
From: Shauna Holman Harries
To: Luong, Hoan - OFCCP
CC: Neil Bourque; Lida Daniel; Charles Nyakundi; Sean Smith; Kela Moon
Sent: 10/29/2015 9:16:09 PM
Subject: HQCA 13 of 29
Attachments: HQCA - Personnel File 12 - [REDACTED].zip

Best Regards,
Shauna Holman-Harries

ORACLE

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

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

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File Edit View Folder Tools Window Help

People

Name

Last [Redacted] Gender Female Action [Redacted]

First [Redacted] Person Type for Action [Redacted]

Title Ms Person Types Employee.Ex-applicant

Prefix [Redacted]

Suffix [Redacted] Identification Employee Social Security [Redacted]

Middle [Redacted]

Personal Employment Office Details Applicant Further Name Other Benefits

Birth Date [Redacted] Age [Redacted]

Town of Birth [Redacted] Status Married

Region of Birth [Redacted] Nationality [Redacted]

Country of Birth [Redacted] Registered Disabled No

Effective Dates

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

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name

Last

First

Title Ms

Prefix

Suffix

Middle

Gender Female

Action

Person Type for Action

Person Types

Employee.Ex-applicant

Identification

Employee

Social Security

Personal Employment Office Details Applicant Further Name Other Benefits

Ethnic Origin	Asian	I-9 Status	Yes
Ethnicity Disclosed	<input type="text"/>	I-9 Expiration	<input type="text"/>
VETS100	Not a Veteran	New Hire	Already Reported
<input type="checkbox"/> Child Support Obligation		Exception Reason	<input type="text"/>
<input type="checkbox"/> Opted for Medicare		Vets 100A	Not a Veteran

Effective Dates

From To

Latest Start Date [Nc]

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name

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

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

Identification
Employee Social Security [Redacted]

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

Office 300
Location 3rd
Mailstop 307D

Email [Redacted]@oracle.com
Mail To

Effective Dates
From [Redacted] To [Redacted] Latest Start Date [Redacted] [No]

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name

Last [Redacted] Gender Female Action [Redacted]

First [Redacted] Person Type for Action [Redacted]

Title Ms Person Types Employee, Ex-applicant

Prefix [Redacted]

Suffix [Redacted]

Middle H Identification Employee Social Security [Redacted]

Personal Employment Office Details Applicant Further Name Other Benefits

Honors [Redacted]

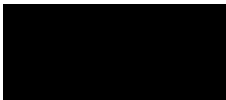
Preferred Name [Redacted]

Previous Last Name Lin

Effective Dates

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

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Previous Employment Information

Previous Employer

Employer		Start Date	
Address		End Date	
Country		Years	
Type	Unknown	Months	
Sub Type		Days	
Description		Further Information	

All Assignments []

Previous Job

Start Date	End Date	Job	Employee Category	Years	Months

Extra Information

Assignment - Previous Job Mappings

Assignment	Job	Start Date	End Date	Years	Months



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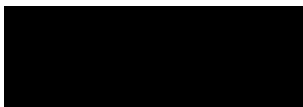
File Edit View Folder Tools Window Help

People

Schools and Colleges Attended

School or College	Start Date	End Date	Full Time	
[REDACTED]	[REDACTED]		<input checked="" type="checkbox"/>	[]
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	

From: 20 FEB 2012 To: Latest Start Date: 13-III-1998 Page 1 of 1



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File Edit View Folder Tools Window Help

People

Assignment

Organization	0EF1 - ADF for FA - Cloud - ORCL USA	Group	Oracle.No.Standard.No
Job	10020.Software Development Manager.PRO	Position	
Grade		Payroll	Semi-Monthly
Location	US-CA-Redwood City-200 Oracle Parkway	Status	Active Assignment
		Vacancy	
Assignment Number		Collective Agreement	
Assignment Category	Full Time - Regular	Employee Category	

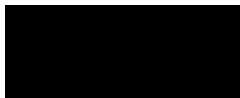
Salary Information Supervisor Probation & Notice Period Standard Conditions Statutory Information

Review Salary	Salary Basis	Annual	Review Performance
Every			Every

Effective Dates

From To [Sc]

Salary Entries Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Salary Administration

Previous Proposal

Date [Redacted]

Currency USD

Bases/Year 1

Conversion Rate 1.00

Salary Basis Annual

Last Value [Redacted]

Annual Salary [Redacted]

Converted Salary [Redacted]

Grade Salary Limits

Grade [Redacted]

Currency USD

Min Salary [Redacted]

Max Salary [Redacted]

Comparatio 93.521

Salary Proposal

Change Date [Redacted]

Change Value [Redacted]

Change % 3.597

Reason Annual Salary Review

Ranking [Redacted]

Currency USD

New Value [Redacted]

Annual Salary [Redacted]

Approved

Next Review [Redacted]

Performance Review [Redacted]

Salary Information

Salary Basis Annual

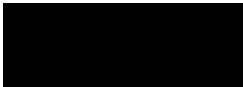
Pay Basis Annual Salary

Bases/Year 1

Proposal Components

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

Performance



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People

Performance

Interview

Type Performance Appraisal

Location

Date 24-OCT-2014

Rating 3 - Meets Expectations

Next Date []

Salary History

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

Salary History

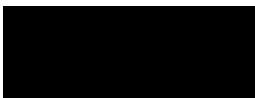
Change Date	Review Date	Reason	Approved	Currency	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
		Annual Salary Re	✓	USD		3,597								93.52					
		Annual Salary Re	✓	USD		3,583								92.00					
		Annual Salary Re	✓	USD		3,384								92.154					
		Transfer/Adjustm	✓	USD		0.0								94.024					
		Annual Salary Re	✓	USD		3,317								95.84					

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File Edit View Folder Tools Window Help

Salary History

Change Date	Review Date	Reason	Approved	Currency	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
		Annual Salary Re	✓	USD		20,455								96.55					
		Annual Salary Re	✓	USD		7.5								93.033					
		Annual Salary Re	✓	USD		11,111								90.008					
		Annual Salary Re	✓	USD		5,882								93.361					
		Salary Increase	✓	USD		3,659								105.257					



Change Date	Review Date	Reason	Approved	Currency	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparative	Minimum	Hourly	Payroll	Monthly	Annual	
		Annual Salary Re	<input checked="" type="checkbox"/>	USD			5.882							3.361						
		Salary Increase	<input checked="" type="checkbox"/>	USD			3.659							06.26						
			<input checked="" type="checkbox"/>	USD			17.143							13.67						
			<input checked="" type="checkbox"/>	USD			2.941							16.894						
			<input checked="" type="checkbox"/>	USD										17.647						

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File Edit View Folder Tools Window Help

People

Assignment

Organization: 0EF1 - ADF for FA - Cloud - ORCL USA
 Job: 10020 Software Development Manager.PRO
 Grade: [REDACTED]
 Location: US-CA-Redwood City-200 Oracle Parkway

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

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

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

Name: [REDACTED]
 Worker Number: [REDACTED]
 Assignment Number: [REDACTED]

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

Salary | Entries | Others...

Employment History

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File Edit View Folder Tools Window Help

Oracle

Oracle History of Assignments

From Date	To Date	Assignm	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal S	Organization	Payroll	People Group
03-MAY-2014	04-MAY-2014			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	SINA MCMANAM	12-MAY-2014 09:3	US-CA-Redwood C		17.00	40	09.00	DEF1 - ADF for FA	Semi-Monthly	Oracle No Standan
15-APR-2014	14-APR-2014			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	AARON RUST@OI	24-APR-2014 09:31	US-CA-Redwood C		17.00	40	09.00	DEF1 - ADF for FA	Semi-Monthly	Oracle No Standan
03-FEB-2014	02-FEB-2014			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	AARON RUST@OI	24-FEB-2014 10:07	US-CA-Redwood C		17.00	40	09.00	DEF1 - ADF for FA	Semi-Monthly	Oracle No Standan
27-JAN-2014	26-JAN-2014			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	AARON RUST@OI	24-FEB-2014 10:06	US-CA-Redwood C		17.00	40	09.00	DEF1 - ADF for FA	Semi-Monthly	Oracle No Standan

Oracle Applications - O32AP

File Edit View Folder Tools Window Help

Oracle

Oracle History of Assignments

Normal	Normal E	Normal S	Organization	Payroll	People Group	Position	Primary	Probati	Probatio	Probation	Reason	Recruiter	Recruite	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working E	Effective
1	40	09.00	DEF1 - ADF for FA	Semi-Monthly	Oracle No Standan		Yes				Transfer	Turner, Mr Allan (A)	Annual			FMLA Unpaid BE	Payroll Oracle Am				Week	
1	40	09.00	DEF1 - ADF for FA	Semi-Monthly	Oracle No Standan		Yes				Transfer	Turner, Mr Allan (A)	Annual			STD Paid BE	Payroll Oracle Am				Week	
1	40	09.00	DEF1 - ADF for FA	Semi-Monthly	Oracle No Standan		Yes				Transfer	Turner, Mr Allan (A)	Annual			STD WAITING PEP	Payroll Oracle Am				Week	
1	40	09.00	DEF1 - ADF for FA	Semi-Monthly	Oracle No Standan		Yes					Turner, Mr Allan (A)	Annual			Active Assignment	Payroll Oracle Am				Week	

Oracle Applications - O32AP

File Edit View Folder Tools Window Help

Oracle

Oracle History of Assignments

From Date	To Date	Assignm	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal S	Organization	Payroll	People Group
03-MAY-2014	24-JAN-2014			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	HR_PROCESS_UF	22-JAN-2014 22:49	US-CA-Redwood C		17.00	40	09.00	DEF1 - Force com	Semi-Monthly	Oracle No Standan
23-FEB-2012	23-OCT-2013			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ARTHUR ORZODO	21-OCT-2013 18:41	US-CA-Redwood C		17.00	40	09.00	SM38 - ADF Busin	Semi-Monthly	Oracle No Standan
22-NOV-2011	19-FEB-2012			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	16-MAR-2013 11:11	US-CA-Belmont-50		17.00	40	09.00	AC05 - On-Line Se	Semi-Monthly	Oracle No Standan
28-MAR-2011	21-NOV-2011			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	16-MAR-2013 11:11	US-CA-Belmont-50		17.00	40	09.00	AC05 - On-Line Se	Semi-Monthly	Oracle No Standan
19-FEB-2011	27-MAR-2011			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 13:41	US-CA-Belmont-50		17.00	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan

Oracle Applications - O32AP

File Edit View Folder Tools Window Help

Oracle

Oracle History of Assignments

Normal	Normal E	Normal S	Organization	Payroll	People Group	Position	Primary	Probati	Probatio	Probation	Reason	Recruiter	Recruite	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working E	Effective
1	40	09.00	DEF1 - Force com	Semi-Monthly	Oracle No Standan		Yes				Transfer	Turner, Mr Allan (A)	Annual			Active Assignment	Payroll Oracle Am				Week	
1	40	09.00	SM38 - ADF Busin	Semi-Monthly	Oracle No Standan		Yes				Transfer	Turner, Mr Allan (A)	Annual			Active Assignment	Payroll Oracle Am				Week	
1	40	09.00	AC05 - On-Line Se	Semi-Monthly	Oracle No Standan		Yes					Turner, Mr Allan (A)	Annual			Active Assignment	Payroll Oracle Am				Week	
1	40	09.00	AC05 - On-Line Se	Semi-Monthly	Oracle No Standan		Yes					Turner, Mr Allan (A)	Annual			Active Assignment	Payroll Oracle Am				Week	
1	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes					Turner, Mr Allan (A)	Annual			Active Assignment	Payroll Oracle Am				Week	

Oracle Applications - O32AP

File Edit View Folder Tools Window Help

Oracle

Oracle History of Assignments

From Date	To Date	Assignm	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal S	Organization	Payroll	People Group
03-OCT-2010	17-FEB-2011			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 18:2	US-CA-Belmont-50		17.00	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan
13-SEP-2010	03-OCT-2010			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 15:2	US-CA-Belmont-50		17.00	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan
02-AUG-2010	12-SEP-2010			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 17:2	US-CA-Belmont-50		17.00	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan
26-JUN-2010	01-AUG-2010			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 16:12	10P4		17.00	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan
04-JUN-2010	27-JUN-2010			Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 17:04	10P4		17.00	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan

Oracle Applications - O32AP

File Edit View Folder Tools Window Help

Oracle

Oracle History of Assignments

Normal	Normal E	Normal S	Organization	Payroll	People Group	Position	Primary	Probati	Probatio	Probation	Reason	Recruiter	Recruite	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working E	Effective
1	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes									Active Assignment	Payroll Oracle Am				Week	
1	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes									FMLA Unpaid BE	Payroll Oracle Am				Week	
1	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes									Active Assignment	Payroll Oracle Am				Week	
1	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes									Active Assignment	Payroll Oracle Am				Week	
1	40	09.00	S001 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes									FMLA Unpaid BE	Payroll Oracle Am				Week	

From Date	To Date	Assignm Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal	Organization	Payroll	People Group
23-MAY-2009	03-JUN-2010		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 18:02	10P4		17.00	40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan
15-MAR-2010	21-MAR-2010		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 13:26	10P4		17.00	40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan
16-FEB-2010	14-MAR-2010		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 13:26	10P4		17.00	40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan
26-MAY-2009	15-FEB-2010		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 12:31	10P4		17.00	40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan
13-OCT-2008	25-MAY-2009		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 18:11	20P5		17.00	40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan

Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probatic	Probatic	Probation	Reason	Recruiter	Recruiter	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working	Effective
40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes							Annual		STD Paid BE	Payroll Oracle Ams				Week	
40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes							Annual		STD WAITING PER	Payroll Oracle Ams				Week	
40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle Ams				Week	
40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USA				Week	

From Date	To Date	Assignm Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal	Organization	Payroll	People Group
28-SEP-2007	12-OCT-2008		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 21:06	20P5		17.00	40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan
19-JUN-2007	30-JUN-2007		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 18:2	20P5		17.00	40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan
10-OCT-2006	17-JUN-2007		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 15:2	20P5		17.00	40	08.00	0161 - OCS 11G - I	Semi-Monthly	Oracle No Standan
14-JUL-2006	09-OCT-2006		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 14:25	20P5		17.00	40	08.00	0161 - OCS 11G - I	Semi-Monthly	Oracle No Standan
08-MAY-2006	13-JUL-2006		Full Time - Regular		10020 Software Development Manager PRODEV SWENG M2	ANONYMOUS	22-DEC-2012 21:3	20P5		17.00	40	08.00	0161 - OCS 11G - I	Semi-Monthly	Oracle No Standan

Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probatic	Probatic	Probation	Reason	Recruiter	Recruiter	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working	Effective
40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USA				Week	
40	08.00	SO01 - Beehive - C	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USA				Week	
40	08.00	0161 - OCS 11G - I	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USA				Week	
40	08.00	0161 - OCS 11G - I	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USA				Week	

From Date	To Date	Assignm Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal	Organization	Payroll	People Group
03-MAR-2006	07-MAY-2006		Full Time - Regular		10540 Software Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 18:11	20P5		17.00	40	08.00	0161 - OCS 11G - I	Semi-Monthly	Oracle No Standan
01-MAR-2005	19-MAR-2006		Full Time - Regular		10540 Software Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 22:21	20P5		17.00	40	08.00	0A07 - OCS WebU	Semi-Monthly	Oracle No Standan
29-NOV-2005	28-FEB-2005		Full Time - Regular		10540 Software Developer 4 PRODEV SWENG IC4	ANONYMOUS	22-DEC-2012 13:38	20P5		17.00	40	08.00	0A07 - OCS WebU	Semi-Monthly	Oracle No Standan
03-JUN-2004	28-NOV-2004		Full Time - Regular		10530 Software Developer 3 PRODEV SWENG IC3	ANONYMOUS	22-DEC-2012 15:56	20P5		17.00	40	08.00	0A07 - OCS WebU	Semi-Monthly	Oracle No Standan
01-JUN-2004	02-JUN-2004		Full Time - Regular		10530 Software Developer 3 PRODEV SWENG IC3	ANONYMOUS	22-DEC-2012 17:2	20P5		17.00	40	08.00	0A07 - OCS WebU	Semi-Monthly	Oracle No Standan

Normal	Normal	Organization	Payroll	People Group	Position	Primary	Probatic	Probatic	Probation	Reason	Recruiter	Recruiter	Salary	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working	Effective
40	08.00	0161 - OCS 11G - I	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USA				Week	
40	08.00	0A07 - OCS WebU	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Payroll Oracle USA				Week	
40	08.00	0A07 - OCS WebU	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	
40	08.00	0A07 - OCS WebU	Semi-Monthly	Oracle No Standan		Yes							Annual		Active Assignment	Oracle America, In				Week	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Database History of Assignments

From Date	To Date	Assignm Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal S	Organization	Payroll	People Group
01-FEB-2003	01-MAY-2004		Full Time - Regular		10530 Software Developer 3 PRODEV SWENG IC3	ANONYMOUS	22-DEC-2012 14:25	20P5		17.60	40	08.00	0059 - OCS Email	Semi-Monthly	Oracle No Standan
01-JUL-2003	03-FEB-2004		Full Time - Regular		10530 Software Developer 3 PRODEV SWENG IC3	ANONYMOUS	22-DEC-2012 13:26	20P5		17.60	40	08.00	0059 - OCS Email	Semi-Monthly	Oracle No Standan
15-OCT-2002	30-JUN-2003		Full Time - Regular		10530 Software Developer 3 PRODEV SWENG IC3	ANONYMOUS	22-DEC-2012 13:26	20P5		17.60	40	08.00	0059 - OCS Email	Semi-Monthly	Oracle No Standan
16-SEP-2002	14-OCT-2002		Full Time - Regular		10530 Software Developer 3 PRODEV SWENG IC3	ANONYMOUS	22-DEC-2012 18:01	20P5		17.60	40	08.00	0V02 - Server Plat	Semi-Monthly	Oracle No Standan
01-AUG-2002	15-SEP-2002		Full Time - Regular		10530 Software Developer 3 PRODEV SWENG IC3	ANONYMOUS	22-DEC-2012 14:02	20P5		17.60	40	08.00	0V02 - Server Plat	Semi-Monthly	Oracle No Standan

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Database History of Assignments

Normal	Normal E	Normal S	Organization	Payroll	People Group	Position	Primary	Probate	Probatio	Probation Reason	Recruiter	Recruitm	Salary	Special	Status	Statutory Informa	Supervisor	Title	Vacancy	Working	Effective
40	08.00	0059 - OCS Email	Semi-Monthly	Oracle No Standan	Yes							Annual	Active Assignment	Oracle America, In						Week	
40	08.00	0059 - OCS Email	Semi-Monthly	Oracle No Standan	Yes							Annual	Active Assignment	Oracle America, In						Week	
40	08.00	0059 - OCS Email	Semi-Monthly	Oracle No Standan	Yes							Annual	Active Assignment	Oracle America, In						Week	
40	08.00	0V02 - Server Plat	Semi-Monthly	Oracle No Standan	Yes							Annual	Active Assignment	Oracle America, In						Week	
40	08.00	0V02 - Server Plat	Semi-Monthly	Oracle No Standan	Yes							Annual	LOA Unpaid BE	Oracle America, In						Week	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Database History of Assignments

From Date	To Date	Assignm Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal S	Organization	Payroll	People Group
20-SEP-2001	31-JUL-2002		Full Time - Regular		10530 Software Developer 3 PRODEV SWENG IC3	ANONYMOUS	22-DEC-2012 15:01	20P5		17.00	40	08.00	0V02 - Server Plat	Semi-Monthly	Oracle No Standan
01-MAR-2001	27-SEP-2001		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	22-DEC-2012 15:01	20P5		17.00	40	08.00	0V02 - Server Plat	Semi-Monthly	Oracle No Standan
01-NOV-2000	28-FEB-2001		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	23-DEC-2012 01:32	60P3		17.00	40	08.00	0V02 - Server Plat	Semi-Monthly	Oracle No Standan
04-DEC-1999	31-OCT-2000		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	22-DEC-2012 13:00	60P3		17.00	40	08.00	0615 - Database S	Semi-Monthly	Oracle No Standan
30-NOV-1999	03-DEC-1999		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	22-DEC-2012 18:27	60P3		17.00	40	08.00	0615 - Database S	Semi-Monthly	Oracle No Standan

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Database History of Assignments

Normal	Normal E	Normal S	Organization	Payroll	People Group	Position	Primary	Probate	Probatio	Probation Reason	Recruiter	Recruitm	Salary	Special	Status	Statutory Informa	Supervisor	Title	Vacancy	Working	Effective
40	08.00	0V02 - Server Plat	Semi-Monthly	Oracle No Standan	Yes							Annual	Active Assignment	Oracle America, In						Week	
40	08.00	0V02 - Server Plat	Semi-Monthly	Oracle No Standan	Yes							Annual	Active Assignment	Oracle America, In						Week	
40	08.00	0V02 - Server Plat	Semi-Monthly	Oracle No Standan	Yes							Annual	Active Assignment	Oracle America, In						Week	
40	08.00	0615 - Database S	Semi-Monthly	Oracle No Standan	Yes							Annual	Active Assignment	Oracle America, In						Week	
40	08.00	0615 - Database S	Semi-Monthly	Oracle No Standan	Yes							Annual	Active Assignment	Oracle America, In						Week	

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Database History of Assignments

From Date	To Date	Assignm Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal E	Normal	Normal S	Organization	Payroll	People Group
01-JUN-1999	29-NOV-1999		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	22-DEC-2012 18:11	60P3		17.00	40	08.00	0615 - Database S	Semi-Monthly	Oracle No Standan
15-APR-1999	31-MAY-1999		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	22-DEC-2012 13:06	60P3		17.00	40	08.00	0629 - Voice, Mob	Semi-Monthly	Oracle No Standan
01-DEC-1998	15-APR-1999		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	22-DEC-2012 15:51	60P3	No	17.00	40	08.00	0P06 - Hosted Den	Semi-Monthly	Oracle No Standan
09-OCT-1998	30-NOV-1998		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	22-DEC-2012 21:26	60P3		17.00	40	09.00	0077 - (Inactive) Pr	Semi-Monthly	Oracle No Standan
13-JUL-1998	07-OCT-1998		Full Time - Regular		10720 Applications Developer 2 PRODEV SWENG IC2	ANONYMOUS	22-DEC-2012 12:50	60P8		17.00	40	09.00	0077 - (Inactive) Pr	Semi-Monthly	Oracle No Standan

Oracle Applications - GSAP

File Edit View Folder Tools Window Help

Oracle

Database History of Assignments

Normal	Normal E	Normal S	Organization	Payroll	People Group	Position	Primary	Probate	Probatio	Probation Reason	Recruiter	Recruitm	Salary	Special	Status	Statutory Informa	Supervisor	Title	Vacancy	Working	Effective
3	40	08.00	0615 - Database S	Semi-Monthly	Oracle No Standan	Yes						Annual	Active Assignment	Oracle America, In						Week	
3	40	08.00	0629 - Voice, Mob	Semi-Monthly	Oracle No Standan	Yes						Annual	Active Assignment	Oracle America, In						Week	
3	40	08.00	0P06 - Hosted Den	Semi-Monthly	Oracle No Standan	Yes						Annual	Active Assignment	Oracle America, In						Week	
3	40	09.00	0077 - (Inactive) Pr	Semi-Monthly	Oracle No Standan	Yes						Annual	Active Assignment	Oracle America, In						Week	
3	40	09.00	0077 - (Inactive) Pr	Semi-Monthly	Oracle No Standan	Yes						Annual	Active Assignment	Oracle America, In						Week	

Employee Status Change Processing Form
 Current

New [REDACTED]

Work Schedule - - - - - / / /

__ Add new work schedule to HRMS / / /

__ Total Hours + Work Schedule Match

Salary Basis Annual Salary / / /

__ Change Timecard Req In HRMS

Base Salary: (current req) / / /

Percentage Change: / / /

__ Difference between Current and New = Pct. Ch

Car Allowance: / / /

Bonus: Type Amount

Cost Center / / /

/ / /

/ / /

/ / /

Manager Change: Last Name First Name Employee ID

Current Manager: / / /

New Manager:

Direct Reports: / / /

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

ASR Tara PSR Tara VERIFICATION ump

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



Submitter 0

I-mjw

Date:



Employee Status Change



Batch ID 3968

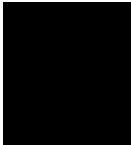
Is this a transfer? No
 Is this a promotion? No
 Is this an individual employee change in cost center, manager, or location? Yes
 Is Regular to Temp? No
 Will you be filling this employee's previous role? No

B. Employment Data

Last Name:

First Name:

Employee Number:



Current Cost Cent D77

New Cost Center P06

Current Hours:

New Hours:

Mon	Tue	Wed	Thu	Fri	Sat	Sun
-----	-----	-----	-----	-----	-----	-----

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title:

New Title:
Current Jobcode:

New Jobcode:
Current Location:

New Location:
Current Mgr L Name:

Current Mgr F Name:
Current Mgr Emp No.:

New Mgr Last Name:
New Mgr First Name:

New Mgr Emp No.:

Does this employee have direct reports? No
Direct Reports

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

C. Compensation

Salary Basis: Annual Salary
Current Base Salary:

New Base Salary:
Current Base Salary Chg %:

Date: [REDACTED] Employee Status Change [REDACTED]

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Current Variable*:
New Variable*:

Variable* % Change:
Current Total Target

New Total Target:
Target* % Change:

Current Quota \$*:
New Quota \$*:

Quota \$* % Change:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date: [REDACTED] Employee Status Change [REDACTED]

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

- 1.
- 2.
- 3.

F. Releasing Managers Comments

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

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

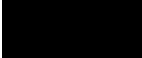
Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

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

[REDACTED] *Submitter* 0

Date:



Employee Status Change Processing Form



Batch ID 2439

Transfer	No	Promotion	No	Change	Yes	
					Audit Data	Verify
Approvals:					Prep	Entry
Employee ID:	_____					
Social Security #	_____					
Employee Last Name	_____					
Employee First Name	_____					
Effective Date	_____					
ASSIGNMENT:	Current				New	
Cost Center	d77		p06			/_/_ /_/_ /_/_
Change effective date to						/_/_ /_/_ /_/_
Job Code						/_/_ /_/_ /_/_
Location						/_/_ /_/_ /_/_
Location of HOME not in HRMS (Complete HOME Location Form)						
State Change:						
Go to HRMS Tax Info to activate						
Employment Category	_____					/_/_ /_/_ /_/_
Discretionary Title						
Current Title						
New Title						
Hours: (not > 40)						/_/_ /_/_ /_/_
Vacation Accrual Change						/_/_ /_/_ /_/_
	Full to Part					/_/_ /_/_ /_/_
	Part to Full					

59 SEP 14 PM 3:45

ORACLE HRMS
SHERWOOD, OREGON

Employee Status Change Processing Form
Current New

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

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

__ Total Hours + Work Schedule Match

Salary Basis Annual Salary /_/_/ /_/_/ /_/_/

__ Change Timecard Req In HRMS /_/_/ /_/_/ /_/_/

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

Percentage Change: /_/_/ /_/_/ /_/_/

__ Difference between Current and New = Pct. Ch

Car Allowance: /_/_/ /_/_/ /_/_/

Bonus: Type Amount Cost Center

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

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

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

Manager Change: Last Name First Name Employee ID

Current Manager: /_/_/ /_/_/ /_/_/

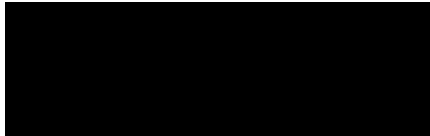
New Manager: /_/_/ /_/_/ /_/_/

Direct Reports: /_/_/ /_/_/ /_/_/

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

ASR PSR VERIFICATION

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



0
1
2

Date:



Employee Status Change

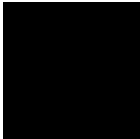


Batch ID 2439

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

B. Employment Data

Last Name:



First Name:

Employee Number:

Current Cost Cent d77

New Cost Center p06

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title:

New Title:
Current Jobcode:

New Jobcode:
Current Location:

New Location:
Current Mgr L Name:

Current Mgr F Name:
Current Mgr Emp No.:

New Mgr Last Name:
New Mgr First Name:

New Mgr Emp No.:

Does this employee have direct reports? No
Direct Reports

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

C. Compensation

Salary Basis: Annual Salary
Current Base Salary:

New Base Salary:
Current Base Salary Chg %:

Date: [REDACTED] Employee Status Change [REDACTED]

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Current Variable*:
New Variable*:

Variable* % Change:
Current Total Target

New Total Target:
Target* % Change:

Current Quota \$*:
New Quota \$*:

Quota \$* % Change:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date: [REDACTED] Employee Status Change [REDACTED]

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

- 1.
- 2.
- 3.

F. Releasing Managers Comments

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

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

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

[REDACTED]
0
1
2

PAGE 1
XTRAC Work Item CURNODE RHRORPC [REDACTED] 14:17:44

File #: W00824-15SEP98 Item Type: STATCH Sub Type: CSTCTR Status: RSLVD
Originator: 1 Parties
Acct #: TIN/SSN: [REDACTED] Acct Type: 0 Plan #:
Customer: [REDACTED]
Address: ΔΔΔ

City/State: Zip:
Country: Phone: Ext:
BADG EMAD
EXNO ROLE
STAT CNAM ORACLE
INTW AuditPrep EVNT Item
Amount: 0
Comm Type: WEBIN Rep ID: A228471 Department: RHRORPC Pri: 0
Problem: N Cause: INVALID DATA Sub Cause: ORACLEERR 351(d)? N
Memo: JOB CODE NOW VALID
Batch No P18-24843
DF 34494
Invalid Cost Center P06
[REDACTED]

Scan

Page: 2

XTRAC Notes CURNODE RHRORCS [REDACTED] 14:17:44
File #: W00824091598 Item Type: STATCH Sub Type: CSTCTR
Account#: TIN/SSN: [REDACTED]
Customer: [REDACTED]

Related Accounts:

Note Name: Control #:
Representative: A241120 Creation Date/Time: 09/21/98 02:09:33
Memo:
Notes:

CODE CODE NOW VALID.

J. WALLACE

Note Name: Control #:
Representative: A241120 Creation Date/Time: 09/21/98 02:10:46
Memo:
Notes:

JOB CODE NOW VALID

Subject: RE: end of Personal Leave of Absence
From: "crystal wong" <crystal.wong@oracle.com>
Date: Mon, 3 Nov 2008 15:15:44 -0800
To: "hrssc-ploa_us@oracle.com" <hrssc-ploa_us@oracle.com>
CC: [REDACTED]@oracle.com" [REDACTED]@oracle.com> , "Sondra Bollar" <SONDRA.BOLLAR@oracle.com>

Hi Sondra and [REDACTED] I am forwarding this to the HR Shared Service Center for processing.

HRSSC- please process this end of PLOA for [REDACTED]

Thanks,
Crystal

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

From: Sondra Bollar [mailto:SONDRA.BOLLAR@oracle.com]
Sent: Monday, November 03, 2008 1:08 PM
To: crystal.wong@oracle.com
Cc: [REDACTED]
Subject: FW: end of Personal Leave of Absence

Crystal -
Received an older email that managers were supposed to send an email template, but the email below sent today, looks like the ending leave template.

Is there anything I need to do to end [REDACTED] leave or is this email below it?

thanks

Sondra

Sondra Bollar | Software Development Director | 650.506.2157
Oracle Beehive
100 Oracle Parkway | MS 10p4 | Redwood Shores, CA 94065

From: [REDACTED]
Sent: Monday, November 03, 2008 6:53 AM
To: Sondra Bollar; Crystal Wong
Cc: hrssc-ploa_us@oracle.com
Subject: end of Personal Leave of Absence

Template : LOA - Personal
Owner : [hrssc-americas_ww](#)
Expiration Date : 15-Dec-2008

To : sondra.bollar@oracle.c
From : [REDACTED]@oracle.com
CC : hrssc-ploa_us@oracle.c
Subject : end of Personal Leave c

Personal Leave 10 days or Less Instructions:

1. Log into Employee Self Service.
2. Time Entry > Create Timecard.
3. Choose the period of your Personal leave.
4. From the Timecard Type drop down box choose "Unpaid Time Off (<= 10 days)".
5. Submit your Timecard.

Personal Leave greater than 10 days Instructions:

1. Include your manager and HR Representative's email addresses in the TO: box.

2. Choose Request type.
3. Enter in your employee details in the provided fields.
4. Fill out the appropriate section of the form with the dates in DD-MMM-YYYY f
5. Send the form to your manager and HR Rep for approval.
6. Once they approve, forward their approvals to hrssc-ploa_us@oracle.com

Please note that all Personal Leaves are subject to manager approval. For more details regarding a Personal Leave of Absence please refer to the following link:

PLEASE UPDATE YOUR PERSONAL INFORMATION (address, phone number) USING EMPLOYEE SELF SERVICE APPS PRIOR TO YOUR LEAVE REQUEST.

NOTE REGARDING YOUR BENEFITS: If you have returned to work from an unpaid leave and/or dependent care reimbursement account prior to your leave, you will need to contact HR at 650-506-9800 or fill out this form at: <http://hrweb.us.oracle.com/benefits/return-to-work-date>. While on an unpaid leave the contributions towards your retirement have stopped. Your Benefits Representative can assist you to initiate any catch up dependent care contributions so that you meet your elected health and/or dependent care requirements.

Choose Request Type

End Personal Leave

The following information is regarding the employee requesting the personal leave:

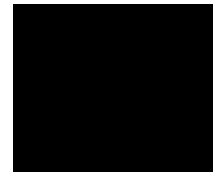
Employee Last Name:

Employee First Name:

Employee ID#

Date of Hire (DD-MMM-YYYY) (example: 31-JAN-2001)

Leave History



The following three sections of this form require date information for your LOA. The dates refer to actual work days (Monday - Friday). If your normal work week includes Saturday or Sunday, please indicate your work schedule in the comment field of the relative to the date.

Please read the directions and complete only the section that applies to you.

Complete the following section if you are requesting a NEW personal leave.

Leave Start Date: (first work date missed)

Expected Return to Work Date: (first date expected at work)

Leave Reason:

Comments:

Complete the following section of this form if you wish to CHANGE an existing personal leave.

Current Start Date:
Current Expected Return to Work Date:
New Start Date:
New Expected Return to Work Date:
Comments:

Complete the following section to **END** your personal leave.

Actual Return Date: 
Comments:

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

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

image001.png	Content-Type: application/octet-stream
	Content-Encoding: base64

ORACLE Recruitment Administrator

EEH

Home Logout Preferences

Home Vacancies & Offers

NID

34944

Offers Workbench >

Candidate Details:

Applicant Number	[Redacted]	<input type="button" value="Background Check"/>	<input type="button" value="Back"/>	Candidate 7	<input type="button" value="Next"/>
Name	[Redacted]			Preferred Language	English
Email Address	[Redacted]			Current Applications	2
Location	[Redacted]			Organization	AC05 - On-Line Service/Call Center - ORCL USA
Current Employer	Oracle America, Inc.			Application Date	[Redacted]
Home Phone Number	[Redacted]			Offer Status	Closed
Last Degree Completed	Master's				
Vacancy	[Redacted]				
Job Title	10020.Software Development Manager.PRODEV.SWENG.M2				
Offer Extended Date	[Redacted]				

Candidate Profile Qualifications Jobs Considered For Applications Offers

Select Offer:

Select	Vacancy	Posting Name	Expiry Date	Proposed Start Date	Offer Creation Date	Offer Status
<input type="radio"/>	[Redacted]	Software Development Snr Manager	[Redacted]	[Redacted]	23-Jan-2012	Closed

START DATE EMPH
2/21

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

Action

Basic Offer Details

Business Group **Oracle America, Inc.**
 Vacancy Number [REDACTED]
 Proposed Start Date [REDACTED]
 Job **10020.Software Development
 Manager.PRODEV.SWENG.M2**
 Grade [REDACTED]
 Organization **SM38 - ADF Business
 Components - ORCL USA**
 Location **HQ200**
 Manager [REDACTED]
 Manager Email [REDACTED]@oracle.com
 Manager Employee Number [REDACTED]
 Offer Close Reason **Offer Accepted by Applicant**
 Offer Respondent User [REDACTED]
 Offer Respondent Name [REDACTED]
 Response Received Time [REDACTED]
 Expiry Date [REDACTED]
 Work Hours **40**
 Discretionary Job Title **Software Development
 Manager**

Product Association **Not Applicable**
 N/A
 Industry **Not Applicable**
 N/A
 Budgeted Headcount **Yes**
 Salary in Budget **Yes**
 Replacement Hire **Yes**
 Replaced Employee [REDACTED]
 Justification for this hire **Replacing ADF
 Business
 Components
 Tooling
 Development
 Manager**
 Candidate Source [REDACTED]
 Employee Referral Name [REDACTED]
 Channel [REDACTED]
 Former Acquired Company Name [REDACTED]
 Candidate's Current Company/Job Title **Oracle/Sioftware
 Development
 Manager**
 Candidate's Current Salary/ATV [REDACTED]
 Shift/Premium Eligible [REDACTED]
 Vacation Plan **Standard
 Vacation Plan**
 Work Schedule **1 Schedule:
 8-8-8-8-0-0**
 Hire Type **Internal
 Transfer**

Salary Information

Salary Basis **Annual**
 Proposed Salary [REDACTED]
 Grade Range [REDACTED]
 Comparatio **94.02**
 Quartile **2**
 Annualized FTE Salary [REDACTED]
 Annualized Salary [REDACTED]
 ✓TIP Conversion rate as on [REDACTED] from USD to USD: 1 USD =

Additional Offer Details

Individual Compensation Plans for Offers

Stock Justification
 ✓ Car Allowance Justification
 Relocation Amount [REDACTED]
 Justification
 Sign On Bonus Justification

Attachments

Internal Documents

Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
No results found.								

External Documents

Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
No results found.								

Offer History

Offer Status	User	Date/Time
Closed		
Extended		
Approved		
Pending For Approval		
Return for Correction	Ton, Vicki	
Pending For Approval		

Approval History

Line number	Approver	Approver Type	Category	Approval Status	Date	Comment
1	Bollar, Sondra	HR People	Approver	Approved	10-Feb-2012 15:48:26	
2	Ton, Vicki	HR People	Approver	Approved	10-Feb-2012 16:14:45	Approved, lateral internal transfer.
3	Tonas, Chris	HR People	Approver	Approved	10-Feb-2012 17:40:48	
4	Farrell, Ted	HR People	Approver	Approved	14-Feb-2012 09:07:13	
5	Kurian, Thomas	HR People	Approver	Approved	16-Feb-2012 14:55:07	
6	De Groot, Mike	HR People	Approver	Approved	17-Feb-2012 21:33:42	
7	HROFFERS	HR People	For Your Information	Notified	17-Feb-2012 21:33:45	

[Return To Search](#)

Candidate 7

[Home](#)
[Vacancies & Offers](#)
[Home](#)
[Logout](#)
[Preferences](#)

[Privacy Statement](#)

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Objective

To be involved in security-related product development

Skills

- 13 years of enterprise web application experience and 5+ years in engineering management
- Strong leadership skills, including willingness to make decisions, communicate business strategies by laying out achievable plans and foster trust by listening to team members and helping them to succeed
- Deliver ahead of schedule for every release with least amount of bugs
- Employ competency- and behavioral-based interviews to hire top notch engineers fitting organizational needs
- Strong hands-on Java, J2EE, JSP, Java Servlet, JNDI, HTML, JavaScript, CSS, UIX, ADF, WebLogic, OC4J, Tomcat, Linux; open standards such as IMAP, LDAP, HTTP, XML and Web Services, and tools such as JProbe, CruiseControl, IntelliJ, JDeveloper, Subversion, Microsoft Project, Visio
- Experience with Agile/Scrum and Test-driven development methodologies

Experience

Oracle Corporation ([redacted]) *Redwood Shores, CA*

[redacted] based on SOA, is the second generation collaboration solution from Oracle. Manage a team of six developers (2 remote) to deliver [redacted] and taskflows for [redacted] using web services. Involved in all aspects of technical, project and people management from [redacted] releases:

- Scope and prioritize features with product managers and developers
- Lead technical discussions/reviews to ensure architectural consistency
- Set schedule, monitor and control progress using MS Project
- Lead weekly team meetings, prioritize tasks, and conduct performance reviews
- Implement build process and daily deployment on hosted servers using ant and CruiseControl
- Ensure compliance with software development lifecycle standards
- Triage and prioritize bugs by first troubleshooting and resolving system issues
- Enforce Oracle security standards as security point of contact

[redacted] Led a team of two developers to deliver WebMail, a UIX-based mail application, and EM integration of WAC, an AJAX-based mail application. Involved in both coding and people management from [redacted] releases:

- Fulfill product exit criteria such as high-availability, security checklist, accessibility/VPAT and internationalization
- Drive regular bug hunts for extended team of 20+ developers
- Attend VP-led meetings to improve availability and performance of OCS
- Coordinate across teams to deliver seamless navigation and look & feel between mail, calendar, files and web conferencing applications

[redacted] Unified Messaging stores emails, voice mails and faxes in a single repository. It allows users to retrieve and to send their messages via web browsers, handsets, and data-enabled mobile devices.

Involved in coding of both [redacted] web clients:

- Leverage the MVC architecture using JSP and Java Servlet

- Work with [REDACTED] teams
- Implement special-case character-encoding algorithm following the advice of the globalization team
- Train and advise field consultants and customers, both internal and external
- Support Oracle Data Center operations (daily average of 5,000 unique hits)
- Integrate with Oracle Portal and Oracle Calendar using Single Sign-On (SSO)

Education

[REDACTED]
Recipient of a Master of Engineering degree in EE & CS, May [REDACTED]

Recipient of a Bachelor of Science degree in EE & CS, May [REDACTED]

Interests

Ran and completed the 2008 Chicago Marathon.

Ran and completed the 2007 San Jose Rock 'n Roll Half-Marathon.

Other interests include swimming, hiking, reading (especially The New Yorker), cooking, theatre-going, and classical music/ballet/opera.

Background

US Citizen. References upon request.

WOODHS - 11 MAR

Date: [REDACTED] *WJ* Employee Status Change Processing Form

[REDACTED] APPROVALS

Batch ID 5478

Transfer	No	Promotion	No	Change	Yes
Approvals:				Audit Data	Verify
Employee ID:	[REDACTED]			Prep	Entry
Social Security #	[REDACTED]				
Employee Last Name	[REDACTED]				
Employee First Name	[REDACTED]				
Effective Date					
ASSIGNMENT:	Current		New		
Cost Center	p06		p06	/	/
__ Change effective date to				/	/
Job Code				/	/
Location				/	/
__ Location of HOME not in HRMS					
(Complete HOME Location Form)					
__ State Change:					
__ Go to HRMS Tax Info to activate					
Employment Category				/	/
Discretionary Title				/	/
Current Title					
New Title					
Hours: (not > 40)				/	/
__ Vacation Accrual Change				/	/
__ Full to Part				/	/
__ Part to Full				/	/

68:01WV 6-00166

APPROVALS
SHERISSA ALLEN

Employee Status Change Processing Form
Current

New

Work Schedule - - - - - / / /

___ Add new work schedule to HRMS / / /

___ Total Hours + Work Schedule Match

Annual Salary

Salary Basis / / /

___ Change Timecard Req In HRMS

Base Salary: / / /

(current req) / / /

Percentage Change: / / /

Difference between Current and New = Pct. Ch

Car Allowance: / / /

Bonus: Type Amount

Cost Center

/ / /

/ / /

/ / /

Manager Change:

Last Name First Name

Employee ID

Current Manager:

[Redacted]

/ / /

New Manager:

[Redacted]

Direct Reports: / / /

1. / / /

2. / / /

3. / / /

4. / / /

5. / / /

6. / / /

7. / / /

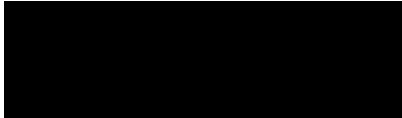
8. / / /

9. / / /

10. / / /

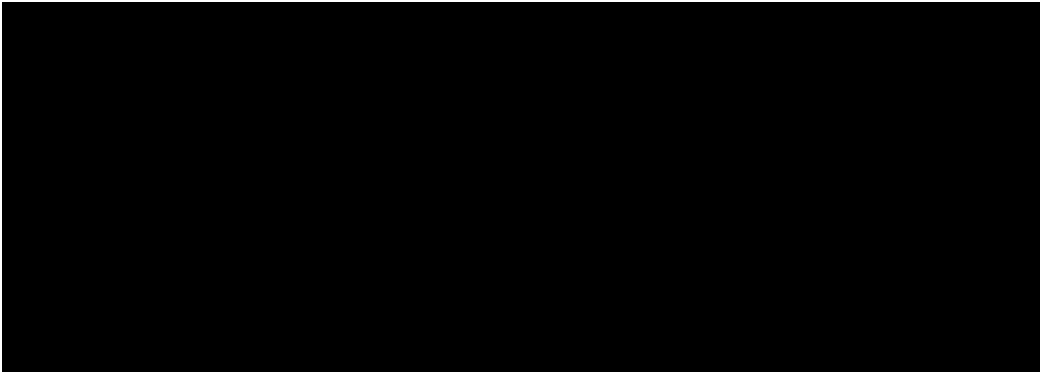
ASR _____ PSR _____ VERIFICATION _____

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



0
1
2

LCM



Date:



Employee Status Change



Batch ID 5478

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

B. Employment Data

Last Name:

First Name:



Employee Number:

Current Cost Cent p06

New Cost Center p06

Current Hours:

New Hours:

Mon	Tue	Wed	Thu	Fri	Sat	Sun
-----	-----	-----	-----	-----	-----	-----

Date: [REDACTED] Employee Status Change [REDACTED]

Current Title:

New Title:

Current Jobcode:

New Jobcode:

Current Location:

New Location:

Current Mgr L Name: [REDACTED]

Current Mgr F Name:

Current Mgr Emp No.:

New Mgr Last Name:

New Mgr First Name:

New Mgr Emp No.:

Does this employee have direct reports? No
Direct Reports

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

C. Compensation

Salary Basis: Annual Salary

Current Base Salary:

New Base Salary:

Current Base Salary Chg %:

Date: [REDACTED] Employee Status Change [REDACTED]

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Current Variable*:
New Variable*:

Variable* % Change:
Current Total Target

New Total Target:
Target* % Change:

Current Quota \$*:
New Quota \$*:

Quota \$* % Change:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date: [REDACTED] Employee Status Change [REDACTED]

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

- 1.
- 2.
- 3.

F. Releasing Managers Comments

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

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

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

[REDACTED]
0
1
2

Date:



Employee Status Change Processing Form



Batch ID 6215

Transfer No Promotion No Change Yes

Approvals: Reject Audit Data Verify
Prep Entry

Employee ID: [Redacted]

Social Security # [Redacted]

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

Effective Date
ASSIGNMENT: Current New

Cost Center P06 P06 OK / / /
 ___ Change effective date to / / /

Job Code / / /

Location / / /
 ___ Location of HOME not in HRMS
 (Complete HOME Location Form)
 ___ State Change:
 ___ Go to HRMS Tax Info to activate

Employment Category _____ / / /

Discretionary Title
 Current Title
 New Title / / /

Hours: (not > 40) / / /

___ Vacation Accrual Change / / /
 ___ Full to Part / / /
 ___ Part to Full / / /

APPROVED
SINCE 12/15/11

Employee Status Change Processing Form
Current

New [Redacted]

Work Schedule - - - - - / / /

__ Add new work schedule to HRMS / / /

__ Total Hours + Work Schedule Match

Salary Basis Annual Salary / / /

__ Change Timecard Req In HRMS / / /

Base Salary: (current req) / / /

Percentage Change: / / /

Difference between Current and New = Pct. Ch

Car Allowance: / / /

Bonus: Type Amount / / /

Cost Center / / /

/ / /

/ / /

Manager Change: / / /

Last Name First Name Employee ID

Current Manager: [Redacted] / / /

New Manager: [Redacted] / / /

Direct Reports: / / /

1. / / /

2. / / /

3. / / /

4. / / /

5. / / /

6. / / /

7. / / /

8. / / /

9. / / /

10. / / /

ASR cac PSR _____ VERIFICATION _____

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



0
1
2
4



Date: [REDACTED] Employee Status Change [REDACTED]

Batch ID 6215

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

B. Employment Data

Last Name: [REDACTED]
First Name: [REDACTED]
Employee Number: [REDACTED]
Current Cost Cent p06
New Cost Center p06
Current Hours:
New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date [REDACTED] Employee Status Change [REDACTED]
Current Title:

New Title:
Current Jobcode:

New Jobcode:
Current Location:

New Location:
Current Mgr L Name: [REDACTED]

Current Mgr F Name:
Current Mgr Emp No.:

New Mgr Last Name:
New Mgr First Name:

New Mgr Emp No.:

Does this employee have direct reports? No
Direct Reports

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

C. Compensation

Salary Basis: Annual Salary
Current Base Salary:

New Base Salary:
Current Base Salary Chg %:

Date: [REDACTED] Employee Status Change [REDACTED]

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Current Variable*:
New Variable*:

Variable* % Change:
Current Total Target

New Total Target:
Target* % Change:

Current Quota \$*:
New Quota \$*:

Quota \$* % Change:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (pick one)?

Employee initiated response to job posting

Date [REDACTED] Employee Status Change [REDACTED]

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

- 1.
- 2.
- 3.

F. Releasing Managers Comments

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

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:
11mar99 - FESCO. APPROVALS - [REDACTED] is changing Managers within Development. This ESC for its ready processing requires the Approval of his Lowest Common Manager: [REDACTED]
djb.

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

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

[REDACTED]

- 0
- 1
- 2

Work Item: _____

CHECK REQUEST

Name: [REDACTED]

Employee ID: [REDACTED]

Social Security #: [REDACTED]

- Reason:**
- Term Check
 - New Hire Retro
 - Other Retro
 - Missed Time Entry Cutoff
 - Employee Request
 - Nacha Return
 - Processing Error
 - Other (specify): vertex elements missing from ck.

CHECK REPLACEMENT

Check/Advice #: [REDACTED] Pay Date: [REDACTED] Net Amount: [REDACTED]

Check	<input checked="" type="checkbox"/> Stop Payment <u>void @ Bank only</u> <u>Physical ok attached</u>	<input type="checkbox"/> Void/Reissue	<input checked="" type="checkbox"/> Void/Reversal of Wages
Direct Deposit	<input type="checkbox"/> EFT Reversal	<input type="checkbox"/> Nacha Void/Reissue	<input type="checkbox"/> Nacha Void/Reversal Of W
Bank Name: _____		Account Type: <input type="checkbox"/> Checking <input type="checkbox"/> Sa	
Transit #: _____		Account #: _____	

Stop Pay/EFT Reversal Placed	Date	Done By
Stop Payment/EFT Reversal Confirmed	Date	Done By
Void/Reissue Performed	Date	Done By
Void/Reversal Performed	Date	Done By

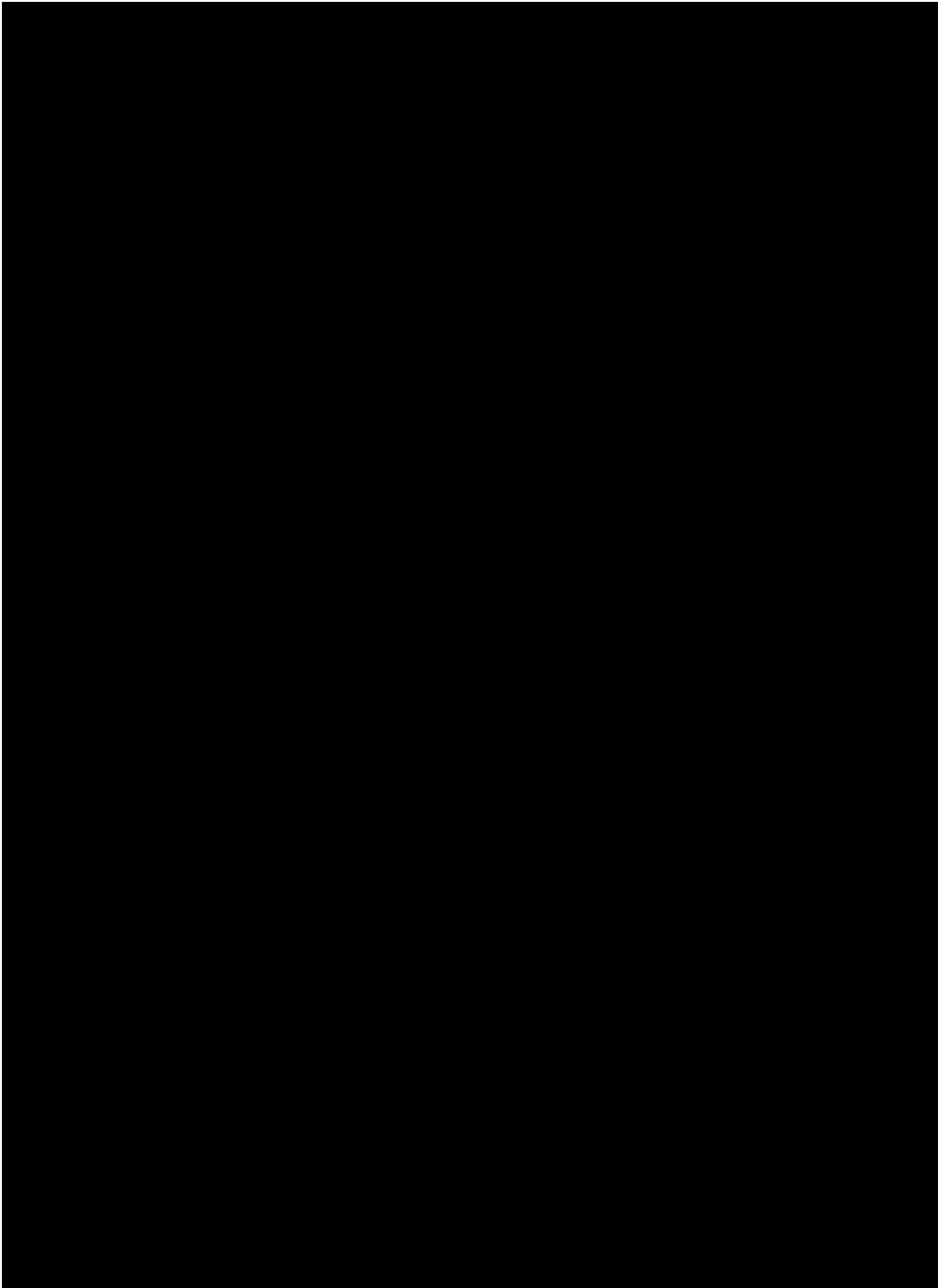
QUICK PAY	Element	Amount
	_____	_____
	_____	_____

Distribution Instructions:

- Overnight to Office
 - Overnight to Home
 - Send by Regular Mail
 - Remote Print
 - Include in Payroll
- Address: _____

Comments: Will correct vertex and initiate new ck.

Prepared By: Melanie Lemieux Date: [REDACTED]



Date:



Employee Status Change Processing Form



Batch ID 3020

Transfer	No	Promotion	No	Change	Yes
Approvals:		<u>OK</u>		Audit Data	Verify
Employee ID:				Prep	Entry
Social Security #					
Employee Last Name					
Employee First Name					
Effective Date					
ASSIGNMENT:	Current			New	
Cost Center				/	/
Change effective date to				/	/
Job Code				/	/
Location			6op307d	/	/
Location of HOME not in HRMS				/	/
(Complete HOME Location Form)				/	/
State Change:				/	/
Go to HRMS Tax Info to activate				/	/
Employment Category				/	/
Discretionary Title				/	/
Current Title				/	/
New Title				/	/
Hours: (not > 40)				/	/
Vacation Accrual Change				/	/
Full to Part				/	/
Part to Full				/	/

00:6 MW 6-100 66
FIDELITY INVESTMENT
PAYROLL DEPARTMENT
RECEIVED
06/06/06

Employee Status Change Processing Form
Current

New



Work Schedule - - - - - / / /

__ Add new work schedule to HRMS / / /

__ Total Hours + Work Schedule
Match

Salary Basis Annual Salary / / /

__ Change Timecard Req In HRMS

Base Salary: (current req) / / /

Percentage Change: / / /

__ Difference between
Current and New = Pct. Ch

Car Allowance: / / /

Bonus: Type Amount
Cost Center

/ / /

/ / /

/ / /

Manager Change:
Last Name First Name Employee ID

Current Manager: / / /

New Manager:

Direct Reports: / / /

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

ASR Tara PSR Tara VERIFICATION JL

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

[REDACTED]	0
[REDACTED]	1

Date:



Employee Status Change



Batch ID

3020

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

B. Employment Data

Last Name:

First Name:

Employee Number:

Current Cost Cent

New Cost Center

Current Hours:

New Hours:

Mon Tue Wed Thu Fri Sat Sun

Date: [REDACTED] Employee Status Change [REDACTED]

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

- 1.
- 2.
- 3.

F. Releasing Managers Comments

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

G. Position Information

Job Post #:
Date Posted:

Job Description - provide a brief description of the position:

Comments:

Effective Date: [REDACTED]

Current Business Unit: Development - Larry Ellison

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

[REDACTED]

0
1

HIRE PROCESSING FORM
NEW HIRE **RE-HIRE** **TEMP TO REGULAR** **TEMPORARY HIRE**
 (For Personal Info & Emergency Contact refer to Personal Info Sheet)

EMPLOYEE# [REDACTED] ✓ * Required Fields
 EMPLOYEE NAME [REDACTED] ✓
 EFFECTIVE/HIRE DATE: [REDACTED] ✓ ✓ *EMPLOYEE TYPE: EE ✓

Employment Information

*Ethnic Origin ASIAN ✓
 **Veteran Status Yes No
 **Disability Status Yes No
 **If not declared set as No
 Gender F ✓ Visa Type _____
 Special Vac. Accrual Date _____
 Special Ben. Accrual Date _____

Office Location

Office Bldg # _____
 Location Flr # 600 OP ✓ ✓
 Cube # BTU ✓ ✓

Additional Personal Information

Boot Camp - Yes No ✓ ✓

Assignment Information

*Organization/Cost Code D77 ✓ ✓
 *Job Code 10720 ✓ ✓
 *Location Code 6 OP 8 ✓ ✓
 *Semi-Monthly Hourly ✓ ✓
 *Employee Category
 Full-time Regular ✓ ✓
 Part-time Temp
 *Manager's Name [REDACTED]
 *Mgr.'s Employee ID# [REDACTED]
 *GRE & other data ORACLE ✓ ✓

Timecard Required

*Yes No ✓ ✓

Salary Information

*Annual Hourly ✓ ✓
 *HR Code: 01 ✓
 *Job Title APPLICATIONS ENGINEER ✓ ✓

Special Information

Education:
 School: [REDACTED] ✓ ✓ ~~Stanford School~~
 GPA: _____ DSB
 Graduated: MAY [REDACTED] ✓ ✓ (month/year)
 Degree type: M-ENG ✓ ✓
 Degree major: EE & CS ✓ ✓

Elements Element Value

*Regular Salary [REDACTED]
 *Regular Wages _____
 Car Allowance _____
 Bonus Draw _____
 Relocation _____
 Retro Pay _____
 Sign On Bonus [REDACTED]
 *Vacation [REDACTED] ✓ ✓
 (Required if applicable)
 Stock Options [REDACTED] ✓ ✓
 Resume Exists Yes No ✓ ✓
 Other Info _____
 Approvals: _____

ASR [Signature] PSR [Signature] VERIFICATION (R)
 SHLW@WS.Oracle.com

LJN

AUDIT PREP CHECKLIST
NEW HIRE RE-HIRE TEMPORARY HIRE

Required Information

Personal Information Sheet

- Home address
- Home Phone #
- Social Security #
- Date of Birth
- Emergency contact name/number
- Effective Start date

Employment Agreement

- Signed and Dated
- No Changes/alterations

Proprietary Agreement

- Signed and Dated
- No Changes/ Alterations

Offer Letter

- Starting Salary
- Title/Position (Discretionary Title)

Employment Eligibility Questionnaire

- Yes No Eligible to work in U.S.

JSK

Offer Request Form

- Job code
- Cost center
- Work location
- Manager Name/ID
- Full/Part Time
- Salary Basis

Temporary New Hire Web Form

- ___ Job code
- ___ Cost center
- ___ Work location
- ___ Manager Name/ID
- ___ Full/Part Time
- ___ Salary Basis
- ___ Salary

Not required for processing but needed as part of HRMS profile

(EXTRAC to Client Services if missing)

- Employee Self-ID Form
- Resume

Optional Information

- ___ Direct Deposit forms
- ___ W4
- ___ State/Local W/lt forms

Employee Statement of Earnings: 24-JUL-1998

Employee Name	SSN	Employee Number	Organization			
Period Start	Period End	Payment Date	Check Number	Base Salary	Sick Hours	Vac Hours
Federal Filing Status	Fed Allowances	State Filing Status	State Allowances			

EARNINGS				DEDUCTIONS			
Description	Hours	Amount	Year to Date	Description	Amount	Year to Date	

SUMMARIES	CURRENT	YEAR TO DATE
Gross Pay		
Pre-Tax Deductions		
Tax Deductions		
Other Deductions		
NET PAY		

CHECK REQUEST

Work Item: _____

Name: [REDACTED] Employee ID: [REDACTED]
 Social Security #: [REDACTED]

Reason:

- Term Check _____
- New Hire Retro _____
- Other Retro _____
- Missed Time Entry Cutoff _____
- Employee Request _____
- Nacha Return _____
- Processing Error _____
- Other (specify): vertex elements missing from ck.

CHECK REPLACEMENT

Check/Advice #: [REDACTED] Pay Date: [REDACTED] Net Amount: [REDACTED]

Check	<input checked="" type="checkbox"/> Stop Payment <i>Void @ Bank only</i> <i>Physical ck attached</i>	<input type="checkbox"/> Void/Reissue <input checked="" type="checkbox"/> Void/Reversal of Wages
Direct Deposit	<input type="checkbox"/> EFT Reversal	<input type="checkbox"/> Nacha Void/Reissue <input type="checkbox"/> Nacha Void/Reversal Of Wages

Bank Name: _____ Account Type: Checking Savings
 Transit #: _____ Account #: _____

Stop Pay/EFT Reversal Planned	Date _____	Done By _____
Stop Payment/EFT Reversal Confirmed	Date _____	Done By _____
Void/Reissue Performed	Date _____	Done By _____
Void/Reversal Performed	Date _____	Done By _____

QUICK PAY	Element	Amount
	_____	_____
	_____	_____

Distribution Instructions:

- Overnight to Office Address: _____
- Overnight to Home _____
- Send by Regular Mail _____
- Remote Print _____
- Include in Payroll _____

Comments: Will correct vertex and initiate new ck.

Prepared By: Melanie Lemieux Date: [REDACTED]

Employee Statement of Earnings: 24-JUL-1998

Employee Name: [redacted] SSN: [redacted] Employee Number: [redacted] Organization: **D77 - Telecommunications**

Period Start: [redacted] Period End: [redacted] Payment Date: [redacted] Check Number: [redacted] Base Salary: [redacted] Sick Hours: [redacted] Vac Hours: [redacted]

Federal Filing Status: [redacted] Fed Allowances: [redacted] State Filing Status: [redacted] State Allowances: [redacted]

EARNINGS				DEDUCTIONS		
Description	Hours	Amount	Year to Date	Description	Amount	Year to Date

SUMMARIES CURRENT YEAR TO DATE

Gross Pay [redacted]

Pre-Tax Deductions [redacted]

Tax Deductions [redacted]

Other Deductions [redacted]

NET PAY [redacted]

Work Item: _____

CHECK REQUEST

Name: _____	Employee ID: _____													
	Social Security #: _____													
Reason: <input type="checkbox"/> Term Check <input type="checkbox"/> New Hire Retro <input type="checkbox"/> Other Retro <input type="checkbox"/> Missed Time Entry Cutoff <input type="checkbox"/> Employee Request <input type="checkbox"/> Nacha Return <input type="checkbox"/> Processing Error <input checked="" type="checkbox"/> Other (specify): <u>Vertex elements missing from ck</u>														
CHECK REPLACEMENT														
Check/Advice #: _____	Pay Date: _____	Net Amount: _____												
Check <input checked="" type="checkbox"/> Stop Payment <u>void @ Bank only</u> <u>Physical ck attached</u>	<input type="checkbox"/> Void/Reissue <input checked="" type="checkbox"/> Void/Reversal of Wages													
Direct Deposit <input type="checkbox"/> EFT Reversal	<input type="checkbox"/> Nacha Void/Reissue <input type="checkbox"/> Nacha Void/Reversal Of Wages													
Bank Name: _____	Account Type: <input type="checkbox"/> Checking <input type="checkbox"/> Savings													
Transit #: _____	Account #: _____													
<table border="0" style="width:100%;"><tr><td>Stop/Pay/EFT Reversal Perced</td><td>Date</td><td>Done By</td></tr><tr><td>Stop Payment/EFT Reversal Confirmed</td><td>Date</td><td>Done By</td></tr><tr><td>Void/Reissue Performed</td><td>Date</td><td>Done By</td></tr><tr><td>Void/Reversal Performed</td><td>Date</td><td>Done By</td></tr></table>			Stop/Pay/EFT Reversal Perced	Date	Done By	Stop Payment/EFT Reversal Confirmed	Date	Done By	Void/Reissue Performed	Date	Done By	Void/Reversal Performed	Date	Done By
Stop/Pay/EFT Reversal Perced	Date	Done By												
Stop Payment/EFT Reversal Confirmed	Date	Done By												
Void/Reissue Performed	Date	Done By												
Void/Reversal Performed	Date	Done By												
QUICK PAY														
	Element	Amount												
	_____	_____												
	_____	_____												
Distribution Instructions:														
<input type="checkbox"/> Overnight to Office	Address: _____													
<input type="checkbox"/> Overnight to Home	_____													
<input type="checkbox"/> Send by Regular Mail	_____													
<input type="checkbox"/> Remote Print	_____													
<input type="checkbox"/> Include In Payroll	_____													
Comments: <u>Will correct vertex and initiate new ck</u>														
Prepared By: <u>Melanie Lemieux</u>		Date: _____												

Personal Information Sheet

Missing information may cause delays in processing your profile.

Employee Name [Redacted]
 Last First Middle

Preferred First Name (Known As) _____
 (Optional)

Social Security # [Redacted]

Date of Birth [Redacted]
 Month Day Year

Street Address [Redacted] Apt# _____

City [Redacted]

County [Redacted]

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

Country [Redacted] ✓

Telephone Number [Redacted]

Emergency Contact Name [Redacted] ✓
 Last First Middle

Telephone Number [Redacted] ✓

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

- Confidential ✓
- Available to other Employees

Start Date [Redacted] ✓
 Month Day Year

98 JUL 17 PM 1:56
 FIDELITY INVESTMENT'S
 PAYROLL DEPARTMENT
 RECEIVED ON:

DO NOT WRITE IN THIS SECTION
 Emp# _____
 Rec'd by HR / DB entered / QS Sent /

 Rec'd by HR Operations _____

7/1/97



02/

Field	Description
Job Post #	NP
Department Name	INDUSTRY APPS - TELECOMMUN ✓
Other Contact Name	Used for the name of another manager contact. NP

Field	Description
Other Contact USERID	@US.ORACLE.COM
Temp to Reg Conversion	Yes/No. <input checked="" type="radio"/> No
Transfer from Oracle Sub	Yes/No. <input checked="" type="radio"/> No
Contractor/ Agency Temp	Yes/No. <input checked="" type="radio"/> No
New Phone Ext. Req'd	Yes/No. NP
Reassign Phone #	Describe (if provided). NP
Voicemail	Yes/No. NP
Other Connection Needed	Describe (if provided). NP

07/17/98 FRI 10:38 FAX 650 506 7420

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010

ORACLE

Oracle Corporation

500 Oracle Parkway
Redwood Shores
California 94065

phone 650.506.7000
fax 650.506.7200

[REDACTED]

Dear [REDACTED]

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

In addition, we are pleased to offer you a [REDACTED] to be included in your first paycheck. You agree to repay Oracle if you leave the company within one year of your start date.

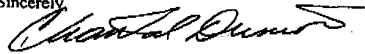
After you join Oracle, a proposal will be submitted to the Oracle Board of Directors requesting approval to grant you an option to purchase [REDACTED]. The option will be "non-qualified", which generally means that you will have taxable income at the time of its exercise. The option exercise price will be the fair market value in effect when the option is granted, as determined by the Board. The option will be issued under a written agreement and will be subject to compliance with all applicable securities regulations. As long as you remain continuously employed by Oracle, you will be eligible to exercise your right to purchase one quarter of the option shares per year, beginning one year after the Board grants your option, subject to the terms of your written option agreement. You should consult your personal tax advisor if you have questions regarding the stock option grant.

If you accept this offer, Oracle will reimburse the reasonable, documented cost that you incur for the transportation of your household goods and personal belongings, subject to the current Human Resources guidelines. You agree to repay Oracle if you leave the company within one year of your start date.

To accept this offer, please sign the enclosed Employment Agreement (be sure to confirm your intended start date), the Proprietary Information Agreement and all other documents required by the Human Resources Department and return them to the attention of Krista McDonald at 500 Oracle Parkway, M/S 20p2, Redwood Shores, CA 94065. Employment and employee benefits begin only after you have signed these documents and they have been received by Human Resources.

If you have any questions, please feel free to call Krista McDonald at (650) 506-0080 or Petros Mouchtaris at (650) 506-0085. This offer remains open until [REDACTED]. We look forward to having you begin working with us.

Sincerely,



Chantal Dumont
Manager, University Recruiting

Enclosure: New Employee Packet

ORACLE®

Oracle Corporation

500 Oracle Parkway
Redwood Shores
California 94065

phone 650.506.7000
fax 650.506.7200

Employment Agreement

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

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

Your adherence to the Oracle Code of Ethics and Business Conduct, set forth in a booklet included in the New Employee Packet, is vital to Oracle and to your success at Oracle. When you sign this Agreement, you are agreeing to thoroughly familiarize yourself with the Oracle Code of Ethics and Business Conduct and you are agreeing to abide by it.

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

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

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

Oracle believes that all employees should be treated fairly and equitably in conformance with its Equal Employment Opportunity policies. We take personnel action without regard to race, color, national origin, sex, marital status, age, religion, disability or sexual orientation. Our commitment to these policies applies to every phase of the employment relationship, and we make every effort to comply with these policies.

If, however, you feel you have not been treated fairly in some way in your Oracle employment, you agree, before taking any other action, to make a written complaint to a Director of the Human Resources Department and to allow individuals within the Department a reasonable period of time in which to investigate and informally attempt to resolve your issues.

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

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

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

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

ACKNOWLEDGED AND ACCEPTED:

Print Name

Signature

Date

Intended Start Date: _____

ORACLE

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

PROPRIETARY INFORMATION AGREEMENT

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

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

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

Proprietary Information includes without limitation:

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

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

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

2. My performance as an employee of Oracle will not breach any agreement or obligation to keep in confidence the proprietary information of a former employer or other entity or person. I will not bring any proprietary information of a former employer or other entity or person to Oracle. I will not use in the performance of my work with Oracle any proprietary information of a former employer or other entity or person without written authorization from my former employer, the other entity or person.
3. I will promptly disclose to Oracle all ideas, discoveries, inventions or "know how," including without limitation, all processes, devices, or apparatus, or any modification, improvement or use thereof (collectively referred to as "Developments"), relating to any current or reasonably anticipated business of Oracle, conceived or reduced to practice by me alone or with others during the term of my employment, whether or not conceived during regular business hours.

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All Developments shall be and shall remain the exclusive property of Oracle. I also agree to execute any documents and to do all things necessary, without additional compensation whether during my Oracle employment or after: (a) to assign all right, title and interest in any Development to Oracle and (b) to assist Oracle in perfecting, protecting, maintaining and enforcing any patent, copyright, trade secret or other right or interest in any Development.

This provision does not apply to Developments which qualify fully under the provisions of section 2870 of the California Labor Code, which states:

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

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

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

Signature: _____

Name: _____

Date: _____



Employment Eligibility Questionnaire:

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

Are you eligible to work in the United States? YES NO

Which of the following applies to you?

U.S. Citizen Permanent Resident Alien on a Work Visa

If on a Work Visa, which applies to you:

H-1 Visa L-1 Visa TN Visa

Is your current visa sponsored by Oracle? YES NO

If no, sponsoring company _____

See Visa Assistance below.

J-1 Visa F-1 Visa

Start Date of your practical training _____

Expiration Date _____

Other: INS Work Authorization _____ Expiration Date _____

Visa Assistance for Regular, Full Time Employees

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

- Complete and return all New Hire Paperwork, except the I-9 Form.
 - Contact your manager to complete a purchase order and begin the legal process.
 - Contact the Oracle approved immigration attorney recommended by your hiring manager.
- Oracle takes pride in helping employees obtain appropriate visas. Generally, Oracle pays the routine and necessary legal fees in connection with obtaining a visa. If you leave the company within one year of your start date, you agree to repay Oracle for all visa-related expenses which Oracle incurred on your behalf. Please indicate your acknowledgment and acceptance by printing and signing your name and the date below.

Print Name _____ Signature _____ Date _____

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

7/1/97

07/17/98 FRI 10:35 FAX 850 506 7420

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Received: Marla Minowitz <MMINOWIT.US.ORACLE.COM> Sent: DECEMBER 17, 1997 06:28
From: Chantal Dumont
To: [REDACTED]
Subject: Fwd: + Fwd: [REDACTED]

Approved.
Marla

Marla Minowitz Tel# 650-506-0842
Staffing Consultant, Oracle Corporation FAX: 650-506-7102
Industry Applications Division Email: mminowit@us.oracle.com
M/S 3op7

----- Included Message -----

Received: DECEMBER 17, 1997 02:46 Sent: DECEMBER 17, 1997 02:30
From: Chantal Dumont <CDUMONT.US.ORACLE.COM>
To: PMOUCHTA.US.ORACLE.COM
Subject: Re: + Fwd: [REDACTED] - I need your help!
Cc: mminowit sderodaf
Bcc: CHUMONT
In-Reply-To: PMOUCHTA.US.ORACLE.COM's message of 16-Dec-97 23:46

Marla,

Petros approved. Per our conversation, I also have your approval for the increase in offer. Please confirm so that I may get it out to her today.

Thanks,

Chantal Dumont
Manager, University Development Recruiting
500 Oracle Parkway Box 20P2
Redwood Shores, CA 94065
Ph: 415 506-4015
Fax: 415 633-1073

----- Included Message -----

Received: PMOUCHTA.US.ORACLE.COM <PMOUCHTA.US.ORACLE.COM> Sent: DECEMBER 16, 1997 23:46
From: CDUMONT.US.ORACLE.COM
To: [REDACTED]
Subject: Re: + Fwd: [REDACTED] - I need your help!
Cc: mminowit
In-Reply-To: CDUMONT.US.ORACLE.COM's message of 16-Dec-97 14:03

Approved. Please forward to my manager (Steve DeRodaff) as an urgent e-mail for final approval.
Petros

----- Included Message -----

Received: DECEMBER 16, 1997 05:12 Sent: DECEMBER 16, 1997 04:59
From: Chantal Dumont <CDUMONT.US.ORACLE.COM>
To: PMOUCHTA.US.ORACLE.COM
Subject: Re: + Fwd: [REDACTED] - I need your help!

Page 1

07/17/98 FRI 10:35 FAX 650 506 7420

ORACLE
Inbox

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Cc: kminowit
Bcc: CDUMONT
In-Reply-To: PNOUCHTA.US.ORACLE.COM's message of 10-Dec-97 02:55

Petros,

Please approve increasing [REDACTED] salary to [REDACTED] and her sign-on bonus to [REDACTED]. Her Current offer is at [REDACTED].

Thanks,

Chantal Dumont
Manager, University Development Recruiting
500 Oracle Parkway Box 2092
Redwood Shores, CA 94065
Ph: 415 506-4015
Fax: 415 633-1073

----- Included Message -----

Received: DECEMBER 10, 1997 04:12 Sent: DECEMBER 10, 1997 02:55
From: PNOUCHTA.US.ORACLE.COM <PNOUCHTA.US.ORACLE.COM>
To: CDUMONT.US.ORACLE.COM
Subject: Re: + Fwd: [REDACTED] - I need your help!
Cc: kmcadona kminowit
In-Reply-to: CDUMONT.US.ORACLE.COM's message of 10-Dec-97 09:50

I've decided to make her an offer. What are the next steps?
Petros

----- Included Message -----

Received: DECEMBER 10, 1997 01:39 Sent: DECEMBER 10, 1997 00:46
From: Chantal Dumont <CDUMONT.US.ORACLE.COM>
To: PNOUCHTA.US.ORACLE.COM
Subject: Re: + Fwd: [REDACTED] - I need your help!
Cc: kmcadona
Bcc: CDUMONT
In-Reply-to: PNOUCHTA.US.ORACLE.COM's message of 09-Dec-97 09:21

Petros,

We do not require specific feedback on our candidates. I'll see if we have anything on file that can be useful to you.

Krista, please forward to Petros any feedback received on [REDACTED]

Thanks,

Chantal Dumont
Manager, University Development Recruiting
500 Oracle Parkway Box 2092
Redwood Shores, CA 94065
Ph: 415 506-4015
Fax: 415 633-1073

Page 2

----- Included Message -----

Received: PMOUCTA.US.ORACLE.COM Sent: DECEMBER 09, 1997 09:21
From: PMOUCTA.US.ORACLE.COM <PMOUCTA.US.ORACLE.COM>
To: CDUMONT MMINOWIT
Subject: Fwd: + Fwd: [REDACTED] - I need your help!
Cc: jjyu

I talked to [REDACTED] over the phone and I like her.
I asked her whether we need to fly her over again for an interview and she said that this is not necessary. If she needs to do that she will be able to do that in January.
I would like to take a look at the feedback from the people that interviewed her if it is available. If the feedback is good (I assume it is), I won't require her to come back again for an interview.
Let me know what you think.

Petros

----- Included Message -----

Received: DECEMBER 09, 1997 08:41 Sent: DECEMBER 09, 1997 08:38
From: Jai-Jein Yu <JJYU.US.ORACLE.COM>
To: PMOUCTA.US.ORACLE.COM
Subject: Re: + Fwd: [REDACTED] - I need your help!
Cc: CDUMONT MMINOWIT
Reply-to: jjyu

Petros:
[REDACTED] number is [REDACTED]. She is expecting your call.

Regards

.....
Jai Yu (650)506-0031 (Tel)
Director of Development (650)506-7822 (fax)
Industry Applications Division jjyu@us.oracle.com
Oracle Mailstop: 859311
.....

----- Included Message -----

Received: PMOUCTA.US.ORACLE.COM Sent: DECEMBER 09, 1997 07:58
From: PMOUCTA.US.ORACLE.COM <PMOUCTA.US.ORACLE.COM>
To: jjyu
Subject: Fwd: + Fwd: [REDACTED] - I need your help!
Cc: CDUMONT MMINOWIT

I'd like to talk to [REDACTED] I may be able to make her an offer. Do you know if she is still available? Do you have her contact info?

Petros

----- Included Message -----

Received: DECEMBER 08, 1997 08:41 Sent: DECEMBER 08, 1997 07:03
From: Maria Minowitz <MMINOWIT.US.ORACLE.COM>

To: nmehta
Subject: Fwd: - I need your help!
Cc: jrgre@w.pouchta.jjvu.edumont

Nimish,
I suggest that Jim Greenwood and Petros Mouchtaris (sitting in for Steve Derodeff) can talk to Jia Yu about her tomorrow at the Healthcare Open House to see if we can strategize on where she can go in IAD.
Marla

Marla Minowitz Tel# 650-506-0842
Staffing Consultant, Oracle Corporation FAX: 650-506-7102
Industry Applications Division Email: mminowitz@us.oracle.com
M/S Jop?

----- Included Message -----

Received: DECEMBER 08, 1997 06:35 Sent: DECEMBER 08, 1997 06:34
From: Nimish Mehta <NMEHTA.US.ORACLE.COM>
To: CDUMONT.US.ORACLE.COM
Subject: Re: - Fwd: - I need your help!
Cc: dlr@us.mminowitz
In-Reply-To: <CDUMONT.US.ORACLE.COM's message of 08-Dec-97 15:14

Guys-who wants to take on this candidate? If no one, then I'm happy to make her a 'map' offer just for IAD or of course Larry Lynn can make her one as well.

Let me know asap.
Nimish

----- Included Message -----

Received: DECEMBER 08, 1997 06:18 Sent: DECEMBER 08, 1997 06:10
From: Chantal Dumont <CDUMONT.US.ORACLE.COM>
To: MMINOWIT.US.ORACLE.COM
Subject: Re: - Fwd: - I need your help!
Cc: nmehta.llynn
Bcc: CDUMONT
In-Reply-To: MMINOWIT.US.ORACLE.COM's message of 05-Dec-97 03:14

Marla,

thought she found the perfect match with Jia Jien Yu's group to the point that she would not consider any of the other groups she interviewed with here. Since Jia Jien is not able to move forward with an offer, I thought perhaps we can sell on another group within IAD that's working with the same technology. From what I understand that would be Jim or Steve's group.

We don't want to loose and we'll make her a MAP offer if that's what it will take. Let's work together to get her.

Thanks,

Chantal Dumont
Manager, University Development Recruiting
500 Oracle Parkway Box 20P2
Redwood Shores, CA 94065
Ph: 415 506-4015
Fax: 415 633-1073

----- Included Message -----

Received: DECEMBER 05, 1997 03:17 Sent: DECEMBER 05, 1997 03:14
From: Marla Minowitz <MMINOWIT.US.ORACLE.COM>
To: jrgreenw@deroddef.edumont
Subject: + Fwd: [REDACTED] - I need your help!
Cc: nmehta@lynn

Jim/Steve/Chantal
[REDACTED] was not one of the students that was referred to IAD exclusively by Larry Lynn so this is a new name for me...

Chantal- Give me the background on this and I will work with Jim Greenwood and Steve DeRodeff (in New Zealand this week) to get her re-placed. Which group DID make her the offer?
Marla

Marla Minowitz Tel# 650-506-0842
Staffing Consultant, Oracle Corporation FAX: 650-506-7102
Industry Applications Division Email: mminowit@us.oracle.com
M/S 3op7

----- Included Message -----

Received: DECEMBER 04, 1997 21:59 Sent: DECEMBER 04, 1997 21:54
From: James Greenwood <JRGREENW.US.ORACLE.COM>
To: NMEHTA.US.ORACLE.COM
Subject: Re: I need your help!
Cc: nderoddef@mminowit@SAGY

Nimish:

I don't know. I guess the group that she talked to was Healthcare? SRP & tech did not. She looks like a good candidate. I can step to her!
Marla: Do you know who looked at her? Giora?

Jim

Jim Greenwood jrgreenw@us.oracle.com Asst: Toni Ostrom
Vice President, Industry Applications tostrom@us.oracle.com
415-506-8599 415-633-1850 FAX 415-506-6949
Bld 300 Rm 1110

----- Included Message -----

Received: DECEMBER 04, 1997 14:24 Sent: DECEMBER 04, 1997 14:24
From: Nimish Mehta <NMEHTA.US.ORACLE.COM>
To: jg skl
Subject: Fwd: I need your help!
Cc: mminowit

What is going on?????

What internal issues?

Nimish

----- Included Message -----

Received: DECEMBER 03, 1997 12:33 Sent: DECEMBER 03, 1997 12:26
From: LLYNN.US.ORACLE.COM <LLYNN.US.ORACLE.COM>

To: NMEHTA
Subject: Fwd: I need your help!
just fyi . if you can help. great? thanks a lot.

Larry

----- Included Message -----

Received: Sent: DECEMBER 03, 1997 12:03
From: Chantal Dumont <CDUMONT.US.ORACLE.COM>
To: jrgreuw adardef
Subject: I need your help!
Cc: llynn
Bcc: CDUMONT

Steve and Jim,

The recruiting department placed [redacted] an [redacted] student graduating in [redacted] with a group within IAD. Unfortunately, that group is not able to move forward with the offer due to some internal issues. [redacted] told us the only group she feels is a match for her at Oracle is this group who can no longer extend an offer.

I understand your group is working with similar technologies. Any interest in interviewing her for your division? Her resume is below. I look forward to hearing from you.

-----RESUME-----

Objective: A permanent position in software development and/or systems related areas.

Education: [redacted]
Candidate for a Master of Engineering degree in Electrical Engineering and Computer Science, [redacted].

Relevant courses include:
Algorithms Computer Network Securities
Linear Algebra Data-Communications Networks
Complex Variables Computer System Engineering

Software Engineering Laboratory

Awards:

[redacted]
[redacted]
Captain of the school math team; Two-time Illinois State Math Finalist; Illinois State High School Scholastic Bowl Finalist; Member of the National Honor Society and Chicago All-Star Math Team; National Scholastic Art Finalist.

Skills: Computer: Proficient in C/C++, CLU, Scheme, X (Apple Media) programming languages; experienced with UNIX, Linux, and Win95 operating systems; Familiar with OPNET, HSPICE, and MATLAB simulation packages.

Foreign Languages: Fluent in Chinese and Taiwanese, in both written and oral forms.

Experience: [redacted]
Comparing the behavior of radar and CCD measurements to improve quantitative monitoring of global tropical rainfall from space. Work will lead to master thesis in quantifying the relationship

07/17/98 FRI 10:37 FAX 650 508 7420

ORACLE
Inbox

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between global lightning and rainfall.

Developing a prototype of the information accelerator (IA) learning model to evaluate traveler's responses to Advanced Vehicle Control and Safety Systems (AVCSS) products and services. Specifically, a simulator which analyzes drivers' behavior under various travel scenarios is implemented. IA is a new methodology for developing pre-production forecasts for durable goods.

Performed analysis and simulation on a timing control algorithm to generate synchronized bursts among traffic terminals. Researched on the error-tolerance of the SS/TDMA satellite systems due to the oscillator's frequency drift.

Developed an algorithm that optimized satellite traffic distribution and maximized available bandwidth using linear programming techniques in the Burst-Time Plan (BTP) Generation in the INTELSAT V TDMA systems.

Worked on the development of a traffic sensor based on machine vision techniques. Provided hardware recommendations, purchased new equipment, and designed algorithms to calculate various traffic parameters to be integrated into the sensor modules.

Background: US Citizen. Willing to relocate. Enjoy reading, playing piano, hiking and swimming.

Thanks,

Chantal Dumont
Manager, University Development Recruiting
500 Oracle Parkway Box 20P2
Redwood Shores, CA 94065
Ph: 415 506-4013
Fax: 415 633-1073

----- End of Message -----

Page 7

CONFIDENTIAL

ORACLE_HQCA_000002826

D-67

67.80

UNIVERSITY RECRUITING PROGRAM
OFFER SUMMARY SHEET

Candidate: Mr./Ms. [REDACTED]

Position: APPLICATIONS ENGINEER

Group: INDUSTRY APPS - Telecommunications

Manager: [REDACTED]

Phone [REDACTED] Id# [REDACTED]

SVP: [REDACTED]

Salary:	[REDACTED]
Signon:	[REDACTED]
Stock:	[REDACTED]
Relo:	[REDACTED]

cc#: D77 Jobcode: 10720 FT/REG/Sal/Exempt Yes

Location: 60P8 HR Consultant: Sharon Eschel

Visit Date: [REDACTED] Offer Sent: [REDACTED]

ORACLE CORPORATION
UNIVERSITY RECRUITING

500 Oracle Parkway 659202, Redwood Shores, CA 94065
Phone: (650)650-4525 Fax: (650)506-7420

DATE: 7/17

***URGENT!**

TO: FESCO

PHONE: _____

FAX: 888-562-7456

FROM: KRISTA McDONALD

PHONE: 800-545-3406

18 pages (including cover sheet)

RE: [REDACTED] → NEW HIRE .

THIS EMPLOYEE'S PAPERWORK WAS TURNED INTO HR OVER 6 MONTHS AGO. SHE STARTED WORK ON [REDACTED]. HER ORIGINAL HIRING MANAGER WAS [REDACTED] WHO IS NO LONGER AT ORACLE.

PLEASE PROCESS THIS ASAP SO [REDACTED] CAN BE PAID, ETC.

PLEASE DIRECT QUESTIONS TO MYSELF AT THE # ABOVE.

THANKS,
KRISTA McDONALD

Work Item: _____

CHECK REQUEST

Name: [REDACTED] Employee ID: [REDACTED]
 Social Security #: [REDACTED]

Reason:

- Term Check
- New Hire Retro
- Other Retro
- Missed Time Entry Cutoff
- Employee Request
- Nacha Return
- Processing Error
- Other (specify): Vertex elements missing from ck

CHECK REPLACEMENT

Check/Advice #: [REDACTED] Pay Date: [REDACTED] Net Amount: [REDACTED]

Check	<input checked="" type="checkbox"/> Stop Payment <i>void @ Bank only physical ck attached</i>	<input type="checkbox"/> Void/Reissue
		<input checked="" type="checkbox"/> Void/Reversal of Wages
Direct Deposit	<input type="checkbox"/> EFT Reversal	<input type="checkbox"/> Nacha Void/Reissue
		<input type="checkbox"/> Nacha Void/Reversal Of Wages
Bank Name: _____		Account Type: <input type="checkbox"/> Checking <input type="checkbox"/> Savings
Transit #: _____		Account #: _____

98 JUL 23 PM 1:38
FIDELITY PAYROLL SERVICE

Stop Pay/EFT Reversal Plead	Date _____	Done By _____
Stop Payment/EFT Reversal Confirmed	Date _____	Done By _____
Void/Reissue Performed	Date _____	Done By _____
Void/Reversal Performed	Date _____	Done By _____

QUICK PAY	Element	Amount
	_____	_____
	_____	_____

Distribution Instructions:

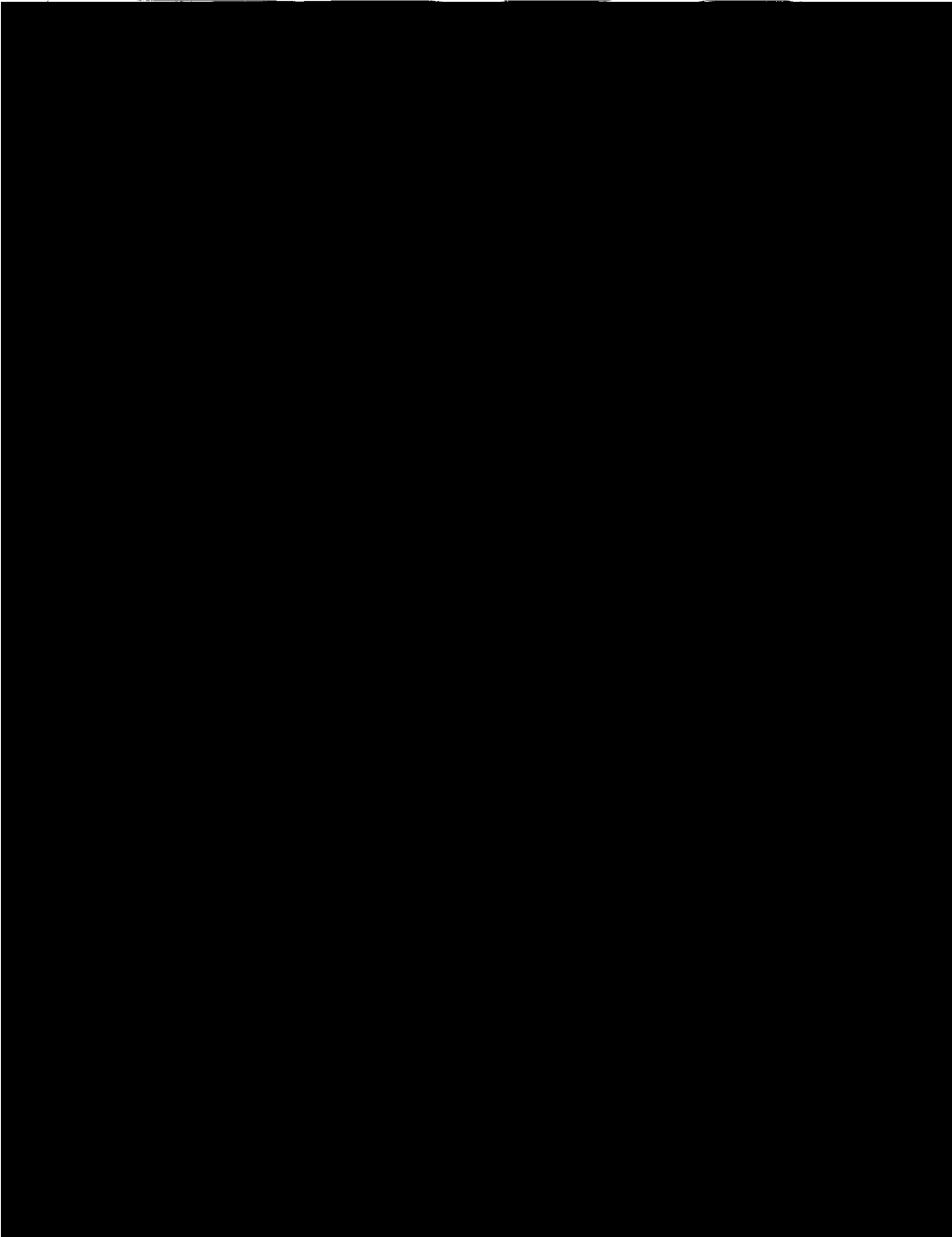
- Overnight to Office
- Overnight to Home
- Send by Regular Mail
- Remote Print
- Include in Payroll

Address: _____

Comments: Will correct vertex and initiate new ck

Prepared By: Melanie Lemieux Date: [REDACTED]

[REDACTED]



Subject: FW: Personal Leave of Absence
From: "crystal wong" <crystal.wong@oracle.com>
Date: Thu, 11 Sep 2008 11:48:13 -0700
To: "hrssc-ploa_us@oracle.com" <hrssc-ploa_us@oracle.com>

HRSSC,

Please process this approved PLOA.

Thanks,
Crystal



Crystal Wong | Sr. Human Resources Representative | 650.506.8946
Oracle Human Resources
400 Oracle Parkway M/S 1246 | Redwood Shores, CA 94065

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

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

From: SONDRA.BOLLAR@oracle.com [mailto:SONDRA.BOLLAR@oracle.com]
Sent: Wednesday, September 10, 2008 11:11 AM
To: [REDACTED]@oracle.com
Cc: crystal.wong@oracle.com
Subject: RE: Personal Leave of Absence

Approved.

Sondra



Sondra Bollar | Software Development Director | 650.506.2157
Oracle Beehive
100 Oracle Parkway | MS 10p4 | Redwood Shores, CA 94065

From: [REDACTED]@ORACLE.COM
Sent: Monday, September 08, 2008 5:27 PM
To: [REDACTED]@ORACLE.COM
Cc: SONDRA.BOLLAR@ORACLE.COM; Crystal Wong
Subject: Re: Personal Leave of Absence

Hi Sondra/Crystal,

Please approve PLOA. Thanks!



[REDACTED]@oracle.com wrote:

Template : LOA_ - Personal
Owner : hrssc-america ww
Expiration Date : 15-Dec-2008
To :
From :
CC :
Subject :

Sondra.Bollar@oracle.com
[REDACTED]@oracle.com
Crystal.Wong@oracle.com
Personal Leave of Absence

Personal Leave 10 days or Less Instructions:

1. Log into Employee Self Service.
2. Time Entry > Create Timecard.
3. Choose the period of your Personal leave.
4. From the Timecard Type drop down box choose "Unpaid Time Off (<= 10 days)".
5. Submit your Timecard.

Personal Leave greater than 10 days Instructions:

1. Include your manager and HR Representative's email addresses in the TO: box.
2. Choose Request type.
3. Enter in your employee details in the provided fields.
4. Fill out the appropriate section of the form with the dates in DD-MMM-YYYY form
5. Send the form to your manager and HR Rep for approval.
6. Once they approve, forward their approvals to hrssc-ploa_us@oracle.com

Please note that all Personal Leaves are subject to manager approval. For more details regarding a Personal Leave of Absence please refer to

PLEASE UPDATE YOUR PERSONAL INFORMATION (address, phone number) USING EMPLOYEE SELF SERVICE APPS PRIOR TO YOUR LEAVE

NOTE REGARDING YOUR BENEFITS: If you have returned to work from an unpaid leave and/or dependent care reimbursement account prior to your leave, you will need to call HR at 650-506-9800 or fill out this form at: http://hrweb.us.oracle.com/benefits/pdf/return_to_work_date. While on an unpaid leave the contributions towards your reimbursement stopped. Your Benefits Representative can assist you to initiate any catch up deduction contributions so that you meet your elected health and/or dependent care reimbursement.

Choose Request Type

New Personal Leave Request

The following information is regarding the employee requesting the personal leave on

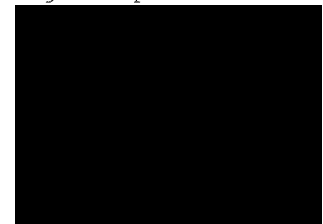
Employee Last Name:

Employee First Name:

Employee ID#

Date of Hire (DD-MMM-YYYY) (example: 31-JAN-2001)

Leave History



The following three sections of this form require date information for your LOA. The dates refer to actual work days (Monday - Friday). A normal work week includes Saturday or Sunday, please indicate your work schedule in the comment field of the relative sections.

Please read the directions and complete only the section that

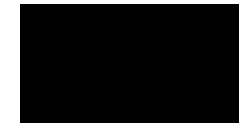
Complete the following section if you are requesting a NEW personal leave.

Leave Start Date: (first work date missed)

Expected Return to Work Date: (first date expected at work)

Leave Reason:

Comments:



Complete the following section of this form if you wish to CHANGE an existing personal leave.

Current Start Date:

Current Expected Return to Work Date:

New Start Date:

New Expected Return to Work Date:

Comments:

Complete the following section to END your personal leave.

Actual Return Date:

Comments:

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

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

Subject: Re: Action Required: Regarding Your Internal Transfer: [REDACTED]

From: [REDACTED]

Date: Thu, 01 Mar 2012 14:18:47 -0800

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

[REDACTED] actually transferred on [REDACTED]

If you have a problem with that being in the past. Please use today or tomorrow as the date.

Thanks,

On 2/21/2012 10:42 AM, hrssc-new-hires_us wrote:

([REDACTED]) ([REDACTED]), Internal Transfer has been approved. According to our records, the transfer date that was agreed upon is ([REDACTED]). However, this offer was not extended until ([REDACTED]).

Oracle policy states that you may not transfer an employee prior to the offer being EXTENDED.

The transfer date must reflect a date *after* the offer was extended and accepted.

Please respond to this email with a revised start date so that we may process your transfer to the system accordingly.

Please Note: If the transferring employee has direct reports, those employees will need to be reassigned before the transfer date. If the candidate has not reassigned his/her directs, please ensure this action is completed immediately.

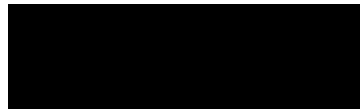
For more information on Oracle's transfer policy, please [click here](#).

Thank you,
HRSSC



iRecruitment Administrator

EE



Home Logout Preferences

Offers Workbench >

Candidate Details:

Applicant Number [Redacted]
 Name [Redacted]
 Email Address [Redacted]
 Location [Redacted]
 Current Employer **Oracle America, Inc.**
 Home Phone Number [Redacted]
 Last Degree Completed **Master's**
 Vacancy [Redacted]
 Job Title **10020.Software Development Manager.PRODEV.SWENG.M2**
 Offer Extended Date [Redacted]

Background Check

Candidate 1

Preferred Language **English**
 Current Applications **2**
 Organization **AC05 - On-Line Service/Call Center - ORCL USA**
 Application Date **27-Oct-2011**
 Offer Status **Closed**

Candidate Profile **Qualifications** **Jobs Considered For** **Applications** **Offers**

Select	Vacancy	Posting Name	Expiry Date	Proposed Start Date	Offer Creation Date	Offer Status
<input checked="" type="radio"/>	[Redacted]	Software Development Snr Manager-	[Redacted]	[Redacted]	[Redacted]	Closed

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

Action

Basic Offer Details

Business Group **Oracle America, Inc.**
 Vacancy Number [Redacted]
 Proposed Start Date [Redacted]
 Job **10020.Software Development Manager.PRODEV.SWENG.M2**
 Grade [Redacted]
 Organization **SM38 - ADF Business Components - ORCL USA**
 Location **HQ200**
 Manager [Redacted]
 Manager Email [Redacted]
 Manager Employee Number [Redacted]
 Offer Close Reason **Offer Accepted by Applicant**
 Offer Respondent User [Redacted]
 Offer Respondent Name [Redacted]
 Response Received Time [Redacted] **21:50:08**
 Expiry Date [Redacted]
 Work Hours **40**
 Discretionary Job Title **Software Development Manager**

Product Association **Not Applicable**
 Industry **Not Applicable**
 Budgeted Headcount **Yes**
 Salary in Budget **Yes**
 Replacement Hire **Yes**
 Replaced Employee [Redacted]
 Justification for this hire **Replacing ADF Business Components Tooling Development Manager**
 Candidate Source [Redacted]
 Employee Referral Name [Redacted]
 Channel [Redacted]
 Former Acquired Company Name [Redacted]
 Candidate's Current Company/Job Title **Oracle/Sioftware Development Manager**
 Candidate's Current Salary/ATV [Redacted]
 Shift/Premium Eligible [Redacted]
 Vacation Plan **Standard Vacation Plan**
 Work Schedule **1 Schedule: 8-8-8-8-8-0-0**
 Hire Type **Internal Transfer**

Salary Information

Salary Basis **Annual**
 Proposed Salary [REDACTED]
 Grade Range [REDACTED]
 Comparatio **94.02**
 Quartile **2**
 Annualized FTE Salary [REDACTED]
 Annualized Salary [REDACTED]

TIP Conversion rate as on 31-May-2011 from USD to USD: 1 USD =

Additional Offer Details

Individual Compensation Plans for Offers

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

Attachments

Internal Documents

Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
No results found.								

External Documents

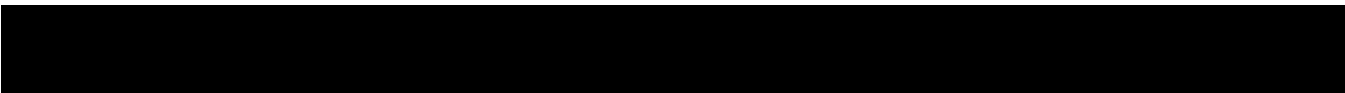
Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
No results found.								

Offer History

Offer Status	User	Date/Time
Closed		
Extended		21:50:10
Approved		21:50:02
Pending For Approval	[REDACTED]	21:49:59
Return for Correction	Ton, Vicki	15:39:21
Pending For Approval	[REDACTED]	13:52:20
		15:46:22

Approval History

Line number	Approver	Approver Type	Category	Approval Status	Date	Comment
1	Bollar, Sondra	HR People	Approver	Approved	10-Feb-2012 15:48:26	
2	Ton, Vicki	HR People	Approver	Approved	10-Feb-2012 16:14:45	Approved, lateral internal transfer.
3	Tonas, Chris	HR People	Approver	Approved	10-Feb-2012 17:40:48	
4	Farrell, Ted	HR People	Approver	Approved	14-Feb-2012 09:07:13	
5	Kurian, Thomas	HR People	Approver	Approved	16-Feb-2012 14:55:07	



6	De Groot, Mike	HR People	Approver	Approved	17-Feb-2012 21:33:42
7	HROFFERS	HR People	For Your Information	Notified	17-Feb-2012 21:33:45

[Return To Search](#)

Background Check

Candidate 1

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[Home](#) [Logout](#) [Preferences](#)

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Subject: Re: Action Required: Regarding Your Internal Transfer: [REDACTED]

From: [REDACTED]

Date: Thu, 01 Mar 2012 14:18:47 -0800

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

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Thank you,
HRSSC