From: Shauna Holman Harries

To: Atkins, Hea Jung K - OFCCP

CC: Neil Bourque; Bill Couch

Sent: 10/28/2014 9:32:24 PM

Subject: HQCA 1 of 4

Attachments: 00 2014 U.S. AAP NARRATIVE SIGNED.pdf; 01 2014 HQCA_Work Force Analysis.pdf; 02 03 2014 HQCA_Job Group Analysis.pdf; 04, 05 2014 Incumbency v. Availablity_HQCA ad.pdf; 06 Placement Goals 2014_HQCA ad.pdf

Enclosed please find Oracle Corporation's 2014 Affirmative Action Plan and related materials in response to the scheduling letter we received from you in October 2014. Our entire submission is in electronic format which we have been told the OFCCP prefers. We look forward to working with you and your colleagues on this compliance review. Please note for any of our password protected files the pass code is:

When reviewing the item 11 data please note the report for the combined HQCA location provides you with additional data fields for each employee. We have included the employee's job title, department, and the immediate supervisor designation. We have also included their AAP Job Group since COs frequently request it. However, placement in an AAP Job Group has no bearing on an employee's pay. Please also note that even for employees appearing in the same job title and the same job department, their work, responsibilities and duties, and employee respective skill and experience typically can vary widely. We have very few employees, or jobs, at our HQCA location where there are multiple employees doing the same or similar work with the same skill/experience. We have also included a supervisor field which helps in several ways. First, it likely means even for employees in the same department and job title, working for a different supervisor will typically denote the different line of business or product the employee is working on. Different products or lines of business typically require different skill sets.

We hope you find this additional information helpful. We are finding in other audits that Oracle's structure is quite different from many other companies and COs appear to be having difficulty in identifying who, if anyone, is similarly situated or a relevant cohort.

Best Regards, Shauna Holman-Harries



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

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

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



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

AFFIRMATIVE ACTION PLAN

for

Oracle America

January 2014

NOTICE: This document contains confidential information. Oracle will provide information on these plans as is legally required. Any release of the affirmative action plan, either in statistical or narrative form, is prohibited. This plan does not constitute a legal document. It is an analysis used as a management tool and for review by the federal government.

COMPANY IDENTIFICATION

Federal Identification Number:

94-2805249

Inclusive Dates of the Plan:

1/1/2014 - 12/31/2014

Individual Responsible for Plan Implementation:

Shauna Holman-Harries

Director Diversity Compliance

(602) 333-9112

Safra Catz President

500 Oracle Parkway

Redwood Shores, CA 94065

(650) 506-7000

STATEMENT OF CONFIDENTIALITY

This affirmative action plan contains confidential, trade secret, and commercial information that is subject to the provisions of 18 U.S.C. S 1905. <u>Chrysler Corp. v. Brown</u>, 441 U.S. 281, 19 FEP Cases 475 (1979).

Copies of this affirmative action plan and all related appendices, documents and supporting data are made available on a loan basis to the United States government upon the request of said government on the condition that the government hold them totally confidential and not release copies under any circumstances. This affirmative action plan, its appendices, and other supporting documents contain confidential information that may reveal Oracle's future business plans and strategies. This affirmative action plan is exempt from disclosure, reproduction and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes (1) personnel information which is exempt from disclosure under 5 U. S. C.S 552 (b) (6); (2) confidential, commercial or financial information which is exempt from disclosure under 5 U.S.C.S 552(b)(4); (3) investigatory records compiled for law enforcement purposes, the reproduction of which is exempt from disclosure under 5 U.S.C. S 552(b)(7)(C); and (4) matters specifically exempt from disclosure by statute, which are exempt from disclosure under 5 U. S - C - S 552 (b) (3). Notice is hereby given pursuant to 41 C.F.R. 60-60.4(d) that Oracle intends this plan to be kept confidential.

Oracle does not consent to the release of any information contained in this affirmative action plan under the Freedom of Information Act or otherwise. If the United States government, or any agency or subdivision thereof, intends to breach the conditions under which this affirmative action plan is loaned to the government, or is considering a request for release of this plan under the Freedom of Information Act, request is hereby made that the government immediately notify Dorian Daley, General Counsel, 500 Oracle Parkway, Redwood Shores, CA 94065, making no such disclosure until a reasonable time for the Company to respond has been allowed.

1/1/2014

2

STATEMENT OF CONFIDENTIALITY (Cont'd)

Oracle expects that anyone who has any contact with this affirmative action plan, or its supporting appendices, documents and other data, treat such information as confidential and that such information not be disclosed for any purpose.

Oracle employees and consultants who have any contact with the information contained in or related to this affirmative action plan have signed proprietary information agreements, or other confidentiality agreements, and by contract cannot disclose such information without prior express written consent of the Company.

1/1/2014 3

SPECIAL TERMINOLOGY

Certain terminology is used throughout this plan to satisfy requirements of consistency and identification under applicable regulations and laws. The terms utilization analysis, utilization problem area, adverse impact and others appearing in this plan, are terms Oracle uses to be consistent with government regulations. These terms are not necessarily significant on a legal or factual level. Although these terms are used in connection with Oracle's affirmative action program, such usage does not necessarily indicate that Oracle agrees that these terms factually or legally describe any circumstance or situation at Oracle. This affirmative action plan is voluntarily adopted consistent with Oracle's obligation as a federal contractor. The plan in no way constitutes an admission that Oracle has, at any time, discriminated against any person or persons.

To the extent various goals are identified and established in this plan, these goals are derived from statistical analysis required by the government. It is not conceded that any such goal realistically establishes affirmative action parity. Nor should it be interpreted that in attempting to achieve such goals, Oracle will use them to discriminate in any inverse way against applicants or employees based upon any prohibited factor.

4

ORACLE'S EQUAL EMPLOYMENT OPPORTUNITY

Policy Statement

We believe in treating each employee and applicant for employment fairly and with dignity. We base our employment decisions on merit, experience, and potential, without regard to race, color, national origin, sex, marital status, sexual orientation, gender identity, age, religion, disability, protected veteran status, or any other characteristic prohibited by federal, state or local law. Oracle's employment philosophy is to provide a working environment that inspires achievement without consideration to any prohibited factor. Oracle emphasizes achievement, self-motivation, and encourages high self-expectations.

Oracle recruits, hires, trains, and promotes persons in all job groups without regard to race, color, national origin, sex, marital status, sexual orientation, gender identity, age, religion, disability, protected veteran status, or any other characteristic prohibited by federal, state or local law. Oracle strives to ensure that all personnel actions are administered consistently with Oracle's commitment to EEO and the furtherance of AA.

Oracle is committed to providing a work environment that is free of discrimination. Oracle does not tolerate harassment of any kind, including harassment based on race, color, national origin, sex, marital status, sexual orientation, gender identity, age, religion, disability, protected veteran status, or any other characteristic prohibited by federal, state or local law. Unlawful harassment may take many forms, including verbal, visual, or physical conduct that creates an offensive, hostile, or intimidating work environment.

Oracle has developed a written Affirmative Action Program for qualified individuals with disabilities and qualified protected veterans. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request, during normal business hours at Oracle offices. Interested persons should contact the Director Diversity Compliance at (650)506-7000.

Oracle has appointed the Director Diversity Compliance to manage the Equal Employment Opportunity function. These responsibilities include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this AA plan, as required by Federal, State, and Local agencies.

Date 3/15/2014

Safra Catz, President

RESPONSIBILITY FOR IMPLEMENTATION

The Director Diversity Compliance administers the AA plan. Additionally, where appropriate or necessary, the Director may coordinate or consult with others at Oracle, including but not limited to Oracle's Human Resources and Legal Departments.

Implementation Guidelines

- Developing the EEO policy.
- Preparing and updating the AA plan and ensuring consistency with Oracle's EEO obligations.
- Implementing AA/EEO program and ensuring appropriate internal and external dissemination of the plan and policies.
- Assisting managers with AA/EEO challenges and ensuring regulatory and policy compliance.
- Designing and implementing systems to determine if Oracle's AA plan goals and objectives are met.
- Networking with community based organizations (CBO) that encourage employment opportunities of minorities, women, protected veterans, and disabled people.
- Communicating to executive management AA goals and action programs that provide solutions to address goals and deficiencies.
- Communicating AA goals to all members of Oracle's management to ensure that Oracle managers understand their responsibility and Oracle's commitment to AA/EEO.
- Working with relevant and applicable governmental enforcement agencies.
- Providing diversity career fair information to the Recruitment
 Department to assist in the recruitment of women, minorities, disabled
 individuals and protected veterans.
- Periodically reviewing personnel processes to ensure freedom from stereotyping against any applicants or employees, including on the basis

of disability or protected veteran status, in a manner that limits access to jobs for which these individuals are qualified.

1/1/2014

7

DEVELOPMENT AND EXECUTION OF ACTION PROGRAMS

Oracle's primary and most effective program for the furtherance of Affirmative Action is its unswerving commitment to seeking out and hiring qualified individuals in a completely non-discriminatory fashion and to developing and promoting its employees wherever possible based upon individual merit and demonstrated potential.

Oracle's action oriented programs have been established to support the inclusion of women, minorities, protected veterans, and disabled workers in a number of ways including: recruitment; advancement and retention of talent (recruit, retain and advance the best talent); performance; talent optimization; and employee engagement. Oracle's management believes that diverse employee engagement drives results and is good for employees and the company.

Internal Communications

Employee Orientation

Oracle informs new employees of Oracle's EEO policy at the time of hire and during Oracle's *New Employee Orientation*. Additionally, Oracle provides employees access to its Employee Handbook and its Code of Ethics and Business Conduct, each of which includes additional details on EEO and related issues.

Job Posting

Oracle posts open positions up to and including Sr. Director level jobs using an online internal job post system. This process is regularly audited for compliance. All employees have full access to the job post system.

Dimensions of Diversity Newsletter

The value of employee differences is continually reinforced in the *Dimensions of Diversity Newsletter*. This newsletter is an exciting opportunity for Oracle U.S. employees to find out what Oracle is doing in the area of diversity and inclusion. It provides information on upcoming events, webinars, and other opportunities for

1/1/2014 8

development; information on community outreach; and is the primary employee communication for diversity news.

Job Posting Process

Oracle has fully integrated systems that promote diversity including:

- Online access to Job Posts through the internet and electronic links to Women, Minority, Disability, and Protected Veteran Organizations
- Posting with State Agencies
- Reasonable accommodation for persons with disabilities who may need extra assistance to apply for jobs at Oracle
- Automated Applicant Tracking Workflow & Manager Notification
- Resume and Applicant Tracking Software electronic record keeping

Diverse Recruiting and Hiring

Recruiters at Oracle seek out a diverse slate of candidates when possible by providing managers an expanded base of top quality talent of women, minorities, protected veterans and people with disabilities.

Recruitment resources such as job fairs are available through the recruiting team at Oracle that hiring managers can leverage and recruit from to address affirmative action goals. In addition to recruiting at these fairs, Oracle also promotes Oracle technology, reputation, value, and leaders as speakers on panels branding Oracle as a "Destination Employer/Employer of Choice" for minorities, women, protected veterans, disabled individuals, etc.

Internship Programs, Scholarships and Educational Outreach

Internships at Oracle are a recruitment source that can be used to increase the representation of diverse talent. For example, Oracle's 1-Year Internship Program and Injured Veterans Program have resulted in hires. Both of these programs are serving as diversity pipeline for Oracle. Oracle is also committed to opening access to technology education and closing the digital divide. We provide scholastic scholarships and educational outreach to underrepresented groups majoring in IT-related fields.

Career and Leadership Development Sessions and Conferences

1/1/2014

9

Career and Leadership development is a tool that can assist with promotions at Oracle. By equipping employees with development opportunities to grow and become more successful, the pool of top talent is expanded and diverse. More employees are available for their next career opportunity. Employees feel valued and supported which in turn increases their commitment to their company. This allows Oracle to keep top diverse talent and to increase it to meet its Affirmative Action goals.

Oracle Women's Leadership (OWL) program is an inclusive program created by women leaders at Oracle. OWL creates local and global opportunities that support, educate, and empower current and future generations of women at Oracle.

Branding, Community Outreach and Sponsorships

Oracle attracts top talent to work at Oracle by participating in community outreach and sponsoring diversity related events. By creating a strong community outreach and sponsorship program Oracle attracts applicants and retains employees that want to know that Oracle not only provides an inclusive environment internally but externally as well. Applicants and employees want to know that Oracle is involved in its communities and shares the differences it makes in all communities.

Cultural Awareness Celebrations

Rather than creating an environment where diversity isn't talked about, Oracle celebrates employee diversity with cultural awareness celebrations. These celebrations assist in increasing cultural awareness at Oracle by breaking down feelings of isolation that can occur due to differences created by race/ethnicity, disability, gender, protected veterans' status, etc. Some of the programs that are celebrated at Oracle are: Black History Month, Gay Pride Week, Hispanic Heritage Month, and Diwali, among others.

1/1/2014

10

REPORTING AND INTERNAL AUDITING SYSTEM

The Director Diversity Compliance is responsible for implementing an effective auditing and reporting system. This includes analyzing the results of employment actions on a regular basis to determine their impact on Oracle's AA/EEO objectives. The Director Diversity Compliance reviews problem areas and progress, communicates with management and legal as appropriate, and makes recommendations regarding annual goals.

Oracle develops and analyzes Internal Audit Reports to assess performance in at least the following areas:

- Applicant Tracking
- Hires
- Promotions
- Terminations
- Compensation

Identification of Problem Areas

Oracle continues to make significant efforts in locating qualified minorities and women, and aggressively pursues qualified candidates in a competitive market. Oracle promotes diversity to attract and employ qualified minorities and women across the nation. Although the overall representation of women and minorities at Oracle is good, African American, Latino, and female utilization in some job groups needs improvement. Improvement of utilization in specific job groups is addressed through the development of recruiting strategies and mentoring programs, and is addressed by organization and location. Additionally, Oracle has a job posting system that makes all available vacancies known to applicants and employees.

INDIVIDUALS WITH DISABILITIES, VETERANS OF THE VIETNAM ERA AND OTHER PROTECTED VETERANS

General Policy Statement

Oracle is committed to ensuring an environment for all employees that supports and rewards employee performance on the basis of merit and potential. Oracle prohibits discrimination against or harassment of an employee or candidate for employment because of a disability or protected veteran status. This policy is also incorporated into Oracle's overall Equal Employment Opportunity policy.

Oracle makes good faith efforts to attract and retain employees with disabilities, veterans, protected veterans, special disabled and other persons and creates partnerships with community based organizations to create inroads and foster understanding of issues faced by employees and applicants. A current list of partnerships and good faith efforts is available upon request. Applicants and employees are asked to voluntarily identify themselves if they have (or have had) a disability and/or are a protected veteran. Oracle's internal processes encourage consideration of the job qualifications of applicants with disabilities, known disabled veteran applicants, Vietnam Era veteran applicants, and other protected veteran applicants for job vacancies filled through hiring or promotion. Additionally, on at least an annual basis, Oracle reviews the outreach and recruitment efforts it has taken over the previous twelve months to evaluate their effectiveness in identifying and recruiting qualified protected veterans and qualified individuals with disabilities.

In offering employment to individuals with disabilities, Oracle does not reduce the amount of compensation offered because of any disability income, pension, or other benefit the applicant or employee receives from another source.

Reasonable Accommodations for Individuals with Disabilities

Oracle provides reasonable accommodations for applicants and employees with disabilities in accordance with individual needs, business realities, and applicable laws and regulations. Examples include, but are not limited to, job retraining, an adjusted work schedule, special equipment or transportation, medical leave or job modification to 1/1/2014

optimize job performance. Additional information about Oracle's reasonable accommodation process and policy are found in Oracle's Employee Handbook.

No Retaliation

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

- Filing a complaint or assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of:
 - (1) Section 503 of the Rehabilitation Act of 1973, as amended, its implementing regulations or any other federal, state, or local laws requiring equal opportunity for individuals with disabilities; or
 - (2) the affirmative action provisions of the Vietnam Era Veterans'
 Readjustment Assistance Act of 1974, as amended (VEVRAA) or
 any other Federal, state or local law requiring equal opportunity
 for disabled veterans, recently separated veterans, active duty
 wartime or campaign badge veterans, Armed Forces service
 medal veterans, or other protected veteran; or
- > Opposing any act or practice made unlawful by
 - (1) Section 503, as amended, its implanting regulations or any other federal, state, or local laws requiring equal opportunity for individuals with disabilities; or
 - (2) VEVRAA's affirmative action provisions, its implementing regulations, or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, Armed Forces service medal veterans, or other protected veteran: or
- Exercising any other right protected by Section 503 and/or its implanting regulations or VEVRAA and/or its implementing regulations.

Audit and Reporting System

Oracle evaluates the effectiveness of its affirmative action program by:

- (1) Measuring the effectiveness of its affirmative action program;
- (2) Indicating any need for remedial action;
- (3) Determining the degree to which its objectives have been attained;
- (4) Determining whether disabled individuals and known protected veterans have had the opportunity to participate in all company sponsored educational, training, recreational and social activities;
- (5) Measuring its program's compliance with the affirmative action program's specific obligations;
- (6) Documenting the actions taken to meet its affirmative action obligations and retaining these documents as employment records subject to the recordkeeping requirements of §§ 60-300.80 and 60-741.80; and
- (7) Undertaking necessary action to bring its program into compliance when its affirmative action program is found to be deficient.

Implementation Responsibility

This policy and the company's affirmative action program are supported by Oracle's executives, including Larry Ellison, Chief Executive Officer, Safra A. Catz, President and Chief Financial Officer and Mark Hurd, President. The Director Diversity Compliance has been assigned and given senior management support to manage the overall responsibilities for the implementation of affirmative action activities at Oracle. These responsibilities include monitoring all affirmative action Equal Employment Opportunity activities and reporting the effectiveness of this affirmative action plan, as required by Federal, State, and Local agencies.

Development & Execution of Affirmative Action Programs

Oracle's personnel processes, including processes related to hiring, training and promotions, have been evaluated to ensure freedom from stereotyping protected veterans, disabled, special disabled and other persons in a manner which limits their access to jobs for which they are qualified. Oracle also periodically reviews its personnel processes to ensure this

14

obligation is carried out, and makes necessary revisions or implements new processes when appropriate.

Oracle will periodically review, including each time a job is posted, the physical and mental job qualifications to assure that they are job related and consistent with business necessity and do not necessarily exclude the disabled from employment opportunities. Information obtained regarding physical and/or mental conditions is maintained on a confidential basis.

Other Implementation of Affirmative Action Programs

- Oracle trains and disciplines personnel involved in recruitment, screening, selection, and promotion to ensure that Oracle's EEO policies are followed.
- Oracle at least twice a year disseminates information about affirmative action policies within the company in order to ensure greater employee cooperation and participation.
- Oracle monitors and reports on the effectiveness of its affirmative action program as a whole and for persons with disabilities, protected veterans, and veterans of the Vietnam era. Where its affirmative action program is found to be deficient, Oracle undertakes appropriate efforts to address deficiencies.

Oracle's Injured Veterans Internship Program

Oracle's Injured Veteran Internship Program is a 1 year paid internship created to enhance the professional and personal development of service members injured in Iraq and Afghanistan.

Oracle's original goal was to transition the interns from the Military into Corporate life by providing them with skills and coaches. Oracle has expanded the goal to transition veterans from interns to regular hires when a job opening is available that fits an intern's particular skills.

Interns are assigned internal coaches who are veterans from the cadre of Oracle managers and each line of business (LOB) that supports the program has an executive sponsor at the VP or above level. Veterans can engage in on the job training across the fields of information technology, technical/systems consulting, technical support, finance, human resources, sales, marketing, financials, and developmental training in sales and customer support.

1/1/2014 15

Managing Within the Law

Oracle provides all employees with the opportunity to take a course called *Managing within the Law* that provides training on the goals of Oracle's EEO/AA/Protected Veterans and Disabled. This course focuses on educating participants on the lawful treatment of employees at Oracle.

Online EEO/AA/ Compliance Training

Oracle expects all managers to be familiar with its EEO policy and practices, including Disabled and Protected Veterans AAP compliance. This online training is accessible to all employees.

Any employee who believes Oracle has not fulfilled its obligation under Section 503 of the Rehabilitation Act, the Vietnam Era Veteran Readjustment Assistance Act, or the Americans with Disabilities Act may file a complaint with Human Resources, or the Director Diversity Compliance.

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

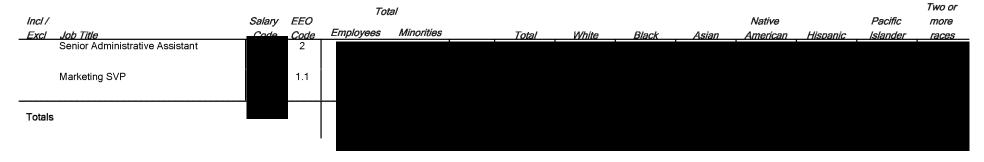
Department: OAJW - Corporate Marketing HQ

		0.4		Tot	al					A		m,	Two or
Incl /			EEO .	Employees	Minorities					Native		Pacific	more
_Excl	Job Title Market Research Analyst 3	Code	Code 2	Employees	MINORIUS	Total	White	Rlack	Asian	American	Hisnanic	Islander	races
	Business Analyst 4-Ops		2										
	Market Research Analyst 4		2										
	Market Research Analyst 5		2										
	Marketing Comm / PR Specialist 5		2										
	Marketing Research Snr Manager		1.2										
	Product Marketing Analyst 4		2										
	Marketing Research Director		1.2										
	Product Marketing Analyst 5		2										
	Business Planning Director-Ops		1.2										
	Business Development Snr Director		1.2										
	Business Planning Snr Director-Ops		1.2										
	IT Director		1.2										
	Marketing Research Snr Director		1.2										
	Marketing Research VP		1.2										
	Business Analyst 1-Ops		2										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AJW - Corporate Marketing HQ



Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AJX - Integrated Marketing

Ind I Salary EED Anh Title Code Code Employees Minorities Total White Black Asian American Hispanic Islander access Marketing Comm / PR Specialist 4 2 American / PR Specialist 4 2 American / PR Specialist 5 American / PR S					Tota	a/								Two or
Product Marketing Analyst 3 2 Market Research Analyst 4 2 Marketing Comm / FR Specialist 4 2 Marketing Comm / FR Snr Manager 1.2 Marketing Comm / FR Snr Manager 1.2 Marketing Comm / PR Specialist 5 2 Product Marketing Analyst 4 2 Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Research Snr Director 1.2 Marketing Research Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2	Incl/		Salary	EEO	Employeoo	Minorition					Native		Pacific	more
Market Research Analyst 4 2 Marketing Comm / PR Specialist 4 2 Market Research Analyst 5 2 Marketing Comm / PR Snr Manager 1.2 Marketing Comm / PR Specialist 5 2 Product Marketing Analyst 4 2 Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Research Snr Director 1.2 Marketing Research Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2	Excl	Product Marketing Analyst 3	Code	Code 2	Employees	winordes	Lotal	White	RIACK	Asian	American	Hispanic	Islander	races
Marketing Comm / PR Specialist 4 2 Market Research Analyst 5 2 Marketing Comm / PR Snr Manager 1.2 Marketing Comm / PR Specialist 5 2 Product Marketing Analyst 4 2 Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		1 Todact Warketing Analyst 5												
Marketing Comm / PR Specialist 4 2 Market Research Analyst 5 2 Marketing Comm / PR Snr Manager 1.2 Marketing Comm / PR Specialist 5 2 Product Marketing Analyst 4 2 Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Market Research Analyst 4		2										
Market Research Analyst 5 2 Marketing Comm / PR Snr Manager 1.2 Marketing Comm / PR Specialist 5 2 Product Marketing Analyst 4 2 Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Market Nesearch Analyst 4												
Market Research Analyst 5 2 Marketing Comm / PR Snr Manager 1.2 Marketing Comm / PR Specialist 5 2 Product Marketing Analyst 4 2 Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Marketing Comm / DD Charielist 4												
Marketing Comm / PR Snr Manager 1.2 Marketing Comm / PR Specialist 5 2 Product Marketing Analyst 4 2 Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Marketing Commit PK Specialist 4												
Marketing Comm / PR Snr Manager 1.2 Marketing Comm / PR Specialist 5 2 Product Marketing Analyst 4 2 Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Market December Analyst F		ا ر										
Marketing Comm / PR Specialist 5 Product Marketing Analyst 4 Marketing Research Director Product Marketing Analyst 5 Marketing Comm / PR Director Marketing Comm / PR Snr Director 1.2 Marketing Research VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Market Research Analyst 5		2										
Marketing Comm / PR Specialist 5 Product Marketing Analyst 4 Marketing Research Director Product Marketing Analyst 5 Marketing Comm / PR Director Marketing Comm / PR Snr Director 1.2 Marketing Research VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Madatian Cara (DD Car Managar		- 10										
Product Marketing Analyst 4 2 Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Marketing Comm / PR Snr Manager		1.2										
Product Marketing Analyst 4 2 Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2														
Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Marketing Comm / PR Specialist 5		2										
Marketing Research Director 1.2 Product Marketing Analyst 5 2 Marketing Comm / PR Director 1.2 Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2				_										
Product Marketing Analyst 5 Marketing Comm / PR Director Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director Product Marketing Snr Director 1.2 Marketing Comm / PR VP Marketing Comm / PR VP 1.2 Marketing Research VP Senior Administrative Assistant 2		Product Marketing Analyst 4		2										
Product Marketing Analyst 5 Marketing Comm / PR Director Marketing Comm / PR Snr Director 1.2 Marketing Research Snr Director Product Marketing Snr Director 1.2 Marketing Comm / PR VP Marketing Comm / PR VP 1.2 Marketing Research VP Senior Administrative Assistant 2														
Marketing Comm / PR Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Marketing Research Director		1.2										
Marketing Comm / PR Director 1.2 Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2														
Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Product Marketing Analyst 5		2										
Marketing Research Snr Director 1.2 Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2														
Marketing Research Snr Director Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP Senior Administrative Assistant 2		Marketing Comm / PR Director		1.2										
Marketing Research Snr Director Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP Senior Administrative Assistant 2														
Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Marketing Comm / PR Snr Director		1.2										
Product Marketing Snr Director 1.2 Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2														
Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2		Marketing Research Snr Director		1.2										
Marketing Comm / PR VP 1.2 Marketing Research VP 1.2 Senior Administrative Assistant 2														
Marketing Research VP 1.2 Senior Administrative Assistant 2		Product Marketing Snr Director		1.2										
Marketing Research VP 1.2 Senior Administrative Assistant 2														
Senior Administrative Assistant 2		Marketing Comm / PR VP		1.2										
Senior Administrative Assistant 2														
		Marketing Research VP		1.2										
				ļ										
		Senior Administrative Assistant		2										

Incl - employee is included in this plan and department

Work Force Analysis Analysis Data as of 01/01/2014 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan: Department: 0AJX - Integrated Marketing Two or Total Incl / Salary EEO Native Pacific more Employees Minorities Job Title Graphics Designer 4-Mkt Excl Code Code Total White Black Asian American Hispanic Islander 2

Totals

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AKR - AIT, EIT, MOS IT, AND Sun Impl. IT

				Tot	tal								Two or
Incl /		Salary								Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Market Research Analyst 3		2										
	Product Manager/Strategy		2										
	3-ProdDev												
	Project Manager 3		2										
	,												
	Database Administrator 3-IT		2										
	Database Administrator 3-11		_										
	D												
	Business Analyst 4-Ops		2										
	IT Business Implementation Analyst		2										
	4												
	QA Analyst 4-ProdDev		2										
	Software Developer 3		2										
	Programmer Analyst 4-IT		2										
	g		_										
	Systems Analyst 4-IT		2										
	Systems Analyst 4-11												
	Applications Developes 4		0										
	Applications Developer 4		2										
	Database Administrator 4-IT		2										
	IT Manager		1.2										
	Product Manager/Strategy		2										
	4-ProdDev												
	Program Manager 4-ProdDev		1.2										
	J												
	Project Manager 4		2										
	1 Tojoot Mariagor 4		_										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OAKR - AIT, EIT, MOS IT, AND Sun Impl. IT

				Tot	al .								Two
/		Salary								Native		Pacific	moi
	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	rac
	QA Manager-ProdDev		1.2										
	Software Developer 4		2										
	·												
	System Administrator 4-IT		2										
	System Administrator 4-11		_										
	User Experience Developer		2										
	4-ProdDev												
	IT Security Analyst 4		2										
	Natural Talance Continue And in		3										
	Network/Telecom Systems Analyst		3										
	4-IT												
	Programmer Analyst 5-IT		2										
	Technical Architect 4		2										
	Database Administrator 5-IT		2										
	Database Administrator 5-11												
	IT Business Implementation Analyst		1.2										
	5												
	IT Security Analyst 5		2										
	Program Manager 5-ProdDev		1.2										
	r rogram wanager o'r roubev		1.2										
	Software Development Manager		1.2										
	System Administrator 5-IT		2										
	Applications Developer 5		1.2										
	The first section of the first												
	IT Con Manager		1.0										
	IT Snr Manager		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

CONFIDENTIAL ORACLE_HQCA_0000005021

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AKR - AIT, EIT, MOS IT, AND Sun Impl. IT

/		Salary	EEO	To	tal					Native		Pacific	Two
_	Job Title			Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	rac
_	Project Manager 5	Coue	2	,p	***************************************	TOLAT	vviine	DIACK	ASIdII	Amencan	rusuanic	isianuei	Idl
	, 3												
	Software Developer 5		2										
	command Beveloper o		_										
	Software Development Snr		1.2										
			1.2										
	Manager		10										
	Applications Developer - Architect		1.2										
	IT Director		1.2										
	Program Mgmt Director-ProdDev		2										
	Software Development Director		1.2										
	Business Planning VP-Ops		1.2										
	- '												
	IT Snr Director		1.2										
	Software Development Snr Director		1.2										
	Continuate Bevelopment em Birector		1.2										
	IT VP		1.2										
	II VF		1.2										
	Product Support VP		1 0										
	Product Support VP		1.2										
	0.5												
	Software Development VP		1.2										
	Administrative Assistant A3		5										
	Data Services Support A4-IT		3										
	Business Analyst 2-Ops		2										

Excl - employee is excluded from this plan and department

CONFIDENTIAL ORACLE_HQCA_0000005022

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AKR - AIT, EIT, MOS IT, AND Sun Impl. IT

Incl /		Salary	FFO	Tot	al					Native		Pacific	more
_Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	r acılıc İslander	races
	Senior Administrative Assistant	71 III 71 V	2										
	Programmer Analyst 2-IT		2										
	Applications Developer 2	•••	2										
	Software Developer 2		2										
	Programmer Analyst 3-IT		2										
	System Administrator 3-IT		2										
Totals													
			I										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OANG - Analyst Relations

				Tota	9/								i wo or
Incl /		Salary	EEO							Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Product Marketing Analyst 4		2										
	Product Marketing Analyst 5		2										
	Marketing Comm / PR Director		1.2										
	Product Marketing Director		1.2										
	Product Marketing Snr Director		1.2										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OANH - Public Relations

				Tota	a/								I WO OF
Incl /		Salary	<i>EEO</i>							Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Business Development Consultant		4										
	3-Co												
	Marketing Comm / PR Specialist 4		2										
	Business Development Consultant		4										
	4-Co												
	Marketing Comm / PR Snr Manager		1.2										
	Marketing Comm / PR Director		1.2										
	Marketing Comm / PR VP		1.2										
	Marketing Comm / PR Specialist 1		2										
	Marketing Comm / PR Specialist 3		2										
Totals		•											
lotais													
			ı										

Incl - employee is included in this plan and department

					Force Analysis ata as of 01/01/20)14						
Plan: Department:	01,HQCA - ORACLE, HE 0ANI - Internal Communic		TERS - CALIF	FORNIA								
<i>Incl /</i>		y EEO e <u>Code</u> 1.2	To Employees	tal Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
Totals												

Incl - employee is included in this plan and department

CONFIDENTIAL

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OANK - Alliances Operations

				Tot	al								Two or
Incl /		Salary		Consular sa c -	A dim a viti a a					Native		Pacific	more
Excl	Job Title Business Planning Manager-Ops	Code	<i>Code</i> 1.2	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	business Flatilling Manager-Ops		1.2										
	Alliances Manager		1.2										
	Alliances Manager		1.2										
	Alliances Consultant 4		4										
	Allianoes Consultant 4		-										
	Business Development Consultant		4										
	4-Co		•										
	Alliances Consultant 5		4										
	, and record of the analysis												
	Alliances Director		1.2										
	Business Development Consultant		4										
	5-Co												
	Business Development Director -		1.2										
	Corp												
	Alliances Senior Director		1.2										
	Alliances Vice President		1.2										
	Business Development VP - Corp		1.2										
	Plan												
	Sales SVP		1.1										
	Senior Administrative Assistant		2										
	Alliances Consultant 3		4										
Totals													
10410													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

CONFIDENTIAL

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OAPS - Advanced Product Support - Field Service

Incl /		Salary	EEO	Tot	al .					Native		Pacific	nwo or more
_Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Systems Analyst 4-Support		2										
	Business Services Representative 5-S		2										
	Technical Account Representative (TA		2										
	Systems Analyst 5-Support		2										
	Program Manager 5-ProdDev		1.2										
	Services Sales Director		1.2										
	Systems Analyst 2-Support		2										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ARV - On Demand - Global

				Tot	tal								Two o
/		Salary								Native		Pacific	more
	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Customer Service Manager-Support		1.2										
	Customer Service Account		2										
	Management												
	Systems Analyst 4-Support		2										
	Technical Analyst 4-Support		2										
	,												
	Systems Analyst 4-IT		2										
	-,		_										
	Business Analyst 5-Ops		2										
	Business / maryst o ops		_										
			1.2										
	Customer Service Snr		1.2										
	Manager-Support												
	IT Manager		1.2										
	Product Manager/Strategy		2										
	4-ProdDev												
	Program Manager 4-ProdDev		1.2										
	Project Manager 4		2										
	System Administrator 4-IT		2										
	•												
	IT Security Analyst 4		2										
			_										
	Master Principal Sales Consultant		4										
	Madici i illiopai cales consultant		,										
	N. 171 0 1 1 1		3										
	Network/Telecom Systems Analyst		3										
	4-IT		_										
	Systems Analyst 5-Support		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ARV - On Demand - Global

				Tot	'al								Two or
Incl /			<i>EEO</i>							Native		Pacific	more
Excl	Job Title Technical Analyst 5-Support	Code	Code	Employees	Minorities	Total	White	Rlack	Asian	American	Hisnanic	Islander	races
	Technical Analyst 5-Support		2										
	Network/Telecom Systems Analyst		3										
	5-IT												
	Product Manager/Strategy		2	•									
	5-ProdDev												
	Adv Customer Service Support		1.2										
	Directo												
	Business Planning Director-Ops		1.2										
	Business Flaming Director-Ops		1.2										
	Customer Service Director-Support		1.2										
	IT Snr Manager		1.2										
	Sales Consulting Snr Director		1.2										
	· ·												
	Business Planning Snr Director-Ops		1.2										
	Buomicoe Flamming of the Bureau of Ope		1										
			1.2										
	Customer Service Snr		1.2										
	Director-Suppor												
	Product Mgmt/Strategy		1.2										
	Director-ProdD												
	Software Developer - Architect		1.2										
	IT Snr Director		1.2										
	Customer Service VP-Support		1.2										
	Customer Co. M. Cupper.												
	Software Development VP		1.2										
	Soliware Development vr		1.2										
	T 1 : 14 1 100 .												
	Technical Analyst 2-Support		2										
			l										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ARV - On Demand - Global

Incl /		Salary	EEO	Tot	al .					Native		Pacific	rwo or more
_Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Senior Administrative Assistant		2										
	Business Analyst 3-Ops		2										
	Systems Analyst 3-Support		2										
	Technical Analyst 3-Support		2										
	System Administrator 3-IT		2										
	IT SVP		1.1										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ARZ - On Demand - Regional

			,	Tot	al					A			i wo or
Incl /		Salary		F	I din a viti a a					Native		Pacific	more
Excl	Job Title	Code		Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Customer Service Account		2										
	Management												
	Services Renewal Snr Director		1.2										
	Adv Customer Service Support Snr		1.2										
	Dir												
	Customer Service Snr		1.2										
	Director-Suppor												
	Services Sales VP		1.2										
	Business Analyst 3-Ops		2										
Totals													
							·	·	·	· ·	·	·	'

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AVB - Retek

			To	tal								Two or
Incl /	Salary	<i>EEO</i>							Native		Pacific	more
Excl Job Title	Code	Code	Employees	Minorities	Total .	White	Black	Asian	American	Hispanic	islander	races
Product Mgmt/Strategy Snr		1.2										
Director-P												
Business Analyst 2-Ops	į	2										
, ,												
	L											
Totals												
		l										

Incl - employee is included in this plan and department

Work Force Analysis Analysis Data as of 01/01/2014 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan: Department: 0AWK - Global IT Security Two or Total Incl / Salary EEO Native Pacific more Employees Minorities *Job Title*Project Manager 3 Code 2 Excl Total White Black Asian Hispanic American Islander Totals

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BDH - NAA HCM

Incl /		Salary	FFO	Tot	al					Native		Pacific	i wo or more
Excl	Job Title	Code		Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Telesales/Internet Sales Snr		1.2										
	Manager												
	Associate Internet Sales Representat		4										
	Internet Sales Representative I		4										
	Internet Sales Representative II		4										
	Internet Sales Representative III		4										
	Applications Sales Representative II		4										
	Telesales/Internet Sales Manager		1.2										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BHH - Acquistion GBUs

				Tota	a/								I wo or
Incl /		Salary								Native		Pacific	more
Excl	Job Title	Code	Code	Emplovees	Minorities	Total	White	Rlack	Acian	American	Hienanic	lelandar	ranae
	Product Manager/Strategy		2										
	3-ProdDev												
	Product Support Manager		1.2										
	QA Analyst 3-ProdDev		2										
	Senior Sales Consultant		4										
	Technical Analyst 4-Support		2										
	Technical Writer 3-ProdDev		2										
	Applications Sales Representative		4										
	IV		·										
	Applications Developer 3		2										
	Applications Developer o		_										
	QA Analyst 4-ProdDev		2										
	GA Analyst 4-1 Touber												
	Senior Principal Consultant		2										
	Sellioi Fillicipai Collsultarit		^										
	Principal Sales Consultant		4										
	Principal Sales Consultant		4										
	A 1: - 4:		2										
	Applications Developer 4		-										
	Ossasskin a Oskati sa Manasana												
	Consulting Solution Manager		1.2										
	Consulting Technical Manager		1.2										
			ļ										
	Product Manager/Strategy		2										
	4-ProdDev												
	Program Manager 4-ProdDev		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BHH - Acquistion GBUs

,		Salary	EEO	10	otal					Native		Pacific	Two
	Job Title	Code		Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	race
	Technical Analyst 5-Support	Conse	2	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		T Otal	VVIIIUG	LIGUN	risian	Antigrican	i navamu	isidiluci	100
	Solution Specialist V		4										
	Applications Developer 5		1.2										
	Consulting Practice Director		1.2										
	Product Support Director		1.2										
	Software Development Snr		1.2										
	Manager												
	User Experience Developer		2										
	5-ProdDev												
	Product Mgmt/Strategy		1.2										
	Director-ProdD												
	Product Mgmt/Strategy Snr		1.2										
	Director-P												
	Software Development Snr Director		1.2										
	Sales VP		1.2										
	Internet Sales Representative II		4										
	Telesales Business Development		4										
	Repre												
	Telesales Business Development		4										
	Repre		_										
	Technical Analyst 2-Support		2										
	D : 4 1 10 0												
	Business Analyst 3-Ops		2										
	employee is included in this plan and dep	I											

CONFIDENTIAL ORACLE_HQCA_0000005037

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BHH - Acquistion GBUs

Incl /		Coloni	EEO	Tol	tal					Native		Pacific	I WO OF
Excl	Job Title	Salary	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	lslander	more races
Im Alvel	Senior Consultant	14444	2			Total	VIIIIG	DIBCK	Asian	Amendan	riisbanic	isiarider	18663
	System Administrator 2-IT		2										
	Technical Analyst 3-Support		2										
	Applications Developer 2		2										
	QA Analyst 2-ProdDev		2	·······									
	Software Developer 2		2										
	System Administrator 3-IT		2										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OBIZ - Security and Architecture

Mathe Code Code Employees Minorities Total White Black Asian American Hispanic Islander	more races
IT Business Implementation Analyst 3 Executive Protection Agent 4 2 Business Analyst 4-Ops 2 Business Process Analyst 4 2 Hardware Developer 3 2 IT Business Implementation Analyst 4 Senior Principal Consultant 2 Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	13355
Business Analyst 4-Ops Business Process Analyst 4 Hardware Developer 3 IT Business Implementation Analyst 4 Senior Principal Consultant Software Developer 3 Technology Sales Representative V Corporate Affairs Snr Manager -Ops 1.2	
Business Analyst 4-Ops 2 Business Process Analyst 4 2 Hardware Developer 3 2 IT Business Implementation Analyst 4 Senior Principal Consultant 2 Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
Business Analyst 4-Ops 2 Business Process Analyst 4 2 Hardware Developer 3 2 IT Business Implementation Analyst 4 Senior Principal Consultant 2 Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
Business Process Analyst 4 2 Hardware Developer 3 2 IT Business Implementation Analyst 4 Senior Principal Consultant 2 Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
Business Process Analyst 4 2 Hardware Developer 3 2 IT Business Implementation Analyst 4 Senior Principal Consultant 2 Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
Hardware Developer 3 IT Business Implementation Analyst 4 Senior Principal Consultant 2 Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
Hardware Developer 3 IT Business Implementation Analyst 4 Senior Principal Consultant 2 Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
IT Business Implementation Analyst 4 Senior Principal Consultant 2 Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
IT Business Implementation Analyst 4 Senior Principal Consultant 2 Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
Senior Principal Consultant Software Developer 3 Technology Sales Representative V Corporate Affairs Snr Manager -Ops 1.2	
Senior Principal Consultant Software Developer 3 Technology Sales Representative V Corporate Affairs Snr Manager -Ops 1.2	
Senior Principal Consultant 2 Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
Software Developer 3 2 Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
Technology Sales Representative V 4 Corporate Affairs Snr Manager -Ops 1.2	
Corporate Affairs Snr Manager -Ops 1.2	
Corporate Affairs Snr Manager -Ops 1.2	
Hardware Developer 4 2	
Hardware Developer 4 2	
Product Manager/Strategy 2	
4-ProdDev	
Software Developer 4 2	
System Administrator 4-IT 2	
Cystem Administrator 4-11	
IT Security Analyst 5 2	
11 Security Arialyst 5	
Product Manager/Strategy 2	
5-ProdDev	
- employee is included in this plan and department	

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OBIZ - Security and Architecture

, ,		Calaar		To	tal					Native		Donifo	Two
//	Job Title	Salary Code	EEO Code	Employees	Minorities	Total	White	Black	Asian	native American	Hispanic	Pacific Islander	moi
a	Security Director-Fac	Code	1.2	Emproy 000		TOtal	vviille	DIACK	ASIdH	Amencan	rusvanic	isianger	rac
	•												
	Software Development Manager		1.2										
	System Administrator 5-IT		2										
	-,		_										
	Business Planning Director-Ops		1.2										
	Hardware Developer 5		2										
			_										
	IT Snr Manager		1.2										
	Product Manager/Strategy		2										
	6-ProdDev		-										
	Software Developer 5		2										
			-										
	Software Development Snr		1.2										
	Manager												
	Business Process Snr Director		1.2										
	Hardware Developer 6		2										
			_										
	IT Director		1.2										
	Product Mgmt/Strategy		1.2										
	Director-ProdD												
	Software Developer - Architect		1.2										
	· - · · · · · · · · · · · · · · · ·												
	Software Development Director		1.2										
	· · · · · · · · · · · · · · · · · ·												
	Hardware Development Snr		1.2										
	Director												

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OBIZ - Security and Architecture

				Tot	a/									Two or
Incl /		Salary									Native		Pacific	more
_Excl	Job Title	Code	<i>Code</i> 1.2	Employees	Minorities	To	ntal	White	Black	Asian	American	Hispanic	Islander	races
	IT Snr Director		1.2											
	Product Mgmt/Strategy Snr		1.2											
	Director-P													
	Software Development Snr Director		1.2											
	Hardware Development VP		1.2											
	·													
	Security VP -Fac		1.2											
	South, VI Tuo													
	Software Development VP		1.2											
	Software Development VF		1.2											
	Associate Internet Sales		4											
	Representat													
	Student / Intern		5											
	Administrative Assistant A3		5											
	Associate Internet Sales Consultant		4											
	Channel Sales Representative II		4											
	·													
	Security Specialist 3-Fac		2											
	Business Analyst 2-Ops		2											
	Business / maryer 2 ope		_											
	Senior Administrative Assistant		2											
	Sellioi Adillillistrative Assistant		_											
	0													
	Corporate Affairs Specialist 3 - Ops		2											
	Business Analyst 3-Ops		2											
						ı								

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OBIZ - Security and Architecture

				Tot	al								i wo or
Incl/		Salary		Employaga	Minorities					Native		Pacific	more
Excl	Job Title	Code	Code	Employees	wiinorwes	Total	White	Black	Asian	American	Hispanic	Islander	races
	Telesales/Internet Sales Manager		1.2										
	Hardware Developer 2		2										
	Program Manager 2-ProdDev		2										
	Software Developer 2		2										
	System Administrator 3-IT		2										
	Product Development SVP		1.1										
Totals													
			•										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OBNV - CRM OD Delivery

Incl /		Salary	<i>EEQ</i>	Tota	al						Native		Pacific	Two or more
	Job Title	Code		Employees	Minorities	То	ta/	White	Black	Asian	American	Hispanic	Islander	races
	Customer Service Snr		1.2											
	Manager-Support													
	Product Support Sr. Manager		1.2											
	Technical Analyst 5-Support		2											
Totals														

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

				Tota	al								I wo or
Incl /		Salary	<i>EEO</i>							Native		Pacific	more
Excl	Job Title	Code	EEO Code 2	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Product Manager/Strategy		2										
	3-ProdDev		ļ										
	Program Manager 3-ProdDev		2										
	QA Analyst 3-ProdDev		2										
	Technical Writer 3-ProdDev		2										
	Applications Developer 3		2										
	Business Analyst 4-Ops		2										
	Market Research Analyst 4		2										
	QA Analyst 4-ProdDev		2										
	Software Developer 3		2										
	User Experience Developer 3-ProdDev		2										
	Programmer Analyst 4-IT		2										
	Technical Writer 4-ProdDev		2										
	Applications Developer 4		2										
	Business Analyst 5-Ops		2										
	Course/Curriculum Dev 5-Training		2										
	Course/Curriculum Dev Snr Mgr - Trai		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

Incl / Salary EEO Native Excl Job Title Code Code Employees Minorities Total White Black Asian America Development Systems Administrator 4 IT	
Database Administrator 4-IT 2 Development Systems Administrator 4 IT Manager 1.2 Product Manager/Strategy 2 4-ProdDev	an Hispanic Islander
Development Systems Administrator 4 IT Manager Product Manager/Strategy 4-ProdDev 2 4	
4 IT Manager 1.2 Product Manager/Strategy 2 4-ProdDev 2	
4 IT Manager 1.2 Product Manager/Strategy 2 4-ProdDev	
IT Manager 1.2 Product Manager/Strategy 2 4-ProdDev 2	
Product Manager/Strategy 2 4-ProdDev	
4-ProdDev	
4-ProdDev	
Program Manager 4-ProdDev 1.2	
Project Manager 4 2	
QA Analyst 5-ProdDev 2	
QA Manager-ProdDev 1.2	
T.2	
Release Developer 4 2	
Cofficient Development	
Software Developer 4 2	
System Administrator 4-IT 2	
Technical Writer Manager-ProdDev 1.2	
User Experience Developer 2	
4-ProdDev	
IT Security Analyst 4 2	
Network/Telecom Systems Analyst 3	
4-IT	
Programmer Analyst 5-IT 2	

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

Incl /		Salary	EEO	Tot	al					Native		Pacific	Two or more
	Job Title	Salal y Code	Code	Employees	Minorities	Total	White	Black	Asian	Nauve American	Hispanic	raciic Islander	
_ <i>EXG</i>	Technical Writer 5-ProdDev	Code	2	Employees		TOTAL	vviite	BIACK	ASIAII	Amencan	rusuanic	isianuei	races
	Course/Curriculum Dev Director - Tra		1.2										
	Database Administrator 5-IT		2										
	Development Systems Administrator 5		2										
	Product Manager/Strategy 5-ProdDev		2										
	Product Mgmt/Strategy Manager-ProdDe		1.2										
	Program Manager 5-ProdDev		1.2										
	Program Mgmt Manager-ProdDev		1.2										
	QA Snr Manager-ProdDev		1.2										
	Release Developer 5		1.2										
	Software Development Manager		1.2										
	Technical Writer Snr Manager-ProdDev		1.2										
	Applications Developer 5		1.2										
	Business Development Consultant 5-Co		4										
	IT Snr Manager		1.2										
	Product Manager/Strategy 6-ProdDev		2										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

				Tot	a/									I wo or
Incl /		Salary									Native		Pacific	more
Excl	Job Title	Code	<i>Code</i> 1.2	Employees	Minorities	Tota		White	Black	Asian	American	Hispanic	Islander	races
	Product Mgmt/Strategy Snr		1.2											
	Manager-Pr													
	Program Mgmt Sr		1.2											
	Manager-ProdDev													
	Project Manager 5		2											
	QA Director-ProdDev		1.2											
	Software Developer 5		2											
	Command Doronopor C		_											
	Coftware Davidenment Cor		1.2											
	Software Development Snr		1.2											
	Manager		4.0											
	Technical Writer Director-ProdDev		1.2											
	User Experience Developer		2											
	5-ProdDev													
	Applications Developer - Architect		1.2											
	Business Development Snr Director		1.2											
	-													
	Course/Curriculum Dev Snr Director		1.2											
	-													
	IT Director		1.2											
	Product Marketing Snr Director		1.2											
	3													
	Product Mgmt/Strategy		1.2											
	Director-ProdD		1.2											
	Program Mgmt Director-ProdDev		2											
	1 Togram Mighit Director-Froudev		_											
	OA Con Director DredDey		1.0											
	QA Snr Director-ProdDev		1.2											
		I					- 1				1			

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

				Tot	al								I wo or
Incl /		Salary								Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Software Developer - Architect		1.2										
	Software Development Director		1.2										
	Technical Writer Snr Director-ProdDe		1.2										
	IT Snr Director		1.2										
	Product Mgmt/Strategy Snr Director-P		1.2										
	Program Mgmt Sr Director-ProdDev		1.2										
	Software Development Snr Director		1.2										
	Technical Writer VP-ProdDev		1.2										
	Business Development VP - Corp Plan		1.2										
	Course/Curriculum Dev VP - Training		1.2										
	IT VP		1.2										
	Product Mgmt/Strategy VP-ProdDev		1.2										
	Program Mgmt VP-ProdDev		2										
	QA VP-ProdDev		1.2										
	Software Development VP		1.2										
	Administrative Assistant A3		5										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

				Tot	tal								I wo or
Incl /		Salary		F	# # i i+i					Native		Pacific	more
_Excl	Job Title Training Coordinator-A4	Code	Code	Employees	Minorities	 Total	White	Black	Asian	American	Hispanic	Islander	races
	Training Coordinator-A4		5										
			_										
	Course/Curriculum Dev 2-Training		2										
	Marketing Comm / PR Specialist 2		2										
	Business Analyst 2-Ops		2										
	Product Marketing Analyst 1		2										
	Senior Administrative Assistant		2										
	Applications Developer 1		2										
	·												
	Software Developer 1		2										
	,												
	Database Administrator 2-IT		2										
			_										
	System Administrator 2-IT		2										
	Cyclem Administrator 2 11		_										
	Applications Developer 2		2										
	Applications Developer 2		_										
	Course/Curriculum Dev 3-Training		2										****
	Course/Curriculum Dev 3-Training		2										
	Marketing Comm / PR Specialist 3		2										
	Marketing Committee Specialist 3		2										
	Product Manager/Strategy		2										
	2-ProdDev		_										
	Program Manager 2-ProdDev		2										
	QA Analyst 2-ProdDev		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

Incl /		Salary	FFO	Tot	'al					Native		Pacific	more
Excl	Job Title			Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Software Developer 2		2										
	User Experience Developer 2-ProdDev		2										
	Graphics Designer 4-Mkt		2										
	Programmer Analyst 3-IT		2										
	System Administrator 3-IT		2										
	Executive Vice President-Ops		1.1										
	Product Development SVP		1.1										
Totals													
			l										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BQH - SUN Integration

				Tota	al								I wo or
Incl /		Salary								Native		Pacific	more
Excl	Job Title Buyer 4-Fin	Code	Code 2	Emplovees	Minorities	Total	M/hita	Rlack	Acian	Amorican	Hienanic	lelandar	racoe
	Buyer 4-Fin		2										
	Financial Analyst 4		2										
	Manufacturing Test Manager		1.2										
	Wandiactaring rest Wanager		1.2										
	Master Scheduler 4		2										
	Product Support Manager		1.2										
	Program Manager 3-ProdDev		2										
	3												
	QA Analyst 3-ProdDev		2										
	QA Allalyst 3-Floubev												
	Senior Sales Consultant		4										
	Supply Chain Analyst 4		2										
	Technical Analyst 4-Support	-	2										
	, , , , ,												
	Business Process Analyst 4		2										
	Business Flocess Allaryst 4		2										
	Process Manufacturing Analyst 4		2										
	Quality Assurance Specialist 4		2										
	Software Developer 3		2										
	,												
	Business Analyst 5-Ops		2										
	Dualifeas Affaiyat 3-Opa		۷										
	Course/Curriculum Dev Snr Mgr -		1.2										
	Trai												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BQH - SUN Integration

				Tota	a/								I wo or
Incl /		Salary								Native		Pacific	more
Excl	Job Title Mfg & Distribution Snr Manager	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Mfg & Distribution Snr Manager		1.2										
	Program Manager 4-ProdDev		1.2										
	Frogram Manager 4-Froubev		1.2										
	Software Developer 4		2										
	Contivare Developer 4												
	Master Principal Sales Consultant		4										
	Technical Analyst 5-Support		2										
	Mfg & Distribution Director		1.2										
	Product Marketing Analyst 5		2										
	Supply Chain Snr Manager		1.2										
	Sales Consulting Director		1.2										
	Business Planning Director-Ops		1.2										
	Business Flatining Director-Ops		1.2										
	Product Support Director		1.2										
	Trouble Support Smooth												
	Software Developer 5		2										
	·												
	Software Development Snr		1.2										
	Manager												
	Business Planning Snr Director-Ops		1.2										
	Product Mgmt/Strategy		1.2										
	Director-ProdD												
	Software Development Director		1.2										
		I	- 1										·

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BQH - SUN Integration

				Tot	al									Two or
Incl /		Salary		_ ,							Native		Pacific	more
Excl	Job Title	Code		Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
	Business Planning VP-Ops		1.2											
	Supply Chain VP		1.2											
	Services Sales SVP		1.2											
	Telesales Business Development		4											
	Repre													
	Business Analyst 1-Ops		2											
	Budinose / Maryot 1 Ope		_											
	Inventory Control Analyst 2		2											
	inventory Control Analyst 2		2											
			_											
	Master Scheduler 1		2											
	Services Renewal Representative IV		4											
	Supply Chain Analyst 2		2											
	Logistics Analyst 3		2											
	g,		_											
	QA Analyst 1-ProdDev		2											
	QA Allalyst 1-1 lodbev													
	Senior Administrative Assistant		•											
	Senior Administrative Assistant		2											
	Master Scheduler 3		2											
	Business Analyst 3-Ops		2											
	Customer Service Analyst 3-Support		2											
	Field Support Specialist 3		2											
						1		1		l				

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BQH - SUN Integration

				Tot	al								Two or
Incl/		Salary		Emplovees	Minorities					Native		Pacific	more
Excl	Job Title Supply Chain Analyst 3	Code	Code 2	Emblovees	winornes	Total	Whita	Rlack	Acian	Amorican	Hienanic	lelandor	ranae
	Supply Chain Analyst 5		2										
	Tankning Anglyst 2 Company		2	-									
	Technical Analyst 3-Support		2										
	Course/Curriculum Dev 3-Training		2										
	Logistics Analyst 4		2										
	Product Manufacturing Analyst 3		2										
	Program Manager 2-ProdDev		2										
	QA Analyst 2-ProdDev		2										
	Software Developer 2		2										
	·												
	Corporate SVP-Ops		1.1										
	Support SVP		1.1										
	Capport												
			-										
Totals	i e												

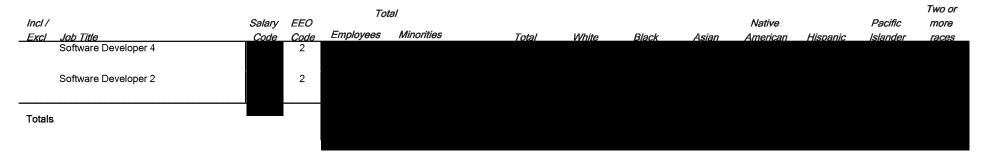
Incl - employee is included in this plan and department

Work Force Analysis Analysis Data as of 01/01/2014 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan: Department: 0BVV - OU - Global Bus Dev - M&A Two or Total Incl / Salary EEO Native Pacific more Excl Job Title Senior Administrative Assistant Employees Minorities Code Total White Rlack Hispanic 2 Totals

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BVW - Systems/Storage



Incl - employee is included in this plan and department

Work Force Analysis Analysis Data as of 01/01/2014 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan: Department: 0BVY - Microelectronics Two or Total Incl / Salary EEO Native Pacific more Minorities Employees *Job Title*Hardware Developer 2 Excl Code Code Total White Black Asian American Hispanic Islander 2 Totals

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CEK - IGBU

				Tota	3/								Two or
Incl /		Salary	<i>EEO</i>							Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Product Mgmt/Strategy		1.2										
	Director-ProdD												
Totals													
			,										

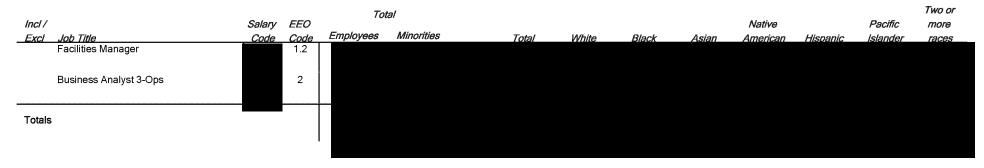
Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

CONFIDENTIAL ORACLE_HQCA_0000005058

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CFG - Corporate Accrual & Other



Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CFJ - IT Executive Management Operations

				Tot	al								Two or
Incl /		Salary		£	8.65					Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total -	White	Black	Asian	American	Hispanic	Islander	races
	Project Manager 5		2										
	IT Director		1.2										
	Administrative Assistant A3		5										
	Senior Administrative Assistant		2										
Totals	,												

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

Incl/		Salary	EEO	Tol	tal					Native		Pacific	Two or more
	I. J. Tisl.			Emplovees	Minorities	Total	M/hita	Rlack	Acian	American	Hienanie	lelander	
<u>EXCI</u>	Job Title Accountant 4-Fin	Code	Code 2	Lillolovees	Willionues	I Afal	White	Riork	Acian	Amorican	Hienanie	lelandar	ranae
	Accountant 4-1 III												
	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5												
	Benefits Consultant 4-HR		2										
	Buyer 4-Fin		2										
	Credit and Syndications Analyst 4-Fi		2										
	Financial Analyst 4		2										
	T mandar/ maryot 1		- 1										
			2										
	IT Business Implementation Analyst												
	3		- [
	Office Services Snr Manager-Fac		1.2										
			ļ										
	Project Manager 3		2										
	Revenue Analyst 4-Fin		2										
	•												
	Treasury Analyst 4-Fin		2										
	Troubary / mary oc 1 1 m		-										
	Database Administrator 3-IT		2										
	Database Administrator 3-11												
	Financing Sales Representative IV -		4										
	Financing Snr Manager-Sales		1.2										
	Accounting Manager-Fin		1.2										
	Applications Developer 3		2										
	Business Analyst 4-Ops		2										
	Ducking of A Opo		-										
		1											

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

				Tot	al								Two or	
Incl /		Salary		Employoos	Minorities			·		Native		Pacific	more	
Excl	Job Title Compensation Consultant 4-HR	Code	Code 2	Employees	wiinorwes	 Total	White	Black	Asian	American	Hispanic	Islander	races	-
	Compensation Consultant 4-111													
	Credit and Syndications Analyst 5-Fi		2											
	Credit and Syndications Analyst 5-11													
	Facilities Manager		1.2											
	i aciiiles Mariagei		1.2											
	Facilities Specialist 4		2											
	Facilities Specialist 4													
	Financial Analyst 5		2											
	Tillancial Analyst 5													
	HR Consultant 4		2											
	The Concultant T		_											
	HR Manager		1.2											
	IT Business Implementation Analyst		2											
	4													
	Internal Auditor 4-Fin		2											
	Legal Counsel 1		2										****	
	-													
	Marketing Comm / PR Specialist 4		2											
	Organizational Development		2										****	
	Consultan													
	Project Mgmt Manager		2											
	Revenue Analyst 5-Fin		2											
	Software Developer 3		2											
	Tax Accountant 4-Fin		2											
		İ					1	1	1	1				

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

111		0-1	550	Tot	al					A (- 45		n:-	Two or
Incl / Excl	Job Title	Salary Code	EEO Code	Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more
EXCI	Workforce Metrics Intelligence Analy	Coae	2 2	Linployeco	WWW.OUTGOO	Total	vvnite	BIACK	Asian	Amencan	riisoanic	isiander	races
	Contracts Administrator 4-Fin		2										
	Project Manager 4 - Ops		1.2										
	Accounting Snr Manager-Fin		1.2										
	Applications Developer 4		2										
	Budget/Finance Manager		1.2										
	Business Planning Snr Manager-Ops		1.2										
	Business Process Snr Manager		1.2										
	Course/Curriculum Dev 5-Training		2										
	Environmental Health & Safety Snr Ma		1.2										
	Facilities Snr Manager		1.2										
	Facilities Specialist 5		2										
	IT Manager		1.2										
	Incentive Planning Snr Manager-Fin		1.2										
	Internal Auditor 5-Fin		2										
	Marketing Comm / PR Snr Manager		1.2										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

cl /		Salary	EEO	Tot	tal .					Native		Pacific	Two or
	Job Title	Salai y Code		Employees	Minorities	Total	White	Rlack	Asian	Nauve American	Hispanic	racilic Islander	more races
	Mfg & Distribution Snr Manager		<i>Code</i> 1.2										
	Product Marketing Analyst 4		2										
	Program Manager 4-ProdDev	-	1.2										
	Project Manager 4		2										
	Project Mgmt Manager-Ops		1.2										
	Purchasing Snr Manager-Fin		1.2										
	Software Developer 4		2										
	Tax Accountant 5-Fin		2										
	Tax Manager-Fin		1.2										
	Benefits Consultant 5-HR		2										
	Contracts Director-Fin		1.2										
	Controller Snr Manager-Fin		1.2										
	Facilities Director		1.2										
	HR Snr Manager		1.2										
	IT Business Implementation Analyst 5		1.2										
	Internal Audit Snr Manager-Fin		1.2										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

I1 /		0-1		Tot	al					A 4 - 4		D:6-	Two or
Incl /	Job Title	Salary Code	EEO Code	Employees	Minorities	Total	White	D/m m/s	A	Native		Pacific	more
EXCI	Legal Counsel 3	Coae	2	Limpioyees	www.	Total	vvnite	Black	Asian	American	Hispanic	Islander	races
	Mfg & Distribution Director		1.2										
	Payroll Director-Fin		1.2										
	Program Manager 5-ProdDev		1.2										
	Project Mgmt Snr Manager		1.2										
	Project Mgmt Snr Manager-Ops		1.2										
	Recruiter 5-HR		2										
	Workforce Metrics Intelligence Analy		2										
	Project Manager 5 - Ops		1.2										
	Accounting Director-Fin		1.2										
	Applications Developer 5		1.2										
	Budget/Finance Snr Mgr		1.2										
	Business Planning Director-Ops Business Process Director		1.2										
	Controller Director-Fin		1.2 1.2										
	Corporate Affairs Specialist 5 - Ops		2										
	Corporate Attails Opecialist 5 - Ops												

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

Incl /		Salary	EEO	Tot	al					Native		Pacific	Two or more
	Job Title	Code	Code	Employees	Minorities	Total	White	Olm mls	A				
_ <i>EXCI</i> _	HR Director	Cone	1.2	Linployees	WWW.ONGO	I Otal	vvnite	<u>Black</u>	<u>Asian</u>	<u>American</u>	<u>Hispanic</u>	<u>Islander</u>	races
	Internal Audit Director-Fin		1.2										
	Legal Counsel 4		1.2										
	Mfg & Distribution Snr Director		1.2										
	Project Mgmt Director-Ops		1.2										
	Tax Snr Manager-Fin		1.2										
	Treasury Director-Fin		1.2										
	Accounting Snr Director-Fin		1.2										
	Budget/Finance Director		1.2										
	Business Planning Snr Director-Ops		1.2										
	Controller Snr Director-Fin		1.2										
	Credit and Syndications Snr Director		1.2										
	Facilities Snr Director		1.2										
	HR Snr Director		1.2										
	IT Director		1.2										
	Incentive Planning Snr Director-Fin		1.2										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

				Tota	a/									I wo or	
Incl /		Salary		Employees	Minorities						Native		Pacific	more	
_Excl	Job Title Internal Audit Snr Director-Fin	Code	<i>Code</i> 1.2	Employees	Minonties		Total	White	Black	Asian	<u>American</u>	<i>Hispanic</i>	Islander	races	-
	Internal Addit Still Director-I III		1.2												
	Lampi Caumani F		1,												
	Legal Counsel 5		1.2												
	Legal Director		1.2												
	Product Marketing Snr Director		1.2												
	Project Mgmt Snr Director		1.2												
	Software Development Director		1.2												
	Tax Director-Fin		1.2												
	Treasury Snr Director-Fin		1.2												
	Financing VP-Sales		1.2												
	Budget/Finance Snr Director		1.2												
	Business Planning VP-Ops		1.2												
	Contracts VP-Fin		1.2												
	Credit and Syndications VP-Fin		1.2												
	Financing VP-Fin		1.2												
	IT Snr Director		1.2												
	Legal Snr Director		1.2												
						, ,									

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

				Tota	9/									Two or
Incl /		Salary		,							Native		Pacific	more
_Excl	Job Title Mfg & Distribution VP	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
	Mfg & Distribution VP		1.2											
	Tax Snr Director-Fin		1.2											
	Vice President-Ops		1.2											
	Controller VP-Fin		10											
	Controller VP-FIN		1.2											
	Facilities VP		1.2											
	HR VP		1.2											
	Internal Audit VP-Fin		1.2											
	miomar, todate v v v m													
	Legal VP		10											
	Legal VP		1.2											
	Purchasing VP-Fin		1.2											
	Tax VP-Fin		1.2											
	Budget/Finance VP		1.2											
	•													
	Materials Handler A1-Mfg&Dist		5											
	Materials Haridier AT-Migdolst		٦ <u> </u>											
			_											
	Telephone/Receptionist A1		5											
	Materials Handler A3-Mfg&Dist		5											
	Office Services Support A2		5											
	• •													
	Telephone/Receptionist A2		5											
	1 Stophonor (Goophonot / 12													
									<u> </u>					
		T	·]					l	I	I	I	l l		

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

				Tot	al					A		, , , , , , , , , , , , , , , , , , ,	Two or
Incl/	I. I. Titl.	Salary Code	_Code	Emplovees	Minoritiae	Total	White.	Rlack	Acian	Native American	Hienanie	Pacific Islander	more
EXCI	Job Title Administrative Assistant A2	CAMP	5		imitoriues	JAM	White	RISTV	Леган	amorran	Hichanic	Iciannar	range
	Internet Sales Representative II		4										
	Legal Support A1		5										
	Office Services Support A3		5										
	HR Support A2		5										
	Internet Sales Representative III		4										
	Legal Support A2		5										
	Materials Planner 1-Mfg&Dist		2										
	Student / Intern		5										
	Accountant 1-Fin		2										
	Administrative Assistant A3		5										
	Facilities Specialist 1		2										
	HR Support A3		5										
	Office Services Support A4		5										
	Workforce Metrics Intelligence Analy		2										
	Contracts Administrator 2-Fin		2										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

	Salary	EEO	Tot	tal					Native		Pacific	Two moi
Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	rac
Customer Service Representative		2	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		Total	VVIIIC	Luaux	Asian	runencan	i iisuaiii.	isianidei	Tac
2-Op												
Financial Analyst 1		2										
HR Consultant 1		2										
HR Support A4		5										
Materials Planner 2-Mfg&Dist		2										
Mfg & Distribution Supervisor		1.2										
Paralegal 1		2										
Project Manager 1 - Ops		2										
Accountant 2-Fin		2										
Environmental Health & Safety		2										
Specia												
Financial Analyst 2		2										
Immigration Consultant 2		2										
Internal Auditor 2-Fin		2										
QA Analyst 1-ProdDev		2										
Business Analyst 2-Ops		2										
Business Process Analyst 2		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

CONFIDENTIAL ORACLE_HQCA_0000005070

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

				Tot	al								I wo or
Incl /		Salary		E	A dim a viti a a					Native		Pacific	more
_Excl	Job Title	Code	<i>Code</i> 2	Employees	Minorities	 Total	White	Black	Asian	American	Hispanic	Islander	races
	Customer Service Representative		_										
	3-Op												
	Facilities Specialist 2		2										
	HR Consultant 2		2										
	HRIS Analyst 2		2										
	Incentive Planning Analyst 2-Fin		2										
	ğ ,												
	Paralegal 2		2										
	r draiogar z		_										
	Coming Advantage tive Anniators												
	Senior Administrative Assistant		2										
			_										
	Accountant 3-Fin		2										
	Buyer 3-Fin		2										
	Office Service Manager-Fac		1.2										
	_												
	Revenue Analyst 3-Fin		2										
	Tax Accountant 2-Fin		2										
	Tax / tessaritant 2 T III												
	Business Analyst 3-Ops		2										
	Business Analyst 5-Ops		_										
			_										
	Business Planning Supervisor-Ops		2										
	Compensation Consultant 2-HR		2										
	IT Business Implementation Analyst		2										
	2												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

				Tot	al .								I wo or
Incl /		Salary								Native		Pacific	more
_Excl	Job Title	Code	Code	Employees	Minorities	 Total	White	Black	Asian	American	Hispanic	Islander	races
	Programmer Analyst 2-IT		2										
	Project Manager 2 - Ops		2										
	, , , ,												
	Applications Developer 2		2										
	Credit and Syndications Analyst 3-Fi		2										
	Credit and Syndications Analyst 3-Fi		_										
	Financial Analyst 3		2										
	HR Consultant 3		2										
	Internal Auditor 3-Fin		2										
	memal Addition on in												
	Marketing Comm / PR Specialist 3		2										
	Mfg & Distribution Manager		1.2										
	Tax Accountant 3-Fin		2										
			_										
	Contracts Administrator 3-Fin		2										
			•										
	Facilities Specialist 3		2										
	Programmer Analyst 3-IT		2										
	·												
	Project Manager 3 - Ops		2										
	E												
	Financing Sales Representative III -		4										
	Controller SVP-Fin		1.1										

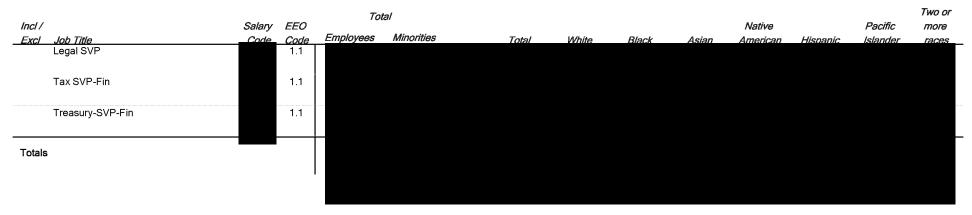
Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

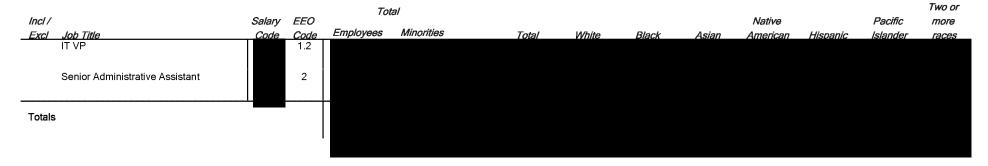
Department: 0CGP - CFO Operations



Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CHC - Other Global IT



Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CHD - Global Networks

				To	tal					44.4			Two
/		Salary		Employees	Minorities	Total	1477 1			Native		Pacific	mo
	Job Title IT Business Implementation Analyst	Code	Code 2	Linployees	wiinoriues	Lotal	White	Rlack	Asian	American	Hisnanic	Islander	ra
	3		_										
	Internal Customer Tech Support 4-IT		3										
	Network/Telecom Systems Analyst		3										
	3-IT												
	Systems Analyst 4-IT		2										
	Systems Analyst 4-11		_										
	Database Administrator 4-IT		2	***									
	IT Manager		1.2										
	Tr Manager		1.2										
	Duningt Manager 4												
	Project Manager 4		2										
			_										
	IT Security Analyst 4		2										
	Network/Telecom Systems Analyst		3										
	4-IT												
	Network/Telecom Systems Analyst		3	***									
	5-IT												
	IT Snr Manager		1.2										
	ű												
	IT Director		1.2										
	The Billion of the Bi		'										
	IT Snr Director		1.2										
	11 Still Dillector		1.2										
	Network/Telecom Systems		3										
	Technician A												
	Senior Administrative Assistant		2										
	Programmer Analyst 3-IT		2										
			• • • • • • • • • • • • • • • • • • • •										

Excl - employee is excluded from this plan and department

CONFIDENTIAL ORACLE_HQCA_0000005075

					ork Force Analysis s Data as of 01/01							
Plan:	01,HQCA - ORACLE, HEA	DQUAR	TERS - CALIF	FORNIA								
Department:	0CHD - Global Networks											
			To	tal								Two or
Incl / _Excl _Job Title	Salary Code	EEO Code	Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
Totals												

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCHE - Applications Management Services

Incl /			Jan 500 /		a/					A 1 - 45		C1C-	
Evel	Job Title	Salary Code	EEO Code	Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	IT Business Implementation Analyst	Code	2		***************************************	rolai	vviine	DIACK	ASIAII	Amencan	rusuanii.	isianuei	IdLes
	QA Analyst 3-ProdDev		2										
	IT Business Implementation Analyst 4		2										
	QA Analyst 4-ProdDev		2										
	Software Developer 3		2										
	Programmer Analyst 4-IT		2										
	Software Developer 4		2										
	IT Business Implementation Analyst		1.2										
	IT Snr Manager		1.2										
	Software Developer 5		2										
	Software Development Director		1.2										
	Software Development Snr Director	*****	1.2										
	Programmer Analyst 1-IT		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCIN - Global Customer Program

Incl /	Salary	EEO	To	tal					Native		Pacific	Two or more
Excl Job Title		Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
Product Marketing Analyst 4		2										
Product Marketing Analyst 5		2										
Marketing Comm / PR VP		1.2										
Totals												

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCKH - Total Service Engineering

				Tota	al .								Two or
Incl /		Salary		Complex son	Minaritian					Native		Pacific	more
_Excl	Job Title Applications Developer 3	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Applications Developer 3		2										
	Software Developer 3		2										
	Product Manager/Strategy 4-ProdDev		2										
	Software Developer 4		2										
	System Administrator 4-IT		2										
	User Experience Developer 4-ProdDev		2										
	Product Manager/Strategy 5-ProdDev		2										
	Software Development Manager		1.2										
	Software Developer 5		2										
	Software Development Snr Manager		1.2										
	Software Developer - Architect		1.2										
	Software Development Snr Director		1.2										***
	IT VP		1.2										
	Software Development VP		1.2										
	Applications Developer 2		2										
	User Experience Developer 2-ProdDev		2										

Incl - employee is included in this plan and department

				Analysis Da	ata as of 01/01/	2014						
Plan: 01,	,HQCA - ORACLE, HEAI	DQUAR'	TERS - CALIF	FORNIA								
Department: 0CI	KH - Total Service Engir	eering										
			To	tal								Two or
Incl / Excl .loh Title	Salary	EEO Code	Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCLL - NAA CRM Sales Auto

				Tot	al								Two or
Incl /		Salary								Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Applications Sales Representative		4										
	IV												
	Telesales/Internet Sales Snr		1.2										
	Manager												
	Applications Sales Representative V	•	4										
	Sales Snr Director		1.2										
	Sales VP		1.2										
	Internet Sales Representative II		4										
	monot calco representative ii												
	Applications Sales Representative I		4										
	Applications Sales Nepresentative I		7										
	Client Success Specialist III		4										
	Client Success Specialist III		4										
	O and an Administrative Assistant		_										
	Senior Administrative Assistant		2										
		•											
	Telesales/Internet Sales Manager		1.2										
	Applications Sales Representative II		4										
otals	3												

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCLY - HW-OD

11 /		0-1		Tot	tal					A / - 45		0	Two or
Incl/	Job Title	Salary Code	EEO Code	Employees	Minorities	Total	White	Black	Asian	Native American		Pacific Islander	more
EXCI	Internet Sales Consulting Manager	Code	1.2	Linployeco	www.com	Total	vvnire	BIACK	Asian	Amencan	Hispanic	isiander	races
	Telesales/Internet Sales Snr Manager		1.2										
	Internet Sales Consulting Snr Manage		1.2										
	Sales Manager		1.2										
	Internet Sales Consulting Snr Direct		1.2										
	Sales Snr Director		1.2										
	Associate Internet Sales Representat		4										
	Associate Telesales Business Develop		4										
	Internet Sales Representative I		4										
	Internet Sales Representative II	•	4										
	Internet Sales Representative III		4										
	Administrative Assistant A3	***	5										
	Associate Internet Sales Consultant		4										
	Internet Sales Representative IV		4										
	Telesales Business Development		1.2										
	Manag												
	Senior Administrative Assistant		2										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCLY - HW-OD

Incl /		Salary	EEO	Tot	tal .					Native		Pacific	Two or more
	Job Title	-	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Staff Internet Sales Consultant		4										
	Telesales/Internet Sales Manager		1.2										
	Senior Internet Sales Consultant		4										
Totals													
			ı										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CMF - HW Channel Alliances

		0.4		Tot	tal					A		, .,	I wo or
Inc		Salary	<i>EEO</i>		* ** **					Native		Pacific	more
Ex	rcl Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Telesales Channel Representative		4										
	III												
	Channel Sales Representative II		4										
То	tals												

Incl - employee is included in this plan and department

CONFIDENTIAL

Work Force Analysis Analysis Data as of 01/01/2014 Plan: 01, HQCA - ORACLE, HEADQUARTERS - CALIFORNIA 0CMH - HW- ESG Department: Two or Total Incl / Salary EEO Native Pacific more Minorities Job Title Solution Specialist V Employees Excl Code Code Total White Black Asian American Hispanic Islander Totals

Incl - employee is included in this plan and department

CONFIDENTIAL

Work Force Analysis Analysis Data as of 01/01/2014 Plan: 01, HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Department: 0CMQ - BUSINESS PLANNING SUPPORT Two or Total Incl / Salary EEO Native Pacific more Minorities Code 2 Employees Job Title Business Analyst 4-Ops Excl Total White Black Asian American Hispanic Islander Totals

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

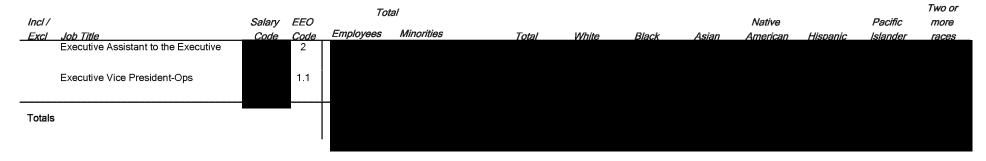
Department: 0CQT - North America Hardware

Incl /		Salary	EEO	Tot	tal					Native		Pacific	Two or more
_Excl	Job Title	Code		Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Principal Sales Consultant		4				7111111		1 20013477	0.11011.010	7 11 10 37 10 1 10 10	7,07,007,100,007	7 N. N. N. M.
	Sales Consulting Snr Manager		1.2										
	Sales Consulting Director		1.2										
	Sales Consulting Snr Director		1.2										
	Sales Consulting Vice President		1.2										
	Hardware Sales Representative II		4										
	Hardware Sales Representative III		4										
Totals													
							The state of the s	·		The state of the s	·	· ·	

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCRT - Product Developmnt Executive Office



Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CWL - NAS Lic Without CRM OD

				Tota	al								Two o
Incl /		Salary	EEO	,						Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Principal Internet Sales Consultant		4										
	Senior Sales Consultant		4										
	TL Internet Sales Consultant		4										
	Annications Calas Dannes autation		4										
	Applications Sales Representative		7										
	IV	••											
	Internet Sales Consulting Manager		1.2										
	Strategic Account Sales		4										
	Representati												
	Technology Sales Representative IV		4										
	resimilarely suiter representative in		·										
			1.0										
	Telesales/Internet Sales Snr		1.2										
	Manager												
	Business Analyst 4-Ops		2										
	Principal Sales Consultant	**	4										
	Alliances Consultant 4		4										
	/ mariodo doricanam 1		'										
	A1:		4										
	Applications Sales Representative V		4										
	Sales Manager		1.2										
	Strategic Account Sales		4										
	Representati												
	Technology Sales Representative V		4										
	. csc.gy calco reprocentative v		'										
	T-1		4.0										
	Telesales/Internet Sales Director		1.2										
			-										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CWL - NAS Lic Without CRM OD

Incl /		Calani	<i></i> 0	Tot	al					Native		Pacific	Two or
	Job Title	Salary	Code _	Employees	Minorities	Total	White	Black	Asian	nauve American	Hispanic	Pacilic Islander	more
EXCI	Business Analyst 5-Ops	Code	2 2		***************************************	Total	vvniie	BIACK	Asian	Amencan	rusoanic	isiander	races
	Master Principal Sales Consultant		4										
	Oracle Architect V		4										
	Sales Consulting Manager		1.2										
	Sales Consulting Snr Manager	••••	1.2										-
	Sales Snr Manager		1.2										
	Solution Specialist V		4										
	Oracle Architect VI		4										
	Internet Sales Consulting Snr Direct		1.2										
	Sales Consulting Director		1.2										
	Sales Director		1.2										
	Telesales/Internet Sales Snr Directo		1.2										
	Business Planning Director-Ops		1.2										
	IT Snr Manager		1.2										
	Alliances Senior Director		1.2										
	Sales Consulting Snr Director		1.2										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CWL - NAS Lic Without CRM OD

				Tot	al								Two o
Incl /		Salary								Native		Pacific	more
Excl	Job Title	Code	Code	Emplovees	Minorities	Total	M/hita	Rlack	Acian	American	Hienanic	lelander	ranae
	Solution Specialist Snr Director		1.2										
	Sales Snr Director		1.2										
	Telesales/Internet Sales Vice Presid		1.2										
	Sales VP		1.2										
	Business Development VP - Corp		1.2										
	Plan												
	Associate Internet Sales		4										
			-										
	Representat												
	Associate Telesales Business		4										
	Develop												
	Internet Sales Representative I		4										
	Telesales Business Development		4										
	Repre												
	Internet Sales Representative II		4										
	Internet Sales Representative III		4										
	Administrative Assistant A3		5										
	Associate Internet Sales Consultant		4										
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		·										
	Internet Sales Representative IV		4										
	internet Sales (Vepresentative IV		7										
	Toohnology Salos Berrasentative		4										
	Technology Sales Representative I		4										
	A												
	Associate Sales Consultant		4										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CWL - NAS Lic Without CRM OD

				Tota	al								Two or
Incl /		Salary		F**	A diamental and					Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Rlack	Asian	American	Hispanic	Islander	ranes
	Telesales Business Development		1.2										
	Manag												
	Business Analyst 2-Ops		2										
	Product Marketing Analyst 1		2										
	Senior Administrative Assistant		2										
	Staff Internet Sales Consultant		4										
	Stall Internet Sales Consultant		_										
	0												
	Systems Analyst 2-IT		2										
	Applications Sales Representative II		4										
	Technology Sales Representative II		4										
	Telesales Business Development		1.2										
	Snr M												
	Business Analyst 3-Ops		2										
	Business / maryers ope		_										
	Telesales/Internet Sales Manager		1.2										
	relesales/internet Sales Manager		1.2										
	Senior Internet Sales Consultant		4										
	Staff Sales Consultant		4										
	Applications Sales Representative II		4										
	Strategic Account Sales		4										
	Representati												
	Technology Sales Representative III		4										
			·										
		1											

Incl - employee is included in this plan and department

						Force Analysis ata as of 01/01/							
Plan: Department:	01,HQCA - ORACL 0CWL - NAS Lic W			TERS - CALIF	FORNIA								
Incl / Excl Job Title Totals		Salary Code	EEO Code	To Employees	tal Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CYT - Public Cloud Development

		_		Tot	'al								Two
://		Salary		- ,	2.50					Native		Pacific	mo
	<i>lob Title</i> QA Analyst 3-ProdDev	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	rac
G	QA Analyst 3-ProdDev		2										
Α	pplications Developer 3		2										
S	Software Developer 3		2										
11	Jser Experience Developer		2										
	-ProdDev		_										
	echnical Writer 4-ProdDev		2										
	ecillical writer 4-FrodDev												
А	applications Developer 4		2										
Р	roduct Manager/Strategy		2										
4-	-ProdDev												
S	Software Developer 4		2										
	·												
Т	echnical Writer 5-ProdDev		2										
	Product Manager/Strategy		2										
	-ProdDev		_										
			4.0										
G	QA Snr Manager-ProdDev		1.2										

S	oftware Development Manager		1.2										
Α	pplications Developer 5		1.2										
s	oftware Developer 5		2										
	·												
9	Software Development Snr		1.2										
	Manager												
			1.2										
	Product Mgmt/Strategy		1.∠										
D	Pirector-ProdD												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CYT - Public Cloud Development

Incl /		Calaar		Tot	tal					Native		Pacific	Two or
Excl	Job Title	Salary Code		Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacilic Islander	more races
	Software Developer - Architect	Code	1.2			101121	v v mes	ellen a	Pisian	American	THSOSING.	ISIGIROLI	I fill day
	Software Development Director		1.2										
	Product Mgmt/Strategy Snr Director-P		1.2										
	Software Development Snr Director		1.2										
	Technical Writer VP-ProdDev		1.2										
	Product Mgmt/Strategy VP-ProdDev		1.2										
	Software Development VP		1.2										
	Senior Administrative Assistant		2										
	Applications Developer 2		2										
	Software Developer 2		2										
	Product Development SVP		1.1										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

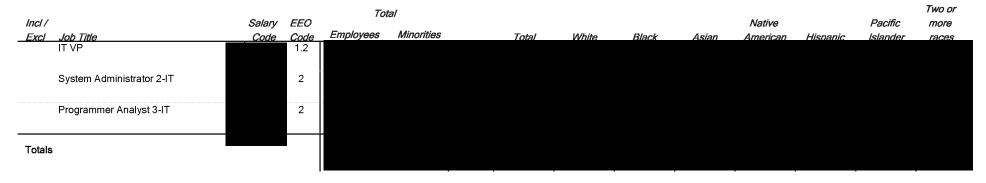
Department: OCZM - SaaS Operations

		٥,,		Tot	al					A			Two or
Incl/		Salary		Emplovees	Minorition					Native		Pacific	more
Excl	<i>Job Title</i> Program Manager 3-ProdDev	Code	Code 2	Emblovees	winonues	Total	Mhita	Riack	Acian	American	Hienanie	lelandar	ranae
	Database Administrator 3-IT		2										
	Programmer Analyst 4-IT		2										
	Database Administrator 4-IT		2										
	IT Manager		1.2										
	Program Manager 4-ProdDev		1.2										
	Project Manager 4		2										
	Product Manager/Strategy 5-ProdDev		2										
	Program Manager 5-ProdDev		1.2										
	Project Mgmt Snr Manager		1.2										
	IT Snr Manager		1.2										
	IT Director		1.2										
	Software Development Director		1.2										
	IT Snr Director		1.2										
	Product Mgmt/Strategy Snr Director-P		1.2										
	Program Mgmt Sr Director-ProdDev		1.2										
			I										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CZM - SaaS Operations



Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ODIS - USA Distribution Org

1/		Salary	EEO	Tol	tal					Native		Pacific	Two
	Job Title	Salary Code	Code	Employees	Minorities	Total	White	Black	Asian	nauve American	Hispanic	lslander	rac
d	Database Administrator 3-IT	Cooc	2	, ,,,,,,		TOtal	VIIIIG	DIBUN	Asian	Antendan	THISDAING	isiarider	Iau
	Business Planning Snr Manager-Ops		1.2										
	Business Process Snr Manager		1.2										
	Database Administrator 4-IT		2										
	Project Manager 4		2										
	Business Development Consultant 5-Co		4										
	Business Planning Director-Ops		1.2										
	IT Snr Manager		1.2										
	Business Planning Snr Director-Ops		1.2										
	Business Planning VP-Ops		1.2										
	Sales SVP		1.1										
	Administrative Assistant A2		5										
	Senior Administrative Assistant		2										
	Business Analyst 3-Ops		2										
	Executive Assistant to the Executive		2										
	Business Proposal Rep 3		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

CONFIDENTIAL ORACLE_HQCA_000005098

Work Force Analysis Analysis Data as of 01/01/2014 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan: 0DIS - USA Distribution Org Department: Two or Total Incl / Salary EEO Native Pacific more Employees Minorities *Job Title* President Excl Code Code Total White Black Asian American Hispanic Islander 1.1 Totals

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ECU - College Recruiting

				Tot	al								Two or
Incl /		Salary								Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	 Total	White	Black	Asian	American	Hisoanic	Islander	races
	Employment Spec 4 Recruitment Supervisor-HR		1.2										
	Recruitment Snr Manager-HR		1.2										
	Recruitment Snr Director-HR		1.2										
	Recruitment VP-HR		1.2										
	Student / Intern		5										
	Employment Spec 1		2										
	HR Support A4		5										
	Employment Spec 2		2										
	Senior Administrative Assistant		2										
	Employment Spec 3		2										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0FGN - NAA CRM Service Auto

				Tota	a/								Two or
Incl/			EEO	Employees	Minorities					Native		Pacific	more
_Excl	Job Title Applications Sales Representative IV	Code	Code 4	Employees	winornies	Total	White	Rlack	Asian	American	Hispanic	Islander	races
	Client Success Specialist V		4										
	Sales Manager		1.2										
	Telesales/Internet Sales Director		1.2										
	Sales Snr Manager		1.2										
	Sales Snr Director		1.2										
	Applications Sales Representative I		4										
	Client Success Specialist III		4										
	Applications Sales Representative II		4										
	Telesales/Internet Sales Manager		1.2										
	Client Success Specialist IV		4										
	Applications Sales Representative II		4										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OFHV - LMS ORG

4/	Soloni	EEO	Tol	tal					Native		Docific	Two or more
cl Job Title	Salary Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic		races
License Management Analyst 3-Fin		2			7000	********	Lina	71.370.77	7 1/110/11021/	1 11.31.71.111.2		
Business Analyst 4-Ops		2										
License Management Analyst 4-Fin		2										
License Management Manager-Fin		2										
License Management Snr Manager-Fin		1.2										
License Management Director-Fin		1.2										
License Management Snr Director-Fin		1.2									Pacific Islander	
License Management VP-Fin		1.2										
License Management Analyst 2-Fin		2										
Programmer Analyst 3-IT		2										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0FLZ - ELOQUA ACQUISITION

lm al /		Calaar		Tot	tal					A I máis co		Dooifia	I WO OF
Incl / _Excl	Job Title	Salary Code		Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
km/\\scl	Principal Consultant	0000	2			Total	viille	DIACK	Asidii	Amencan	Historiic	isiariuei	races
	Marketing Comm / PR Specialist 4		2										
	Client Success Specialist V		4										
	Product Manager/Strategy 5-ProdDev		2										
	Marketing Comm / PR VP		1.2										
	Sales SVP		1.1										
	Field Marketing Specialist 3		2										
Totals													
			l										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGAS - Data Center Operations

Incl /		Salary	EEO	Tot	al .					Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	IT Business Implementation Analyst		2			,			1 10013477		7 11 10 30 10 11 10	, w. 1 w. 1 w. m. r	7 No 10 No III
	3												
	Database Administrator 3-IT		2										
	Systems Analyst 4-IT		2										
	IT Snr Manager		1.2										
	IT Snr Director		1.2										
	Programmer Analyst 2-IT		2										
	Programmer Analyst 3-IT		2										
	System Administrator 3-IT		2										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0GBE - Global Management HQ

				Tota	al .								I WO OF
Incl /		Salary	<i>EEO</i>							Native		Pacific	more
Excl	Job Title	Code		Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Business Analyst 4-Ops		2										
	Marketing Comm / PR Specialist 4		2										
	Warketing Commit 1 1 Opecialist 4		_										
	Marketing Comm / PR Specialist 5		2										
	Product Marketing Director		1.2										
	Business Planning Snr Director-Ops		1.2										
	Business Flamming Sim Birotion Spo												
	0-1 0		0										
	Sales Operations Analyst 1		2										
	Senior Administrative Assistant		2										
	Training / Education SVP		1.1										
	•												
Totals													
			_	*	•	*	<u> </u>		<u> </u>	•	•		<u>'</u>

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGDM - Americas Field Marketing

				Tota	a/								i wo or
Incl /		Salary	<i>EEO</i>							Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Marketing Comm / PR Snr Manager		1.2										
	Marketing Comm / PR Director		1.2										
Total	s												

Incl - employee is included in this plan and department

Work Force Analysis Analysis Data as of 01/01/2014 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan: 0GEB - Support Department: Two or Total Incl / Salary EEO Native Pacific more Employees Minorities Excl Job Title Product Support Director *Code* 1.2 Code Total White Black Asian Hispanic American Islander Totals

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0GFO - Oracle Conferences and Events

				Tot	'al								i wo or
Incl /		Salary	<i>EEO</i>							Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Marketing Comm / PR Specialist 4		2										
	Market Research Analyst 5		2										
	Marketing Comm / PR Specialist 5	3.74	2										
	Marketing Research Director		1.2										
	Marketing Research Snr Director		1.2										
	Product Marketing Snr Director		1.2										
	Marketing Research VP		1.2										
	Marketing Comm / PR Specialist 2		2										
	Senior Administrative Assistant		2										
	Event Specialist 3		2										
	Event Specialist 4		2										
	Marketing Comm / PR Specialist 3		2										
Totals	;	T											

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0GFS - Donovan, CVC, Conference Center

				Tot	al .								Two or
Incl/	I. I. Tal.	-	EEO	Employees	Minorities	····	1475-14	044-	A!	Native		Pacific	more
EXCI	Job Title Marketing Comm / PR Specialist 4	Code	Code 2	LINDIOYEES	windries	Total	White	Black	Asian	American	Hispanic	Islander	races
	Marketing Comm / PR Snr Manager		1.2										
	Marketing Comm / PR Director		1.2										
	Marketing Research Snr Director		1.2										
	Marketing Research VP		1.2										
	Executive Driver		5										
	Marketing Comm / PR Specialist 1		2										
	Internal Customer Tech Support 2-IT		3										
	Marketing Comm / PR Specialist 2		2										
	Event Specialist 3		2										
	Internal Customer Tech Support 3-IT		3										
	Marketing Comm / PR Specialist 3		2										
Totals													
			l										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0GGB - NAA Midsize

Incl /		Salary	EEO	Tot	al					Native		Pacific	Two or more
Excl	Job Title	Salal y Code		Employees	Minorities	Total	White	Black	Asian	American	Hispanic	lslander	races
	Applications Sales Representative	Conne	4	, 2, 2, 2		10131	VIIIIG	DIOCK	Halan	Amendan	Historiic	isiarioci	10000
	Telesales/Internet Sales Snr Manager		1.2										
	Applications Sales Representative V		4										
	Sales Director		1.2										
	Associate Internet Sales Representat		4										
	Internet Sales Representative I		4										
	Internet Sales Representative II		4										
	Internet Sales Representative III		4										
	Applications Sales Representative II		4										
	Telesales/Internet Sales Manager		1.2										
	Applications Sales Representative II		4										
Totals													

Incl - employee is included in this plan and department

01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan:

Department: 0GGP - Global Sales Support

				Tota	a/								I wo or
Incl /		Salary								Native		Pacific	more
Excl	Job Title Principal Consultant	Code	Code	Employees	Minorities	 Total	White	Black	Asian	American	Hispanic	Islander	races
			2										
	Product Manager/Strategy 3-ProdDev		2										
	Technical Analyst 4-Support		2										
	Applications Sales Representative IV		4										
	Solution Specialist IV		4										
	Applications Developer 3		2										
	Business Analyst 4-Ops		2										
	Software Developer 3		2										
	Applications Developer 4		2										
	Consulting Technical Manager		1.2										
	Product Manager/Strategy 4-ProdDev		2										
	Product Marketing Analyst 4		2										
	Program Manager 4-ProdDev		1.2										
	Software Developer 4		2										
	User Experience Developer 4-ProdDev		2										
	Business Development Representative		4										
		1											

Incl - employee is included in this plan and department

CONFIDENTIAL

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0GGP - Global Sales Support

				Tot	al .								I wo or
Incl/		Salary		Employees	Minorities		****			Native		Pacific	more
Excl	<i>Job Title</i> Solution Specialist V	Code	<i>Code</i> ■ 4	Employees	wiinoriues	 Total	White	Black	Asian	American	Hispanic	Islander	races
	Coldion Opecialist v		 										
	Product Manager/Strategy		2										
	5-ProdDev		_										
	Product Marketing Analyst 5		2										
	· rouder marketing , maryer o		-										
	QA Snr Manager-ProdDev		1.2										
	a												
	Solution Specialist Snr Manager		1.2										
	Applications Developer 5		1.2										
	Business Development Director -		1.2										
	Corp												
	Consulting Technical Director		1.2										
	·												
	Product Manager/Strategy		2										
	6-ProdDev												
	Product Marketing Director		1.2										
	Software Development Snr		1.2										
	Manager												
	Solution Specialist Snr Director		1.2										
	Applications Developer - Architect		1.2										
	Business Process Snr Director		1.2										
	Marketing Comm / PR Snr Director		1.2										
	Product Marketing Snr Director		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0GGP - Global Sales Support

Incl /		0-1		Tota	a/					Native		Pacific	Two or
	Job Title	Salary Code	_Code	Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacilic Islander	more races
	Product Mgmt/Strategy Director-ProdD	Code	1.2			Tutai	vvime	DIACK	Asiaii	Amendan	THSDamic	isiangei	laces
	Program Mgmt Director-ProdDev		2										
	Business Development VP - Sales		1.2										
	Solution Specialist Vice President		1.2										
	Product Marketing VP		1.2										
	Product Mgmt/Strategy Snr Director-P		1.2										
	Software Development Snr Director		1.2										
	Sales VP		1.2										
	Product Mgmt/Strategy VP-ProdDev		1.2										
	Software Development VP		1.2										
	Business Analyst A4-Ops		5										
	Student / Intern		5										
	Project Manager 1 - Ops		2										
	Training Coordinator-A4		5										
	Resource Analyst 2-Ops		2										
	Senior Administrative Assistant		2										
		I	1										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

CONFIDENTIAL

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0GGP - Global Sales Support

1		0-1		To	tal					A 1 - 45		06-	1 WO OI
Incl/	I. I. Tisi.	Salary		Employees	Minorities	T-4-1	1476-14	0//-	A!	Native		Pacific	more
_Excl	Job Title Business Analyst 3-Ops	Cone	<i>Code</i> 2	Employees	www.	Total	White	Black	Asian	American	Hispanic	Islander	races
	Technical Analyst 3-Support		2										
	Consulting Staff Principal		2										
	Software Developer 2		2										
	User Experience Developer 2-ProdDev		2										
	Applications Sales Representative II		4										
Totals	ŧ												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Work Force Analysis Analysis Data as of 01/01/2014 Plan: 01, HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Department: 0GGR - Chairman Two or Total Incl / Salary EEO Native Pacific more Employees Minorities *Job Title*Chairman of the Board Excl Code Code Total White Black Asian Hispanic American Islander 1.1 Totals

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ITR - OU Global Products & Services

1		0-1		Tot	9/					A 4 - 45		D:6-	Two or
Incl /		Salary		Employees	Minorities		1477 1			Native		Pacific	more
<u>Excl</u>	Job Title Course/Curriculum Dev 4-Training	Code	Code 2	Employees	willondes	Total	White	Black	Asian	American	Hispanic	Islander	races
	Course/Curriculum Dev 5-Training		2										
	Course/Curriculum Dev Director - Tra		1.2										
	Course/Curriculum Dev Snr Director		1.2										
	Course/Curriculum Dev VP - Training		1.2										
	Training Coordinator-A2		5										
	Training Coordinator-A3		5										
	Course/Curriculum Dev 2-Training		2										
	Course/Curriculum Dev 3-Training		2										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

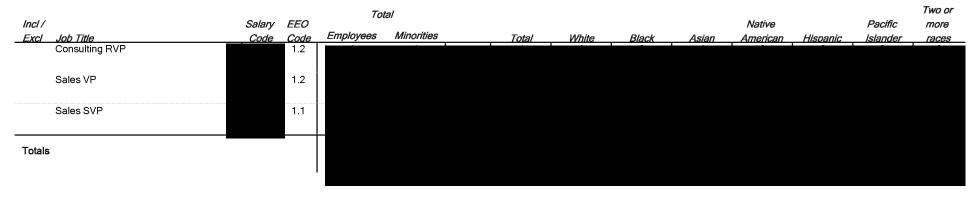
Department: OKDJ - CRM On Demand Marketing



Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0KDL - FSGBU



Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OMST - Technology Product Marketing

Incl /		Salary	EEO	Tot	al .					Native		Pacific	nwo or more
_Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	raciic Islander	races
	Product Marketing Analyst 3		2										
	Product Marketing Analyst 4		2										
	Product Marketing Analyst 5		2										
	Product Marketing Director		1.2										
	Product Marketing Snr Director		1.2										
	Product Marketing VP		1.2										
	Senior Administrative Assistant		2										
Totals													

Incl - employee is included in this plan and department

Work Force Analysis Analysis Data as of 01/01/2014 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan: 0NAB - NA Channels Apps Region Department: Two or Total Incl / Salary EEO Native Pacific more Minorities Employees Job Title Alliances Consultant 3 Excl Code Code Total White Black Asian American Hispanic Islander Totals

Incl - employee is included in this plan and department

CONFIDENTIAL

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ONCJ - NAA SC

1		0-1-		Tot	al					A (- 45		n:6-	Two or
Incl / _Excl		Salary	EEO Code	Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacific	more
<u>EXG</u>	Senior Sales Consultant	Coue	4	Employ 000	m on o	TOtal	wine	DIACK	Asian	American	riisvanic	Islander	races
	Principal Sales Consultant		4										
	Master Principal Sales Consultant		4										
	Sales Consulting Snr Manager		1.2										
	Solution Specialist V		4										******
	Sales Consulting Snr Director		1.2										
	Sales Consulting Vice President		1.2										
	Associate Sales Consultant		4										
	Senior Administrative Assistant		2										
	Staff Sales Consultant		4										
Totals	5												

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ONFY - Education Americas HQ

				Tot	al								Two or
Incl /		Salary	<i>EEO</i>							Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Business Planning Snr Director-Ops		1.2										
	Business Analyst 2-Ops		2										
Totals	•												

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ONGA - Education IT Services

			Tot	al								Two or
Incl /	Salary	EEO							Native		Pacific	more
_Excl Job Title	Code	Code	Emplovees	Minorities	Total	M/hita	Rlack	Acian	American	Hienanic	lelandor	racae
System Administrator 4-IT		2										
Totals												

Incl - employee is included in this plan and department

Work Force Analysis Analysis Data as of 01/01/2014 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan: Department: ONIZ - CGBU- MARKETING Two or Total Incl / Salary EEO Native Pacific more Minorities Excl Job Title Marketing Research Snr Director Employees Code Code Total White Black Asian American Hispanic Islander 1.2 Totals

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ONJB - EPM GBU - MARKETING

				Tota	al								I WO OF
Incl /		Salary	<i>EEO</i>							Native		Pacific	more
_Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Product Marketing Analyst 4		2										
	Product Marketing Analyst 5		2										
	Product Marketing Snr Manager		1.2										•••
Totals		•											

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 00AE - NAA ERP Products

ns Sales Representative	Salary Code	EEO Code 4	Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Code	Code 4	<u>Employees</u>	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
		4										
ns Sales Representative V		l a l										
		4										
ales Representative II		4										
ministrative Assistant		2										
	•											
	·											

Incl - employee is included in this plan and department

CONFIDENTIAL

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 00CY - Oracle Marketing

				Tota	a/								Two or
Incl/		Salary		Employees	Minorities	 	1477 (1			Native		Pacific 	more
Excl	Job Title Marketing Research Manager	Code	<i>Code</i> 1.2	Employees	wiinornies	 ntal	White	Black	Asian	American	Hispanic	Islander	races
	Warketing Research Wariager		1.2										
	TV Production 4-Mkt		2										
	1 V 1 TOGGOLOTI 4 WIKE		_										
	Business Process Analyst 4		2										
	Business Frocess Analyst 4		_										
	Market Research Analyst 4		2										
	Market Nescarch Analyst 4		_										
	Marketing Comm / PR Specialist 4		2										
	Marketing Committee Opening 4		_										
	Programmer Analyst 4-IT		2										
	regianino / maryet 1 11		_										
	Market Research Analyst 5		2										
	Warter toosard 7 maryor 5		_										
	Marketing Comm / PR Specialist 5		2										
	marketing committee operations		_										
	Marketing Research Snr Manager		1.2										
	manager												
	Product Marketing Analyst 4		2										
	reduct marketing / maryer r		_										
	Programmer Analyst 5-IT		2										
			_										
	Marketing Research Director		1.2										
	3												
	Product Marketing Analyst 5		2										
	3 ,												
	Business Planning Director-Ops		1.2										
	3												
	Product Marketing Director		1.2										
	•												
	Alliances Senior Director		1.2										
		T											
, ,													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 00CY - Oracle Marketing

Incl /		Colony	EEO	Tot	al .					Native		Pacific	rwo or
_Excl	Job Title	Salary Code	EEO Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	lslander	more races
	Marketing Comm / PR Snr Director		1.2	, ,		1 55 552	***************************************	District	7 11/11/1	7 11115/1150217	111201211113	101111001	10000
	Marketing Research Snr Director		1.2										
	Product Marketing Snr Director		1.2										
	Marketing Research VP		1.2										
	Product Marketing VP		1.2										
	Student / Intern		5										
	TV Production 3-Mkt		2										
Totals													

Incl - employee is included in this plan and department

Work Force Analysis Analysis Data as of 01/01/2014 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan: 00DP - Education Sales Department: Two or Total Incl / Salary EEO Native Pacific more Employees Minorities Excl Job Title Senior Telesales Sales Consultant Code Total White Black Asian American Hispanic Islander Totals

Incl - employee is included in this plan and department

CONFIDENTIAL

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 00EK - Latin America HQ

				Tot	al								I WO OF
Incl /		Salary	EEO							Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Tota	/ White	Black	Asian	American	Hispanic	Islander	races
	Business Development VP - Sales		1.2										
	Budget/Finance Snr Director		1.2										
Totals	3												

Incl - employee is included in this plan and department

Work Force Analysis Analysis Data as of 01/01/2014 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA Plan: Department: 00GD - Advanced Product Support - Sales Two or Total Incl / Salary EEO Native Pacific more Minorities Excl Job Title Services Sales Representative II Employees Code Total White Black Asian American Hispanic Islander 4 Totals

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0OHI - Advanced Product Support

Manager/Strategy ev Manager 5-ProdDev Planning Snr Director-Ops	Salary EE Code Co 2	de En	imployees	Minorities	Total	White	Rlack	Asian	Native American	Hispanic	Pacific Islander	more races
Manager/Strategy ev Manager 5-ProdDev	2											
	1.	2										
Planning Snr Director-Ops												
	1.	2										
Development VP	1.	2										
dministrative Assistant	2											
Analyst 3-Support	2											
SVP	1.	1										
3	VP 	VP 1.	VP 1.1	VP 1.1	VP 1.1	1.1	VP 1.1	VP 1.1	VP 1.1	VP 1.1	VP 1.1	

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0OIY - Applications Product Marketing

Inal /		Coloni	EEO	Tota	9/					Matica		Docific	, , , , , , , , , , , , , , , , , , ,
Incl/		Salary		Employage	Minorition					Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Product Marketing Analyst 4		2										
	Programmer Analyst 5-IT		2										
	Product Marketing Analyst 5		2										
	Product Marketing Director		1.2										
	Product Marketing Snr Director		1.2										
	Product Marketing VP		1.2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Two or

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 00KK - Standard Product Support

Incl /		Salary	EEO	Tot	al .					Native		Pacific	nwo or more
	Job Title	Code	Code	Employees	Minorities	Total	White	Rlack	Asian	American	Hisnanic	Islander	races
	Product Support VP		1.2										
	Technical Analyst 3-Support		2										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 000D - OFFICE OF DELIVERY

Torologo Alinovitica	lmal /		Calani		Tota	a/					Almáira		Pacific	Two or
Snr Principal Instructor-Training 2	Incl / <u>Excl</u>		-		Employees	Minorities	Tota	ıl White	e Black	Asian	Native American	Hispanic		more races
		Snr Principal Instructor-Training		2										
Customer Service Analyst 2-Support 2		Customer Service Analyst 2-Support		2										
Senior Instructor-Training 2		Senior Instructor-Training		2										
Totals	Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0QAF - CEO

/	Salary	EE0	To	tal					Native		Pacific	Tw
Job Title	Salary Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	lslander	m ra
Corporate Development Analyst 3-Ops		2	, ,		70.07	VEINIG	DIGUN	7 isitari	7 WHO (RAII)	moonno	isianaci	10
Business Analyst 4-Ops		2										
Contract Development Specialist 4-Op		2										
Risk Management Analyst 4		2										
Project Manager 4 - Ops		1.2										
Business Analyst 5-Ops		2										
Business Planning Snr Manager-Ops		1.2										
Contract Development Snr Manager-Ops		1.2										
Corporate Development Analyst 4-Ops		2										
Contract Development Director-Ops		1.2										
Business Planning Director-Ops		1.2										
Corporate Development Snr Manager -O		1.2										
Contract Development Snr Director-Op		1.2										
Corporate Development Director-Ops		1.2										
Corporate Development Snr Director-O		1.2										
Vice President-Ops		1.2										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0QAF - CEO

Incl /		Salary	FFO	Tot	tal					Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
K.d	Contract Development VP-Ops	Cone	1.2			TOTAL	vime	BIALK	ASIAII	Amencan	rusuauic	isianuei	IdLES
	Corporate Development VP-Ops		1.2										
	Risk Management VP		1.2										
	Administrative Assistant A3		5										
	Marketing Comm / PR Specialist 2		2										
	Business Analyst 2-Ops		2										
	Senior Administrative Assistant Executive Assistant to the Executive		2										
	Project Manager 3 - Ops		2										
	Chief Executive Officer		1.1										
	Controller SVP-Fin		1.1										
	Corporate Development SVP-Ops		1.1										
	Corporate SVP-Ops		1.1										
	President		1.1										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ORBA - NAA HQ

/		Salary	EEO	Tot	tal					Native		Pacific	Two
	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	rac
	Business Development Consultant	0000	4	, ,		70.07	VIIIIG	DIGUN	7 10/10/1	TUIRGIRAMI	Histramis	isianasi	752
	3-Co												
	Principal Internet Sales Consultant		4										
	Internet Sales Consulting Manager		1.2										
	D : 1 1 1 0												
	Business Analyst 4-Ops		2										
	Business Development		4										
	Representative												
	Business Planning Snr		1.2										
	Manager-Ops												
	Business Development Director -		1.2										
	Sale												
	Internet Sales Consulting VP		1.2										
	T		4.0										
	Telesales/Internet Sales Vice Presid		1.2										
	Business Planning VP-Ops		1.2										
	Dudinos Flamming VI Ope		1.2										
	Sales SVP		1.1										
	Telesales Business Development		4										
	Repre												
	Telesales Business Development		4										
	Repre												
	Associate Internet Sales Consultant		4										
	Telesales Business Development		1.2										
	Manag		1.2										
	Business Analyst 2-Ops		2										
	Tuest Analysis Depo		_										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

CONFIDENTIAL ORACLE_HQCA_0000005138

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ORBA - NAA HQ

Incl /		Salary	FFO.	Tota	a/					Native		Pacific	Two or more
_Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Senior Administrative Assistant		2										
	Staff Internet Sales Consultant		4										
	Business Analyst 3-Ops		2										
	Sales Operations Analyst 3		2										
	Programmer Analyst 3-IT		2										
	Senior Internet Sales Consultant		4										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0TKG - Total KGB NA Consulting

				Tota	al								Two or
Incl /		Salary	EEO							Native		Pacific	more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Consulting Project Snr Principal Con		2										
	Principal Consultant		2										
	Senior Principal Consultant		2										
	Consulting Sales Rep 4		2										
	Consulting Solution Manager		1.2										
	Consulting Technical Manager		1.2										
	O and a subtime of O alice Date 5												
	Consulting Sales Rep 5		2										
	Consulting Project Director		1.2										
	Consulting Project Director		1.2										
	Consulting Technical Director		1.2										
	Containing Foormical Birottor		1.2										
	Telesales Representative II		4										
	Telesales Representative III		4										
	·												
	Consulting Sales Rep 2		2										
	Business Analyst 3-Ops		2										
	Senior Consultant		2										
			l										
Totals													
i Otals	•												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

CONFIDENTIAL

ORACLE_HQCA_0000005140

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OTSS - Field Services

11/		0-1		Tot	a/					A (- 4 i		D6-	1 WO OI
Incl /		Salary		Employees.	A fin a viti a a					Native		Pacific	more
<u>Excl</u>	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	IT Supervisor		1.2										
	Internal Customer Tech Support 4-IT		3										
	IT Director		1.2										
	Internal Customer Tech Support 2-IT		3										
	Internal Customer Tech Support 3-IT	1	3										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0UAA - SPS - Delivery

				Tota	a/								Two or
Incl/	In It. Tist	Salary Code	EEO Code	Employees	Minorities	Total	1476-54	Black	A!	Native		Pacific	more
_Excl	Job Title Technical Analyst 4-Support	Coae	2 2	Zimpioyeee	iniinonii do	Total	White	BIACK	Asian	American	Hispanic	Islander	races
			_										
	Business Analyst 4-Ops		2										
	Duominoso / manyot i ope		_										
	Business Analyst 5-Ops		2										
	Business / maryers of pe		-										
	Product Support Sr. Manager		1.2										
	1 Toddet Gapport St. Manager		1.2										
	Technical Analyst 5-Support		2										
	rediffical Affailyst o-Capport		_										
	Program Manager 5-ProdDev		1.2										
	r regram manager e r readev		1.2										
	Product Support Director		1.2										
	1 Toddet Support Billoctor												
	Project Manager 5		2										
	r roject manager c		_										
	Product Support Sr. Director		1.2										
	Trouder Support St. Billotter												
	Product Support VP		1.2										
	Technical Analyst 2-Support		2										
	,		_										
	Senior Administrative Assistant		2										
	Technical Analyst 3-Support		2										
	, 11												
	Support SVP		1.1										
	• •												
Totals	•												
			I										

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0UAJ - SPS - Executive Management

Incl /		Salary	<i>EEO</i>	Tol						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Emplovees	Minorities	Total	Mhita	Rlack	Acian	American	Hienanic	lelandor	ranae
	Senior Sales Consultant		4										
	Services Sales Representative IV		4										
	Telesales/Internet Sales Snr Manager		1.2										
	Services Sales Representative V		4										
	Telesales/Internet Sales Director		1.2										
	Business Analyst 5-Ops		2										
	Course/Curriculum Dev 5-Training		2										
	Services Sales Snr Manager		1.2										
	Customer Service Snr Director-Suppor		1.2										
	Services Sales VP		1.2										•••
	Product Mgmt/Strategy Snr Director-P		1.2										
	Product Mgmt/Strategy VP-ProdDev		1.2										
	Associate Internet Sales Representat		4										
	Internet Sales Representative III		4										
	Associate Internet Sales Consultant		4										
	Senior Administrative Assistant		2										

Incl - employee is included in this plan and department

	Work Force Analysis Analysis Data as of 01/01/2014	
Plan:	01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA	
Department:	0UAJ - SPS - Executive Management	
Incl / Excl Job Title	The day of the state of the sta	Two or Pacific more Islander races

Totals

Incl - employee is included in this plan and department
Excl - employee is excluded from this plan and department

01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0UBX - SPS - Service Management

Incl /		Salary	EEO	Tot	tal .					Native		Pacific	Two or
_Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	lslander	more races
	Customer Service Account Management		2										
Totals	•												
			!										

Incl - employee is included in this plan and department

CONFIDENTIAL

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0UDJ - Support Renewals

				Tot	al								Two or
Incl/		Salary		Employees	Minorition					Native		Pacific	more
_Excl	Job Title	Code	UP 75 10 10	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Business Analyst 4-Ops		2										
	Services Renewal VP		1.2										
	Business Planning Snr Director-Ops		1.2										
	Business Planning VP-Ops		1.2										
	Corporate Development Snr Director-O		1.2										
	Services Renewal Representative IV		4										
	Business Analyst 2-Ops		2										
	Senior Administrative Assistant		2										
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OUFQ - OU Global Operations

Incl /		Salary	EEO	Tota	9/					Native		Pacific	nwo or more
Excl	Job Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
	Business Analyst 4-Ops		2										
	Market Research Analyst 4		2										
				<u></u>									
Totals	•												

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: EMBE - Embedded Sales

				Tot	al								Two or
Incl /		Salary		Employees.	Minorities					Native		Pacific	more
<u>Excl</u>	Job Title Senior Sales Consultant	Code	Code	Employees	Minonties	Total	White	Black	Asian	American	Hispanic	Islander	races
	Senior Sales Consultant		4										
	Technology Sales Representative IV		4										
	Alliances Consultant 4		4										
	Sales Manager		1.2										
	· ·												
	Product Marketing Analyst 4		2										*****
	, round mannering , many or ,		_										
	Alliances Consultant 5		4										
	Alliances Consultant 3		7										
			4.0										
	Business Development Snr		1.2										
	Manager - S												
	Solution Specialist V		4										
	Alliances Senior Director		1.2										
	Solution Specialist Snr Director		1.2										
	Alliances Vice President		1.2										
	Sales Consulting Vice President		1.2										
	3												
	Alliances Consultant 2		4										
	7 manoco concanant 2												
	Caniar Administrative Assistant		2										
	Senior Administrative Assistant		2										
	Technology Sales Representative II		4										
	Business Analyst 3-Ops		2										

Incl - employee is included in this plan and department

Work Force Analysis Analysis Data as of 01/01/2014 Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: EMBE - Embedded Sales

				Tot	al								I WO OF
Incl /		Salary	<i>EEO</i>							Native		Pacific	more
Excl Job	Title	Code	Code	Employees	Minorities	Total	White	Black	Asian	American	Hispanic	Islander	races
Tech	hnology Sales Representative III		4										
	_												
Totals													

Incl - employee is included in this plan and department

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: A1 - ADMINISTRATIVE - NON-EXEMPT

			Total E	mployees		
Location	Job Title		Persons	Percent	Female	Minority
HQCA	Administrative Assistant A2					
HQCA	Administrative Assistant A3					
HQCA	Business Analyst A4-Ops					
HQCA	HR Support A2					
HQCA	HR Support A3					
HQCA	HR Support A4					
HQCA	Legal Support A1					
HQCA	Legal Support A2					
HQCA	Materials Handler A1-Mfg&Dist					
HQCA	Materials Handler A3-Mfg&Dist					
HQCA	Office Services Support A2					
HQCA	Office Services Support A3					
HQCA	Office Services Support A4					
HQCA	Telephone/Receptionist A1					
HQCA	Telephone/Receptionist A2					
HQCA	Training Coordinator-A2					
HQCA	Training Coordinator-A3					
HQCA	Training Coordinator-A4					
T-4-1-		Total #				
Totals		Total %				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: A2 - ADMINISTRATIVE - MID LEVEL

Location	Job Title		Total Employees Persons Percent	Female	Minority
HQCA	Executive Driver				
Tatala		Total #			
Totals		Total %			

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: C1 - STUDENT INTERN

			Total Employees		
Location	Job Title		Persons Percent	Female	Minority
HQCA	Student / Intern				
Totala		Total #			
Totals		Total %			

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: M3 - EXECUTIVE MANAGEMENT

			Total El	mployees		
Location	Job Title		Persons	Percent	Female	Minority
HQCA	Chairman of the Board					
HQCA	Chief Executive Officer					
HQCA	Controller SVP-Fin					
HQCA	Corporate Development SVP-Ops					
HQCA	Corporate SVP-Ops					
HQCA	Executive Vice President-Ops					
HQCA	IT SVP					
HQCA	Legal SVP					
HQCA	Marketing SVP					
HQCA	President					
HQCA	Product Development SVP					
HQCA	Sales SVP					
HQCA	Support SVP					
HQCA	Tax SVP-Fin					
HQCA	Training / Education SVP					
HQCA	Treasury-SVP-Fin					
Tatala		Total #				
Totals		Total %				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

HQCA Accountant 1-Fin HQCA Accountant 2-Fin HQCA Accountant 3-Fin HQCA Accountant 4-Fin HQCA Accountant 4-Fin HQCA Benefits Consultant 4-HR HQCA Benefits Consultant 5-HR HQCA Benefits Consultant 5-HR HQCA Business Analyst 1-Ops HQCA Business Analyst 1-Ops HQCA Business Analyst 3-Ops HQCA Business Analyst 3-Ops HQCA Business Analyst 4-Ops HQCA Business Analyst 5-Ops HQCA Business Popps HQCA Business Popps HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Contracts Administrator 2-Fin	Location	Job Title	Total Employees Persons Percent	Female	Minority
HQCA Accountant 3-Fin HQCA Accountant 4-Fin HQCA Benefits Consultant 4-HR HQCA Benefits Consultant 5-HR HQCA Business Analyst 1-Ops HQCA Business Analyst 2-Ops HQCA Business Analyst 3-Ops HQCA Business Analyst 4-Ops HQCA Business Analyst 5-Ops HQCA Business Planning Supervisor-Ops HQCA Business Planning Supervisor-Ops HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 1	HQCA	Accountant 1-Fin			
HQCA Accountant 4-Fin HQCA Benefits Consultant 4-HR HQCA Benefits Consultant 5-HR HQCA Business Analyst 1-Ops HQCA Business Analyst 2-Ops HQCA Business Analyst 3-Ops HQCA Business Analyst 4-Ops HQCA Business Analyst 5-Ops HQCA Business Planning Supervisor-Ops HQCA Business Process Analyst 2 HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Process Analyst 4 HQCA Business Process Analyst 4 HQCA Business Process Analyst 4 HQCA Business Process Analyst 4 HQCA Business Process Analyst 4 HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 2-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal	HQCA	Accountant 2-Fin			
HQCA Benefits Consultant 4-HR HQCA Business Analyst 1-Ops HQCA Business Analyst 1-Ops HQCA Business Analyst 2-Ops HQCA Business Analyst 3-Ops HQCA Business Analyst 4-Ops HQCA Business Analyst 4-Ops HQCA Business Analyst 5-Ops HQCA Business Planning Supervisor-Ops HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal	HQCA	Accountant 3-Fin			
HQCA Business Analyst 1-Ops HQCA Business Analyst 2-Ops HQCA Business Analyst 2-Ops HQCA Business Analyst 3-Ops HQCA Business Analyst 4-Ops HQCA Business Analyst 5-Ops HQCA Business Planning Supervisor-Ops HQCA Business Process Analyst 2 HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal	HQCA	Accountant 4-Fin			
HQCA Business Analyst 1-Ops HQCA Business Analyst 2-Ops HQCA Business Analyst 3-Ops HQCA Business Analyst 3-Ops HQCA Business Analyst 4-Ops HQCA Business Analyst 5-Ops HQCA Business Planning Supervisor-Ops HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal	HQCA	Benefits Consultant 4-HR			
HQCA Business Analyst 2-Ops HQCA Business Analyst 3-Ops HQCA Business Analyst 4-Ops HQCA Business Analyst 5-Ops HQCA Business Planning Supervisor-Ops HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Buyer 3-Fin HQCA Buyer 4-Fin HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal	HQCA	Benefits Consultant 5-HR			
HQCA Business Analyst 3-Ops HQCA Business Analyst 5-Ops HQCA Business Analyst 5-Ops HQCA Business Planning Supervisor-Ops HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Buyer 3-Fin HQCA Buyer 4-Fin HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal HQCA Consulting Staff Principal	HQCA	Business Analyst 1-Ops			
HQCA Business Analyst 4-Ops HQCA Business Analyst 5-Ops HQCA Business Planning Supervisor-Ops HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Buyer 3-Fin HQCA Buyer 4-Fin HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal HQCA Contract Development Specialist 4-Op	HQCA	Business Analyst 2-Ops			
HQCA Business Analyst 5-Ops HQCA Business Planning Supervisor-Ops HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Buyer 3-Fin HQCA Buyer 4-Fin HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal	HQCA	Business Analyst 3-Ops			
HQCA Business Planning Supervisor-Ops HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Business Proposal Rep 3 HQCA Buyer 3-Fin HQCA Buyer 4-Fin HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal HQCA Consulting Staff Principal HQCA Consulting Staff Principal	HQCA	Business Analyst 4-Ops			
HQCA Business Process Analyst 2 HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Buyer 3-Fin HQCA Buyer 4-Fin HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal HQCA Consulting Staff Principal HQCA Consulting Staff Principal	HQCA	Business Analyst 5-Ops			
HQCA Business Process Analyst 4 HQCA Business Proposal Rep 3 HQCA Buyer 3-Fin HQCA Buyer 4-Fin HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal HQCA Consulting Staff Principal HQCA Consulting Staff Principal	HQCA	Business Planning Supervisor-Ops			
HQCA Business Proposal Rep 3 HQCA Buyer 3-Fin HQCA Buyer 4-Fin HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Contract Development Specialist 4-Op	HQCA	Business Process Analyst 2			
HQCA Buyer 3-Fin HQCA Buyer 4-Fin HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Consulting Staff Principal HQCA Contract Development Specialist 4-Op	HQCA	Business Process Analyst 4			
HQCA Buyer 4-Fin HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Saff Principal HQCA Contract Development Specialist 4-Op	HQCA	Business Proposal Rep 3			
HQCA Compensation Consultant 2-HR HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Contract Development Specialist 4-Op	HQCA	Buyer 3-Fin			
HQCA Compensation Consultant 4-HR HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Contract Development Specialist 4-Op	HQCA	Buyer 4-Fin			
HQCA Consulting Project Snr Principal Con HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Contract Development Specialist 4-Op	HQCA	Compensation Consultant 2-HR			
HQCA Consulting Sales Rep 2 HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Contract Development Specialist 4-Op	HQCA	Compensation Consultant 4-HR			
HQCA Consulting Sales Rep 4 HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Contract Development Specialist 4-Op	HQCA	Consulting Project Snr Principal Con			
HQCA Consulting Sales Rep 5 HQCA Consulting Staff Principal HQCA Contract Development Specialist 4-Op	HQCA	Consulting Sales Rep 2			
HQCA Consulting Staff Principal HQCA Contract Development Specialist 4-Op	HQCA	Consulting Sales Rep 4			
HQCA Contract Development Specialist 4-Op	HQCA	Consulting Sales Rep 5			
	HQCA	Consulting Staff Principal			
HQCA Contracts Administrator 2-Fin	HQCA	Contract Development Specialist 4-Op			
	HQCA	Contracts Administrator 2-Fin			

Plan:01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

Total Employees Persons Percent

		i Otal E	mpioyees		
Location	Job Title	Persons	Percent	Female	Minority
HQCA	Contracts Administrator 3-Fin				
HQCA	Contracts Administrator 4-Fin				
HQCA	Corporate Affairs Specialist 3 - Ops				
HQCA	Corporate Affairs Specialist 5 - Ops				
HQCA	Corporate Development Analyst 3-Ops				
HQCA	Corporate Development Analyst 4-Ops				
HQCA	Course/Curriculum Dev 2-Training				
HQCA	Course/Curriculum Dev 3-Training				
HQCA	Course/Curriculum Dev 4-Training				
HQCA	Course/Curriculum Dev 5-Training				
HQCA	Credit and Syndications Analyst 3-Fi				
HQCA	Credit and Syndications Analyst 4-Fi				
HQCA	Credit and Syndications Analyst 5-Fi				
HQCA	Customer Service Account Management				
HQCA	Customer Service Analyst 2-Support				
HQCA	Customer Service Analyst 3-Support				
HQCA	Customer Service Representative 2-Op				
HQCA	Customer Service Representative 3-Op				
HQCA	Employment Spec 1				
HQCA	Employment Spec 2				
HQCA	Employment Spec 3				
HQCA	Employment Spec 4				
HQCA	Environmental Health & Safety Specia				
HQCA	Event Specialist 3				
HQCA	Event Specialist 4				
HQCA	Executive Assistant to the Executive				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

HQCA

HQCA

Inventory Control Analyst 2

Legal Counsel 1

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

			mployees		
Location	Job Title	Persons	Percent	Female	Minority
HQCA	Executive Protection Agent 4				
HQCA	Facilities Specialist 1				
HQCA	Facilities Specialist 2				
HQCA	Facilities Specialist 3				
HQCA	Facilities Specialist 4				
HQCA	Facilities Specialist 5				
HQCA	Field Marketing Specialist 3				
HQCA	Financial Analyst 1				
HQCA	Financial Analyst 2				
HQCA	Financial Analyst 3				
HQCA	Financial Analyst 4				
HQCA	Financial Analyst 5				
HQCA	Graphics Designer 4-Mkt				
HQCA	HR Consultant 1				
HQCA	HR Consultant 2				
HQCA	HR Consultant 3				
HQCA	HR Consultant 4				
HQCA	HRIS Analyst 2				
HQCA	Immigration Consultant 2				
HQCA	Incentive Planning Analyst 2-Fin				
HQCA	Internal Auditor 2-Fin				
HQCA	Internal Auditor 3-Fin				
HQCA	Internal Auditor 4-Fin				
HQCA	Internal Auditor 5-Fin				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

Location	Job Title	Total En	nployees Percent	Female	Minority
HQCA	Legal Counsel 3				
HQCA	License Management Analyst 2-Fin				
HQCA	License Management Analyst 3-Fin				
HQCA	License Management Analyst 4-Fin				
HQCA	License Management Manager-Fin				
HQCA	Market Research Analyst 3				
HQCA	Market Research Analyst 4				
HQCA	Market Research Analyst 5				
HQCA	Marketing Comm / PR Specialist 1				
HQCA	Marketing Comm / PR Specialist 2				
HQCA	Marketing Comm / PR Specialist 3				
HQCA	Marketing Comm / PR Specialist 4				
HQCA	Marketing Comm / PR Specialist 5				
HQCA	Master Scheduler 1				
HQCA	Master Scheduler 3				
HQCA	Master Scheduler 4				
HQCA	Materials Planner 1-Mfg&Dist				
HQCA	Materials Planner 2-Mfg&Dist				
HQCA	Organizational Development Consultan				
HQCA	Paralegal 1				
HQCA	Paralegal 2				
HQCA	Principal Consultant				
HQCA	Product Marketing Analyst 1				
HQCA	Product Marketing Analyst 3				
HQCA	Product Marketing Analyst 4				
HQCA	Product Marketing Analyst 5				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

Location	Job Title	Total Employ Persons Per		Female	Minority
HQCA	Program Manager 2-ProdDev		·		
HQCA	Program Manager 3-ProdDev				
HQCA	Program Mgmt Director-ProdDev				
HQCA	Program Mgmt VP-ProdDev				
HQCA	Project Manager 1 - Ops				
HQCA	Project Manager 2 - Ops				
HQCA	Project Manager 3				
HQCA	Project Manager 3 - Ops				
HQCA	Project Manager 4				
HQCA	Project Manager 5				
HQCA	Project Mgmt Manager				
HQCA	Quality Assurance Specialist 4				
HQCA	Recruiter 5-HR				
HQCA	Resource Analyst 2-Ops				
HQCA	Revenue Analyst 3-Fin				
HQCA	Revenue Analyst 4-Fin				
HQCA	Revenue Analyst 5-Fin				
HQCA	Risk Management Analyst 4				
HQCA	Sales Operations Analyst 1				
HQCA	Sales Operations Analyst 3				
HQCA	Security Specialist 3-Fac				
HQCA	Senior Administrative Assistant				
HQCA	Senior Consultant				
HQCA	Senior Instructor-Training				
HQCA	Senior Principal Consultant				
HQCA	Snr Principal Instructor-Training				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

	Total Employees					
Location	Job Title		Persons	Percent	Female	Minority
HQCA	Supply Chain Analyst 2					
HQCA	Supply Chain Analyst 3					
HQCA	Supply Chain Analyst 4					
HQCA	TV Production 3-Mkt					
HQCA	TV Production 4-Mkt					
HQCA	Tax Accountant 2-Fin					
HQCA	Tax Accountant 3-Fin					
HQCA	Tax Accountant 4-Fin					
HQCA	Tax Accountant 5-Fin					
HQCA	Technical Account Representative (TA					
HQCA	Treasury Analyst 4-Fin					
HQCA	Workforce Metrics Intelligence Analy					
Tatala		Total #				
Totals		Total %				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

Total Employees

Location	Job Title	Persons	Percent	Female	Minority
HQCA	Accounting Director-Fin				
HQCA	Accounting Manager-Fin				
HQCA	Accounting Snr Director-Fin				
HQCA	Accounting Snr Manager-Fin				
HQCA	Budget/Finance Director				
HQCA	Budget/Finance Manager				
HQCA	Budget/Finance Snr Director				
HQCA	Budget/Finance Snr Mgr				
HQCA	Business Development Director - Corp				
HQCA	Business Development Snr Director -				
HQCA	Business Planning Director-Ops				
HQCA	Business Planning Manager-Ops				
HQCA	Business Planning Snr Director-Ops				
HQCA	Business Planning Snr Manager-Ops				
HQCA	Business Process Director				
HQCA	Business Process Snr Director				
HQCA	Business Process Snr Manager				
HQCA	Consulting Practice Director				
HQCA	Consulting Project Director				
HQCA	Consulting Solution Manager				
HQCA	Consulting Technical Director				
HQCA	Consulting Technical Manager				
HQCA	Contract Development Director-Ops				
HQCA	Contract Development Snr Director-Op				
HQCA	Contract Development Snr Manager-Ops				
HQCA	Contracts Director-Fin				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

Location	Job Title	Total Employees Persons Percent Female Minority
HQCA	Controller Director-Fin	
HQCA	Controller Snr Director-Fin	
HQCA	Controller Snr Manager-Fin	
HQCA	Corporate Affairs Snr Manager -Ops	
HQCA	Corporate Development Director-Ops	
HQCA	Corporate Development Snr Director-O	
HQCA	Corporate Development Snr Manager -O	
HQCA	Course/Curriculum Dev Director - Tra	
HQCA	Course/Curriculum Dev Snr Director -	
HQCA	Course/Curriculum Dev Snr Mgr - Trai	
HQCA	Credit and Syndications Snr Director	
HQCA	Customer Service Director-Support	
HQCA	Customer Service Manager-Support	
HQCA	Customer Service Snr Director-Suppor	
HQCA	Customer Service Snr Manager-Support	
HQCA	Environmental Health & Safety Snr Ma	
HQCA	Facilities Director	
HQCA	Facilities Manager	
HQCA	Facilities Snr Director	
HQCA	Facilities Snr Manager	
HQCA	HR Director	
HQCA	HR Manager	
HQCA	HR Snr Director	
HQCA	HR Snr Manager	
HQCA	Incentive Planning Snr Director-Fin	
HQCA	Incentive Planning Snr Manager-Fin	

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

Total	'Empl	OVER
1 4700.01	200111pss	vyoco

Location	Job Title	Persons	Percent	Female	Minority
HQCA	Internal Audit Director-Fin				
HQCA	Internal Audit Snr Director-Fin				
HQCA	Internal Audit Snr Manager-Fin				
HQCA	Legal Counsel 4				
HQCA	Legal Counsel 5				
HQCA	Legal Director				
HQCA	Legal Snr Director				
HQCA	License Management Director-Fin				
HQCA	License Management Snr Director-Fin				
HQCA	License Management Snr Manager-Fin				
HQCA	Marketing Comm / PR Director				
HQCA	Marketing Comm / PR Snr Director				
HQCA	Marketing Comm / PR Snr Manager				
HQCA	Marketing Research Director				
HQCA	Marketing Research Manager				
HQCA	Marketing Research Snr Director				
HQCA	Marketing Research Snr Manager				
HQCA	Mfg & Distribution Director				
HQCA	Mfg & Distribution Manager				
HQCA	Mfg & Distribution Snr Director				
HQCA	Mfg & Distribution Snr Manager				
HQCA	Mfg & Distribution Supervisor				
HQCA	Office Service Manager-Fac				
HQCA	Office Services Snr Manager-Fac				
HQCA	Payroll Director-Fin				
HQCA	Product Marketing Director				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

Total Employees Location Job Title Persons Percent Female Minority **HQCA** Product Marketing Snr Director **HQCA** Product Marketing Snr Manager **HQCA** Program Manager 4-ProdDev **HQCA** Program Manager 5-ProdDev **HQCA** Program Mgmt Manager-ProdDev **HQCA** Program Mgmt Sr Director-ProdDev **HQCA** Program Mgmt Sr Manager-ProdDev **HQCA** Project Manager 4 - Ops **HQCA** Project Manager 5 - Ops **HQCA** Project Mgmt Director-Ops **HQCA** Project Mgmt Manager-Ops **HQCA** Project Mgmt Snr Director **HQCA** Project Mgmt Snr Manager **HQCA** Project Mgmt Snr Manager-Ops **HQCA** Purchasing Snr Manager-Fin **HQCA** Recruitment Snr Director-HR **HQCA** Recruitment Snr Manager-HR **HQCA** Recruitment Supervisor-HR **HQCA** Security Director-Fac **HQCA** Security VP -Fac **HQCA** Supply Chain Snr Manager **HQCA** Supply Chain VP **HQCA** Tax Director-Fin **HQCA** Tax Manager-Fin **HQCA** Tax Snr Director-Fin **HQCA** Tax Snr Manager-Fin

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

l acation	Job Title		Total Ei Persons	nployees Percent	F	A dim a with a
Location	JOD THE		Persons	Percent	Female	Minority
HQCA	Treasury Director-Fin					
HQCA	Treasury Snr Director-Fin					
T-1-1-		Total #				
Totals		Total %				

Plan:01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIAJob Group:PS3 - SYS ORIENTED PROFESSIONALS - SR. MGMT

Total Employees

Location	Job Title	Persons Percent	Female	Minority
HQCA	Budget/Finance VP			
HQCA	Business Development VP - Corp Plan			
HQCA	Business Planning VP-Ops			
HQCA	Consulting RVP			
HQCA	Contract Development VP-Ops			
HQCA	Contracts VP-Fin			
HQCA	Controller VP-Fin			
HQCA	Corporate Development VP-Ops			
HQCA	Course/Curriculum Dev VP - Training			
HQCA	Credit and Syndications VP-Fin			
HQCA	Customer Service VP-Support			
HQCA	Facilities VP			
HQCA	Financing VP-Fin			
HQCA	HR VP			
HQCA	Internal Audit VP-Fin			
HQCA	Legal VP			
HQCA	License Management VP-Fin			
HQCA	Marketing Comm / PR VP			
HQCA	Marketing Research VP			
HQCA	Mfg & Distribution VP			
HQCA	Product Marketing VP			
HQCA	Purchasing VP-Fin			
HQCA	Recruitment VP-HR			
HQCA	Risk Management VP			
HQCA	Tax VP-Fin			
HQCA	Vice President-Ops			

Plan:01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIAJob Group:PS3 - SYS ORIENTED PROFESSIONALS - SR. MGMT

Total Employees

Location Job Title Persons Percent Female Minority

Total #

Total %

CONFIDENTIAL

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT1 - TECH PROFESSIONALS - INDIV CONTRIB

Location	Job Title	Total En Persons	nployees Percent	Female	Minority
HQCA	Applications Developer 1				
HQCA	Applications Developer 2				
HQCA	Applications Developer 3				
HQCA	Applications Developer 4				
HQCA	Business Services Representative 5-S				
HQCA	Database Administrator 2-IT				
HQCA	Database Administrator 3-IT				
HQCA	Database Administrator 4-IT				
HQCA	Database Administrator 5-IT				
HQCA	Development Systems Administrator 4				
HQCA	Development Systems Administrator 5				
HQCA	Field Support Specialist 3				
HQCA	Hardware Developer 2				
HQCA	Hardware Developer 3				
HQCA	Hardware Developer 4				
HQCA	Hardware Developer 5				
HQCA	Hardware Developer 6				
HQCA	IT Business Implementation Analyst 2				
HQCA	IT Business Implementation Analyst 3				
HQCA	IT Business Implementation Analyst 4				
HQCA	IT Security Analyst 4				
HQCA	IT Security Analyst 5				
HQCA	Logistics Analyst 3				
HQCA	Logistics Analyst 4				
HQCA	Process Manufacturing Analyst 4				
HQCA	Product Manager/Strategy 2-ProdDev				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT1 - TECH PROFESSIONALS - INDIV CONTRIB

Total Employees

		i otal Employees		
Location	Job Title	Persons Percent	Female	Minority
HQCA	Product Manager/Strategy 3-ProdDev			
HQCA	Product Manager/Strategy 4-ProdDev			
HQCA	Product Manager/Strategy 5-ProdDev			
HQCA	Product Manager/Strategy 6-ProdDev			
HQCA	Product Manufacturing Analyst 3			
HQCA	Programmer Analyst 1-IT			
HQCA	Programmer Analyst 2-IT			
HQCA	Programmer Analyst 3-IT			
HQCA	Programmer Analyst 4-IT			
HQCA	Programmer Analyst 5-IT			
HQCA	QA Analyst 1-ProdDev			
HQCA	QA Analyst 2-ProdDev			
HQCA	QA Analyst 3-ProdDev			
HQCA	QA Analyst 4-ProdDev			
HQCA	QA Analyst 5-ProdDev			
HQCA	Release Developer 4			
HQCA	Software Developer 1			
HQCA	Software Developer 2			
HQCA	Software Developer 3			
HQCA	Software Developer 4			
HQCA	Software Developer 5			
HQCA	System Administrator 2-IT			
HQCA	System Administrator 3-IT			
HQCA	System Administrator 4-IT			
HQCA	System Administrator 5-IT			
HQCA	Systems Analyst 2-IT			

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT1 - TECH PROFESSIONALS - INDIV CONTRIB

			Total Employees					
Location	Job Title		Persons	Percent	Female	Minority		
HQCA	Systems Analyst 2-Support							
HQCA	Systems Analyst 3-Support							
HQCA	Systems Analyst 4-IT							
HQCA	Systems Analyst 4-Support							
HQCA	Systems Analyst 5-Support							
HQCA	Technical Analyst 2-Support							
HQCA	Technical Analyst 3-Support							
HQCA	Technical Analyst 4-Support							
HQCA	Technical Analyst 5-Support							
HQCA	Technical Architect 4							
HQCA	Technical Writer 3-ProdDev							
HQCA	Technical Writer 4-ProdDev							
HQCA	Technical Writer 5-ProdDev							
HQCA	User Experience Developer 2-ProdDev							
HQCA	User Experience Developer 3-ProdDev							
HQCA	User Experience Developer 4-ProdDev							
HQCA	User Experience Developer 5-ProdDev							
		Total #						
Totals		Total %						

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT2 - TECH PROFESSIONALS - MGMT

			nployees		
Location	Job Title	Persons	Percent	Female	Minority
HQCA	Adv Customer Service Support Directo				
HQCA	Adv Customer Service Support Snr Dir				
HQCA	Applications Developer - Architect				
HQCA	Applications Developer 5				
HQCA	Hardware Development Snr Director				
HQCA	IT Business Implementation Analyst 5				
HQCA	IT Director				
HQCA	IT Manager				
HQCA	IT Snr Director				
HQCA	IT Snr Manager				
HQCA	IT Supervisor				
HQCA	Manufacturing Test Manager				
HQCA	Product Mgmt/Strategy Director-ProdD				
HQCA	Product Mgmt/Strategy Manager-ProdDe				
HQCA	Product Mgmt/Strategy Snr Director-P				
HQCA	Product Mgmt/Strategy Snr Manager-Pr				
HQCA	Product Support Director				
HQCA	Product Support Manager				
HQCA	Product Support Sr. Director				
HQCA	Product Support Sr. Manager				
HQCA	QA Director-ProdDev				
HQCA	QA Manager-ProdDev				
HQCA	QA Snr Director-ProdDev				
HQCA	QA Snr Manager-ProdDev				
HQCA	Release Developer 5				
HQCA	Software Developer - Architect				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT2 - TECH PROFESSIONALS - MGMT

			Total E	mployees		
Location	Job Title		Persons	Percent	Female	Minori
HQCA	Software Development Director					
HQCA	Software Development Manager					
HQCA	Software Development Snr Director					
HQCA	Software Development Snr Manager					
HQCA	Technical Writer Director-ProdDev					
HQCA	Technical Writer Manager-ProdDev					
HQCA	Technical Writer Snr Director-ProdDe					
HQCA	Technical Writer Snr Manager-ProdDev					
Tatala		Total #				
Totals		Total %				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT3 - TECH PROFESSIONALS - SR. MGMT

			Total E.			
Location	Job Title	-	Persons	Percent	Female	Minority
HQCA	Hardware Development VP					
HQCA	IT VP					
HQCA	Product Mgmt/Strategy VP-ProdDev					
HQCA	Product Support VP					
HQCA	QA VP-ProdDev					
HQCA	Software Development VP					
HQCA	Technical Writer VP-ProdDev					
Totals		Total #				
i UlaiS		Total %				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S1 - SALES - INDIVID CONTRIB

		Total Er	nployees		
Location	Job Title	Persons	Percent	Female	Minority
HQCA	Alliances Consultant 2				
HQCA	Alliances Consultant 3				
HQCA	Alliances Consultant 4				
HQCA	Alliances Consultant 5				
HQCA	Applications Sales Representative I				
HQCA	Applications Sales Representative II				
HQCA	Applications Sales Representative IV				
HQCA	Applications Sales Representative V				
HQCA	Associate Internet Sales Consultant				
HQCA	Associate Internet Sales Representat				
HQCA	Associate Sales Consultant				
HQCA	Associate Telesales Business Develop				
HQCA	Business Development Consultant 3-Co				
HQCA	Business Development Consultant 4-Co				
HQCA	Business Development Consultant 5-Co				
HQCA	Business Development Representative				
HQCA	Channel Sales Representative II				
HQCA	Client Success Specialist III				
HQCA	Client Success Specialist IV				
HQCA	Client Success Specialist V				
HQCA	Financing Sales Representative III -				
HQCA	Financing Sales Representative IV -				
HQCA	Hardware Sales Representative II				
HQCA	Hardware Sales Representative III				
HQCA	Internet Sales Representative I				
HQCA	Internet Sales Representative II				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S1 - SALES - INDIVID CONTRIB

		Total En	nployees		
Location	Job Title	Persons	Percent	Female	Minority
HQCA	Internet Sales Representative III				
HQCA	Internet Sales Representative IV				
HQCA	Master Principal Sales Consultant				
HQCA	Oracle Architect V				
HQCA	Oracle Architect VI				
HQCA	Principal Internet Sales Consultant				
HQCA	Principal Sales Consultant				
HQCA	Senior Internet Sales Consultant				
HQCA	Senior Sales Consultant				
HQCA	Senior Telesales Sales Consultant				
HQCA	Services Renewal Representative IV				
HQCA	Services Sales Representative II				
HQCA	Services Sales Representative IV				
HQCA	Services Sales Representative V				
HQCA	Solution Specialist IV				
HQCA	Solution Specialist V				
HQCA	Staff Internet Sales Consultant				
HQCA	Staff Sales Consultant				
HQCA	Strategic Account Sales Representati				
HQCA	TL Internet Sales Consultant				
HQCA	Technology Sales Representative I				
HQCA	Technology Sales Representative II				
HQCA	Technology Sales Representative III				
HQCA	Technology Sales Representative IV				
HQCA	Technology Sales Representative V				
HQCA	Telesales Business Development Repre				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S1 - SALES - INDIVID CONTRIB

			Total El			
Location	Job Title		Persons	Percent	Female	Minority
HQCA	Telesales Channel Representative III					
HQCA	Telesales Representative II					
HQCA	Telesales Representative III					
Totals		Total #				
i Uldio		Total %				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S2 - SALES - MGMT

			nployees		
Location	Job Title	Persons	Percent	Female	Minority
HQCA	Alliances Director				
HQCA	Alliances Manager				
HQCA	Alliances Senior Director				
HQCA	Business Development Director - Sale				
HQCA	Business Development Snr Manager - S				
HQCA	Financing Snr Manager-Sales				
HQCA	Internet Sales Consulting Manager				
HQCA	Internet Sales Consulting Snr Direct				
HQCA	Internet Sales Consulting Snr Manage				
HQCA	Sales Consulting Director				
HQCA	Sales Consulting Manager				
HQCA	Sales Consulting Snr Director				
HQCA	Sales Consulting Snr Manager				
HQCA	Sales Director				
HQCA	Sales Manager				
HQCA	Sales Snr Director				
HQCA	Sales Snr Manager				
HQCA	Services Renewal Snr Director				
HQCA	Services Sales Director				
HQCA	Services Sales Snr Manager				
HQCA	Solution Specialist Snr Director				
HQCA	Solution Specialist Snr Manager				
HQCA	Telesales Business Development Manag				
HQCA	Telesales Business Development Snr M				
HQCA	Telesales/Internet Sales Director				
HQCA	Telesales/Internet Sales Manager				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S2 - SALES - MGMT

		Total Employees					
Location	Job Title		_	Persons	Percent	Female	Minority
HQCA	Telesales/Internet Sales Snr Directo						
HQCA	Telesales/Internet Sales Snr Manager						
Tatala		Total #					
Totals		Total %					

Job Group Analysis Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S3 - SALES - SR. MGMT

		Total Employees						
Location	Job Title		Persons	Percent	Female	Minority		
HQCA	Alliances Vice President							
HQCA	Business Development VP - Sales							
HQCA	Financing VP-Sales							
HQCA	Internet Sales Consulting VP							
HQCA	Sales Consulting Vice President							
HQCA	Sales VP							
HQCA	Services Renewal VP							
HQCA	Services Sales SVP							
HQCA	Services Sales VP							
HQCA	Solution Specialist Vice President							
HQCA	Telesales/Internet Sales Vice Presid							
Totals		Total #						
lotais		Total %						

Job Group Analysis Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: T1 - TECHNICAL - NONEXEMPT IC

			Total El	nployees		
Location	Job Title		Persons	Percent	Female	Minority
HQCA	Data Services Support A4-IT					
HQCA	Network/Telecom Systems Analyst 3-IT					
HQCA	Network/Telecom Systems Analyst 4-IT					
HQCA	Network/Telecom Systems Analyst 5-IT					
HQCA	Network/Telecom Systems Technician A					
Tatala		Total #				
Totals		Total %				

Job Group Analysis Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: T2 - TECHNICAL - EXEMPT IC

			Total E	mployees		
Location	Job Title		Persons	Percent	Female	Minority
HQCA	Internal Customer Tech Support 2-IT					
HQCA	Internal Customer Tech Support 3-IT					
HQCA	Internal Customer Tech Support 4-IT					
Tetala		Total #				
Totals		Total %				

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: A1 - ADMINISTRATIVE - NON-EXEMPT

Total Employees in Job Group: 89

Factor	Weight	l otal Female		l otal Minorities	
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: A2 - ADMINISTRATIVE - MID LEVEL

Total Employees in Job Group: 3

Factor	Weight	Total Female			otal prities
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: C1 - STUDENT INTERN

Total Employees in Job Group: 33

Factor	Weight	Total Female		Total Minorities	
		Avail	Avail Wtd		Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: M3 - EXECUTIVE MANAGEMENT

Total Employees in Job Group: 47

Factor			ntal nale	Total Minorities		
		Avail	Wtd	Avail	Wtd	
Requisite Skills in Recruitment Area						
Internally available						
Training Institutions						
In-house Training						
Factor 5 - Applicant Availability						
Total Weighted Availability						
Current Utilization						
Binomial Probability Exact Binomial less than or equal to 0.0500						

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

Total Employees in Job Group: 772

Factor	Weight		nale	Mino	ntal prities
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

Total Employees in Job Group: 485

Factor	Weight	Total Female			
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan:01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIAJob Group:PS3 - SYS ORIENTED PROFESSIONALS - SR. MGMT

Total Employees in Job Group: 70

Factor	Weight	Total Female			otal prities
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT1 - TECH PROFESSIONALS - INDIV CONTRIB

Total Employees in Job Group: 3,135

Factor	Weight	Total Female		Mino	ntal prities
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT2 - TECH PROFESSIONALS - MGMT

Total Employees in Job Group: 1,518

Factor			Total Female		otal prities
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT3 - TECH PROFESSIONALS - SR. MGMT

Total Employees in Job Group: 174

Factor	Weight	l otal Female			ntal prities
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S1 - SALES - INDIVID CONTRIB

Total Employees in Job Group: 893

Factor	Weight	Total Female			ntal rities
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S2 - SALES - MGMT

Total Employees in Job Group: 130

Factor	Weight	rotar Female			rtai rities
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S3 - SALES - SR. MGMT

Total Employees in Job Group: 32

Factor	Weight	l otal Female		l otal Minorities	
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability					
Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: T1 - TECHNICAL - NONEXEMPT IC

Total Employees in Job Group: 23

Factor	Weight	l otal Female		Nino	ital rities
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: T2 - TECHNICAL - EXEMPT IC

Total Employees in Job Group: 17

Factor	Weight	Total Female		Mino	tal rities
		Avail	Wtd	Avail	Wtd
Requisite Skills in Recruitment Area					
Internally available					
Training Institutions					
In-house Training					
Factor 5 - Applicant Availability					
Total Weighted Availability					
Current Utilization					
Binomial Probability Exact Binomial less than or equal to 0.0500					

CONFIDENTIAL Placement Goals Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group	Class	Goal Placement Rate %		
A1 - ADMINISTRATIVE - NON-EXE	MPT			
	Female			
PS3 - SYS ORIENTED PROFESSIO	NALS - SR. MGMT Minority			
PT3 - TECH PROFESSIONALS - SF	R. MGMT			
	Female			
S1 - SALES - INDIVID CONTRIB				
	Female			