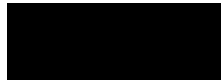


Fidelity

Employer Services Corporation - FESCO Call Center Documentation
Processing Correction Form

| | |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Date | [REDACTED] |
| Rep Name | <i>Chris Brown</i> |
| Phone Number | <i>791-6845</i> |
| Attached Documentation | <i>ESC form</i> |
| Work Item Number | [REDACTED] |
| Fesco Error | <i>X</i> |
| Oracle Error | |
| Employee ID | [REDACTED] |
| Badge Number | [REDACTED] |
| Effective Date | [REDACTED] |
| Explanation | <i>[REDACTED] redirected for donald Klaiss approval which was obtained and submitted to Processing Center 3-7-90 Please process ASAP. Thanks</i> |
| | |
| | |

JG *MA*



FIDELITY INVESTMENTS
PAYROLL DEPARTMENT



155444

TCN: 133046.6

Employee Status Change

| | | | |
|----------------------|-------------------|---------------------------------|------------|
| Originator: | [REDACTED] | Originated: | [REDACTED] |
| Action by: | [REDACTED] | Approved: | [REDACTED] |
| Action on behalf of: | Processing Center | Redirected: | [REDACTED] |
| By: | a233798 | | |
| Action by: | [REDACTED] | Approved: | [REDACTED] |
| Action by: | [REDACTED] | Approved: | [REDACTED] |
| Action by: | Klaiss, Donald E | Approved: | [REDACTED] |
| Action by: | Processing Center | Submitted to Processing Center: | [REDACTED] |

Use this HR form to request an employee transfer, or promotion, or to change an individual employee's cost center, manager, or location.

For changes to an employee's personal information such as marital status or name, the employee needs to use the PERSONAL INFORMATION button in Employee Connex.

For an International transfer, please use the INTERNATIONAL TRANSFER Email form.

If you have any questions regarding the Employee Status Change Form, contact Fidelity Employer Services at 800-410-2363 or email hrinfochange@fmr.com.

A. General Information

Instructions regarding Effective Date:

If this is a retroactive change (Cost Center changes CANNOT be made retroactively), please enter the effective date below and in the Comments box with final approver stipulating an approval for retroactivity.

If this is a current change, do not enter an effective date. The effective date will be defaulted based on the date final approval is secured.

If this is a future dated change, you may enter an effective date. However, please note that if final approval is not secured by the date entered, the effective date will default to the date of final approval.

The effective date for cost center changes can only be the 1st or 16th of the month based on the current pay period or the 1st or 16th of a future pay period, if applicable. Cost center changes will NOT be made retroactively. If a manager allows an employee to begin a new job before the change has been processed, the cost center releasing the employee will carry the salary cost and expenses of the employee until the changes are made in the HR database. Fidelity Employer Services will process changes within 48 business hours of receipt, provided the "paperwork" is complete, accurate and fully approved.

Effective Date of Event: [REDACTED] DO NOT ENTER EFFECTIVE DATE HERE UNTIL YOU ARE FAMILIAR WITH THE GUIDELINES ABOVE.

Last Name: [REDACTED]

First Name: [REDACTED]

Employee Number: [REDACTED]



Qualifying Event

- 1. Is this a transfer?
- 2. Is this a promotion?
- 3. Is this a change to an individual employee's cost center, manager, or location?

Transfers and promotions to open positions require job post and applicant tracking. Fill out required information in sections D-H.

B. Employment Data

Current Business Unit:

New Business Unit:

(Select Current if not changing)

Complete only those fields that require a change or correction:

Current Cost Center:

New Cost Center:

Current Weekly Hours:

New Weekly Hours:

New Work Schedule:

| | | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
| | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Current Jobcode:

New Jobcode:

Current Product Association:

New Product Association:

Current Discretionary Title:

New Discretionary Title:

Work Location - Please note that the employee will be taxed at the work location noted below unless this employee works from his/her home. If the location is a work location, select the appropriate code from one of the two hyper-links provided and manually insert the code in the appropriate field.

Home Location - If the employee works from HOME, the employee's primary resident state will be his/her primary tax location. Please use location code format: HOME-#ZIP#-ST (ex: HOME-92118-CA).

If the employee has any questions, please have the employee contact Fidelity Employer Services at 800-410-2363 or email hrinfoxchange@fmr.com.



Current Location Code: CA Location Codes
New Location Code: or Other US Location Codes
Current Manager Last Name:
Current Manager First Name:
Current Manager Employee Number:
New Manager Last Name:
New Manager First Name:
New Manager Employee Number:

[Handwritten signature]

LOB Supervisor - The manager responsible for cost center approvals, for an employee who reports to one manager but whose expenses are charged to another cost center.

Geographical Supervisor - The host country manager, for an employee whose direct manager is based in another country.

The LOB and Geographical Supervisor fields should only be completed if they have changed.

LOB Supervisor Last Name:
LOB Supervisor First Name:
LOB Supervisor Employee Number:
Geographical Supervisor Last Name:
Geographical Supervisor First Name:
Geographical Supervisor Employee Number:

Does this employee have new direct reports?

| | Last Name: | First Name: | Employee Number: |
|-----|----------------------|----------------------|----------------------|
| 1: | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 2: | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 3: | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 4: | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 5: | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 6: | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 7: | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 8: | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 9: | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 10: | <input type="text"/> | <input type="text"/> | <input type="text"/> |

If the current direct reports for this manager are moving to another manager, the releasing manager should complete an Employee Status Change HR form for the new manager who is assuming



D. Transfer Initiation and/or Relocation

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Transfers to open positions require a current job post and applicant tracking information. Send completed applicant tracking packets for internal transfers to Diversity & Compliance, LGN1, Redwood Shores, CA 94065

Manager: Please go to the Relocation Area of Self Service Applications to complete the Relocation Planning Tool. Insert the number corresponding to the selected policy (see guideline below) in the policy file below.

NOTE: Authorization number provided by the Planning Tool must be entered in the Comments box in section J. Failure to enter authorization number could result in delays in processing.

Policy (enter 1,2, or 3):

- 1 =
- 2 =
- 3 =

E. Justification

Provide three reasons why this candidate is the most qualified for the position:

| | |
|------------------|--|
| | |
| Justification 1: | |
| Justification 2: | |
| Justification 3: | |

F. Releasing Manager's Comments

The releasing manager must provide brief comments regarding the employee's job performance:



| |
|--|
| |
|--|

G. Position Information

Job Post #:

Date Posted:

Job Description - provide a brief description of the position:

| |
|--|
| |
|--|

H. Application Tracking

Federal law requires that we analyze our employment practices to verify that Oracle does not discriminate on the basis of sex, race, disability, or veteran status. To comply with the law, print out the following email templates (#1 and #2 listed below), collect resumes (#3), and submit the packet in hard copy format to your HR Representative/Manager. Your HR Representative/Manager must receive the packet before the transfer will be processed:

1. HR APPLICANT TRACKING FORM
2. HR APPLICANT SELF-ID FORM (must be filled out for all candidates interviewed except regular Oracle employees).

I. Asset Transfer

For any asset transfers, use the email template FIXED ASSETS (CORPORATE) Email Template. Direct any questions to userid ASSETS.

J. Instructions

The hiring manager is responsible for obtaining all required approvals. For your division's approval matrix, please contact Fidelity Employer Services at 800-410-2363 or email hrinfoxchange@fmr.com.

Please submit this form to the next person on the approval matrix. If you are the final approver, please submit to the Processing Center.



Equal Employment Opportunity

Oracle administers personnel policies and conducts employment practices in a manner that treats each employee and applicant for employment equally. Oracle takes personnel action on the basis of merit, experience, and potential, without regard to race, color, national origin, sex, marital status, age, religion, disability, sexual orientation, or Vietnam era veteran status. Oracle's policy encompasses all areas where equal employment opportunity should be addressed.

Comments:

| |
|-------------------------------------------------------------------------------------------------------------------------|
| According to the approval matrix, we need approval from Donald Klaiss before we can process this change. Thank You, CAC |
|-------------------------------------------------------------------------------------------------------------------------|

If rejecting, please provide reason in Comments field.

If approving, comments are for information only; DO NOT change the data in this transaction. If necessary, reject this transaction for the Originator to issue a new form to change items such as title, effective date, etc.

Choosing to Reject this transaction will automatically submit this form to the Processing Center as a "Rejected" transaction, and will not be processed. The Originator of this transaction will also receive notification that this item has been Rejected.



Date: [Redacted]

Employee Status Change Processing Form

[Redacted]

Batch ID 17797

Transfer No Promotion No Change Yes

Approvals:

[Signature]

Audit Data Verify
Prep Entry

Employee ID: [Redacted]

Social Security # _____

Employee Last Name [Redacted]
Employee First Name [Redacted]

Effective Date
ASSIGNMENT: Current 01 New

Cost Center /_/_ /_/_ /_/_

___ Change effective date to /_/_ /_/_ /_/_

Job Code /_/_ /_/_ /_/_

Location /_/_ /_/_ /_/_

___ Location of HOME not in HRMS
(Complete HOME Location Form)

___ State Change:
___ Go to HRMS Tax Info to activate

Employment Category _____ /_/_ /_/_ /_/_

Discretionary Title _____ /_/_ /_/_ /_/_

Current Title
New Title

Hours: (not > 40) /_/_ /_/_ /_/_

___ Vacation Accrual Change /_/_ /_/_ /_/_

___ Full to Part
___ Part to Full /_/_ /_/_ /_/_

PM 1:45
FIDELITY INVESTMENTS
PAYROLL DEPT
[Redacted]

Employee Status Change Processing Form
Current



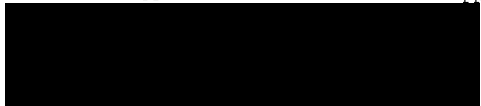
Work Schedule - - - - - / / / /
__ Add new work schedule to HRMS / / / /
__ Total Hours + Work Schedule / / / /
Match
Salary Basis Annual Salary / / / /
__ Change Timecard Req In HRMS / / / /
Base Salary: / / / /
(current req) / / / /
Percentage Change: / / / /
__ Difference between / / / /
Current and New = Pct. Ch
Car Allowance: / / / /
Bonus: Type Amount / / / /
Cost Center / / / /
/ / / /

Manager Change:
Last Name First Name Employee ID
Current Manager: [Redacted] [Redacted] / / / /
New Manager: [Redacted] [Redacted] / / / /

- Direct Reports:
- 1. / / / /
 - 2. / / / /
 - 3. / / / /
 - 4. / / / /
 - 5. / / / /
 - 6. / / / /
 - 7. / / / /
 - 8. / / / /
 - 9. / / / /
 - 10. / / / /

ASR [Signature] PSR [Signature] VERIFICATION KQ

Current Business Unit: Development - Larry Ellison
New Business Unit: Development - Larry Ellison
Approval's Approval Order



0
1

LSA

M Bhatia


M Bhatia

Date



Employee Status Change



Batch ID 17797

Is this a transfer? No
Is this a promotion? No
Is this an individual
employee change in cost
center, manager, or
location? Yes
Is Regular to Temp? No
Will you be filling this
employee's previous role? No

B. Employment Data

Last Name:



First Name:

Employee Number:



Current Cost Cent

New Cost Center

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]
 Curr [REDACTED]
 New Title:
 Current Jobcode:
 New Jobcode:
 Current Location:
 Current Product Association:
 New Product Association:
 New Location:
 Current Mgr L Name: [REDACTED]
 Current Mgr F Name:
 Current Mgr Emp No.: [REDACTED]
 New Mgr Last Name: [REDACTED]
 New Mgr First Name: [REDACTED]
 New Mgr Emp No.: [REDACTED]
 LOB Supervisor L Name:
 LOB Supervisor F Name:
 LOB Supervisor ID:
 Geo Supervisor L Name:
 Geo Supervisor F Name:
 Geo Supervisor ID:
 Does this employee have direct reports? No
 Direct Reports
 Last Name First Name Employee ID
 1.
 2.
 3.
 4.
 5.
 6.
 7.
 8.
 9.
 10.
 C. Compensation
 Annual Salary
 Salary Basis:
 Current Base Salary:

Date: [REDACTED] Employee Status Change [REDACTED]

New Base Salary:

Current Base Salary Chg %:

Emp Comp Plan Eligibility: No

Current Car Allowance

New Car Allowance:

Car Allowance Chg %:

Bonus Type 1:

Bonus Amount 1:

Cost Center to Charge 1:

Bonus Type 2:

Bonus Amount 2:

Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date [redacted] Employee Status Change [redacted]

Provide three reasons why this candidate is the most qualified for this position:

- 1.
- 2.
- 3.

F. Releasing Managers Comments

The current releasing manager must provide brief written comments regarding the employee's job performance:

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [redacted]

Current Business Unit: Development - Larry Ellison

New Business Unit: Development - Larry Ellison
Approval's Approval Order

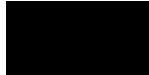
[redacted] 0
[redacted] 1



Date:



Employee Status Change Processing Form



Batch ID 21347

Transfer No Promotion No Change Yes

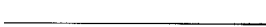
Approvals:

Audit Data Verify Prep Entry

Employee ID:



Social Security #



Employee Last Name
Employee First Name



Effective Date

ASSIGNMENT: Current New

Cost Center

/ / /

Change effective date to

/ / /

Job Code

/ / /

Location

/ / /

Location of HOME not in HRMS (Complete HOME Location Form)

State Change:

Go to HRMS Tax Info to activate

Employment Category



/ / /

Discretionary Title

Current Title
New Title

Hours: (not > 40)

/ / /

Vacation Accrual Change

/ / /

Full to Part
Part to Full

/ / /

312786

4

Employee Status Change Processing Form
Current



Work Schedule - - - - - / / /

__ Add new work schedule to HRMS / / /

__ Total Hours + Work Schedule Match

Salary Basis Annual Salary / / /

__ Change Timecard Req In HRMS

Base Salary: (current req) / / /

Percentage Change: / / /

__ Difference between Current and New = Pct. Ch

Car Allowance: / / /

Bonus: Type Amount / / /
Cost Center / / /

Manager Change: Last Name First Name Employee ID

Current Manager: [Redacted] [Redacted] / / /

New Manager: [Redacted] [Redacted] / / /

Direct reports:

- 1. / / /
- 2. / / /
- 3. / / /
- 4. / / /
- 5. / / /
- 6. / / /
- 7. / / /
- 8. / / /
- 9. / / /
- 10. / / /

ASR Alg PSR LT VERIFICATION PRS

Current Business Unit: Development - Larry Ellison
New Business Unit: Development - Larry Ellison
Approval's Approval Order

| | |
|-----------------------------------------------------------------------------------|---|
|  | 0 |
|  | 1 |

Date: [REDACTED] Employee Status Change [REDACTED]

New Base Salary:

Current Base Salary Chg %:

Emp Comp Plan Eligibility: No

Current Car Allowance

New Car Allowance:

Car Allowance Chg %:

Bonus Type 1:

Bonus Amount 1:

Cost Center to Charge 1:

Bonus Type 2:

Bonus Amount 2:

Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date: [REDACTED] Employee Status Change [REDACTED]

Provide three reasons why this candidate is the most qualified for this position:

- 1.
- 2.
- 3.

F. Releasing Managers Comments

The current releasing manager must provide brief written comments regarding the employee's job performance:

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

New Business Unit: Development - Larry Ellison
Approval's Approval Order

[REDACTED]
0
1

Date:



Employee Status Change

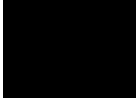


Batch ID 21347

Is this a transfer? No
Is this a promotion? No
Is this an individual employee change in cost center, manager, or location? Yes
Is Regular to Temp? No
Will you be filling this employee's previous role? No

B. Employment Data

Last Name:



First Name:

Employee Number:



Current Cost Cent

New Cost Center

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title:

New Title:

Current Jobcode:

New Jobcode:

Current Location:

Current Product Association:

New Product Association:

New Location:

Current Mgr L Name: [REDACTED]

Current Mgr F Name:

Current Mgr Emp No.: [REDACTED]

New Mgr Last Name: [REDACTED]

New Mgr First Name: [REDACTED]

New Mgr Emp No.:

LOB Supervisor L Name:

LOB Supervisor F Name:

LOB Supervisor ID:

Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports? No

Direct Reports

| | Last Name | First Name | Employee ID |
|-----|-----------|------------|-------------|
| 1. | | | |
| 2. | | | |
| 3. | | | |
| 4. | | | |
| 5. | | | |
| 6. | | | |
| 7. | | | |
| 8. | | | |
| 9. | | | |
| 10. | | | |

C. Compensation

Annual Salary

Salary Basis:

Current Base Salary:

Date: [Redacted]

Employee Status Change Processing Form



411248

[Redacted]

Batch ID 26387

Transfer No Promotion No Change Yes

Approvals:

OK

Audit Data Verify
Prep Entry

Employee ID:

[Redacted]

Social Security #

Employee Last Name
Employee First Name

[Redacted]

Effective Date

ASSIGNMENT: Current New

Cost Center

/ / /

Change effective date to

/ / /

Job Code

/ / /

Location

/ / /

Location of HOME not in HRMS
(Complete HOME Location Form)

State Change:

Go to HRMS Tax Info to activate

Employment Category

/ / /

Discretionary Title

Current Title

New Title

Hours: (not > 40)

/ / /

Vacation Accrual Change

/ / /

Full to Part
Part to Full

/ / [Redacted]

Employee Status Change Processing Form
Current

New

Work Schedule - - - - - / / / / /

__ Add new work schedule to HRMS / / / / /

__ Total Hours + Work Schedule Match

Salary Basis Annual Salary / / / / /

__ Change Timecard Req In HRMS

Base Salary: (current req) / / / / /

Percentage Change: / / / / /

Difference between Current and New = Pct. Ch

Car Allowance: / / / / /

Bonus: Type Amount

Cost Center

/ / / / /

/ / / / /

/ / / / /

Manager Change:

Last Name First Name

Employee ID

Current Manager:

[Redacted]

[Redacted]

/ / / / /

New Manager:

[Redacted]

[Redacted]

/ / / / /

Direct Reports:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

/ / / / /

/ / / / /

/ / / / /

/ / / / /

/ / / / /

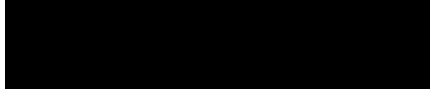
/ / / / /

ASR _____

PSR ky

VERIFICATION [Signature]

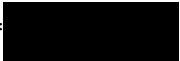
Current Business Unit: Development - Larry Ellison
New Business Unit: Development - Larry Ellison
Approval's Approval Order



0
1



Date:



Employee Status Change



Batch ID 26387

Is this a transfer? No
Is this a promotion? No
Is this an individual employee change in cost center, manager, or location? Yes
Is Regular to Temp? No
Will you be filling this employee's previous role? No

B. Employment Data

Last Name:



First Name:

Employee Number:



Current Cost Cent

New Cost Center

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title:

New Title:

Current Jobcode:

New Jobcode:

Current Location:

Current Product Association:

New Product Association:

New Location:

Current Mgr L Name: [REDACTED]

Current Mgr F Name: [REDACTED]

Current Mgr Emp No.: [REDACTED]

New Mgr Last Name: [REDACTED]

New Mgr First Name: [REDACTED]

New Mgr Emp No.:

LOB Supervisor L Name:

LOB Supervisor F Name:

LOB Supervisor ID:

Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports? No

| | Last Name | First Name | Employee ID |
|-----|-----------|------------|-------------|
| 1. | | | |
| 2. | | | |
| 3. | | | |
| 4. | | | |
| 5. | | | |
| 6. | | | |
| 7. | | | |
| 8. | | | |
| 9. | | | |
| 10. | | | |

C. Compensation

Annual Salary

Salary Basis:

Current Base Salary:

Date: [REDACTED] Employee Status Change [REDACTED]

New Base Salary:

Current Base Salary Chg %:
Emp Comp Plan Eligibility: No

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

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Date: [REDACTED] Employee Status Change [REDACTED]

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- 2.
- 3.

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The current releasing manager must provide brief written comments regarding the employee's job performance:

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

New Business Unit: Development - Larry Ellison
Approval's Approval Order

[REDACTED]

0
1

ORACLE®

Enabling the Information Age

401(k) Prior Contribution Form

The maximum amount that an employee may elect to defer to a 401(k) plan is limited to \$10,000 for the 1999 calendar year per IRS regulations. It is therefore important to let payroll know the total amount of 401(k) contributions made to all previous employer(s) within the current year.

Please complete this form and fax it to FESCO Employee Services at 888-562-7456.

Your Employee ID#

[Redacted]

Your Name (Last, First)

[Redacted]

Total 1999 401(k) Contribution Amount with previous employer(s) \$

[Redacted]

01/20/99

Fax this form to FESCO Employee Services at 888-562-7456.
Oracle 401K Prior Contribution Form

99 JUN - 7 PM 4: 24
FIDELITY INVESTMENTS
PAYROLL DEPARTMENT
RECEIVED DM:

Revised 3/10/99

Fesco Operations - Merrimack, NH

W.D.O 908-12 Apr 99

From: HRInfoXchange
Sent: Friday, April 09, 1999 12:12 PM
To: Fesco Operations - Merrimack, NH
Subject: FW: [Fwd: New employee [REDACTED]]

This is not correct. [REDACTED] started work with Oracle on [REDACTED]

Thanks
[REDACTED]



New employee
[REDACTED]



01 APR -9 11:12:03
[REDACTED]



Fesco Operations - Merrimack, NH

From: applmgr@esm247.fmr.com [SMTP:applmgr@esm247.fmr.com]

Sent: Friday, April 09, 1999 1:08 AM

To: MBHATIA@us.oracle.com

Cc: FESCO Sent Alerts

Subject: New employee [REDACTED]

According to HR records, this employee began working on [REDACTED]. If this is not correct, please inform Fidelity Employer services at 1-800-410-2363 or email hrinfochange@fmr.com immediately, otherwise there will be a payroll check error.