From:	Shauna Holman Harries
To:	Luong, Hoan - OFCCP
CC:	Neil Bourque; Charles Nyakundi; Lida Daniel; Kela Moon; Sean Smith
Sent:	10/29/2015 9:33:45 PM
Subject:	HQCA 26 of 29
Attachments:	HQCA - Personnel File 25 - ████████ 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

Oracle Applications - GS1AP

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

Identification
Employee ███

Social Security: ███

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

Birth Date	███	Age	███
Town of Birth		Status	Married
Region of Birth		Nationality	
Country of Birth		Registered Disabled	No

Effective Dates

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

Address | Assignment | Special Info | Others...

Oracle Applications - GSTAP

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

Identification

Employee

Social Security

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

Ethnic Origin	Asian	I-9 Status	Yes
Ethnicity Disclosed		I-9 Expiration	
VETS100		New Hire	Already Reported
☐ Child Support Obligation		Exception Reason	
☐ Opted for Medicare		Vets 100A	

Effective Dates

From

To

Latest Start Date

[Ye]

Address   Assignment   Special Info   Others...

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Schools and Colleges Attended

Full Time

School or College	Start Date	End Date		[ ]

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization	PL05 - Fusion Financials Development - OR
Job	10020.Software Development Manager.PRO
Grade	
Location	1OP3

Group	Oracle.No.Standard.No
Position	
Payroll	Semi-Monthly
Status	Active Assignment
Vacancy	

Assignment Number

Assignment Category Full Time - Regular

Collective Agreement

Employee Category

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

Salary Basis Annual

Review Salary   Review Performance

Every [   ] [   ]   Every [   ] [   ]

Effective Dates

From   To [   ] [Ma]

Salary   Entries   Others....

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Salary Administration ███████

Previous Proposal

Date	███████	Salary Basis	Annual
Currency	USD	Last Value	███████
Bases/Year	1	Annual Salary	
Conversion Rate	1.00	Converted Salary	███████

Salary Proposal

Change Date	███████	Currency	USD
Change Value	███████	New Value	███████
Change %	2.941	Annual Salary	███████
Reason	Annual Salary Review	☑ Approved	
Ranking		Next Review	
		Performance Review	

Grade Salary Limits

Grade	███
Currency	USD
Min Salary	███████
Max Salary	███████
Comparatio	92.742

Salary Information

Salary Basis	Annual
Pay Basis	Annual Salary
Bases/Year	1

Proposal Components

Reason	Change Value	Change %	Approved	[ ]
			☐	
			☐	
			☐	[ ]

Performance

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Performance

Interview

Type   Performance Review

Location

Date   01-JUN-2014

Rating 4 - Exceeds Expectations

Next Date   [   ]
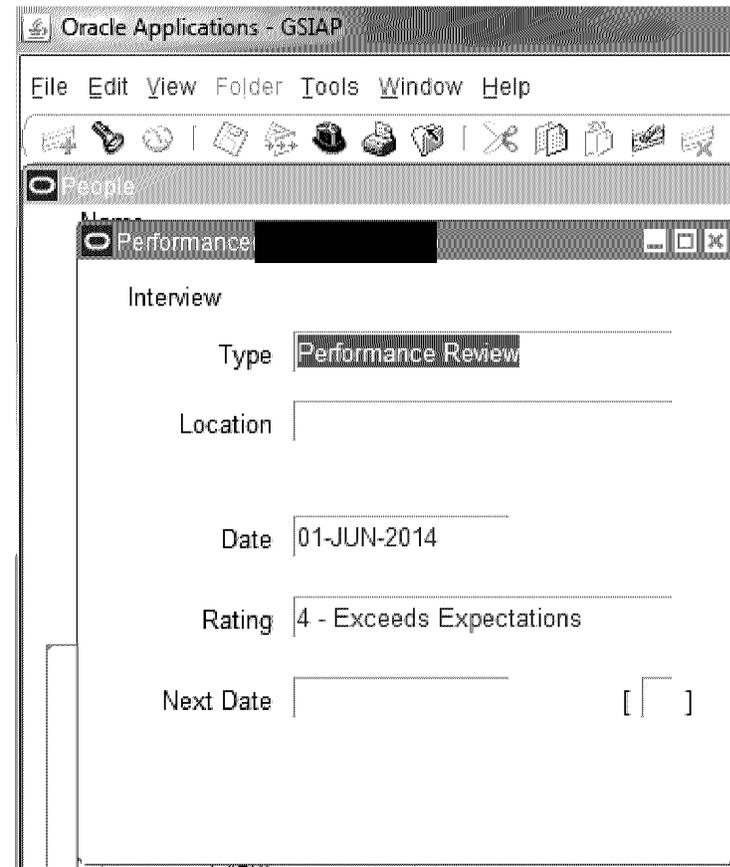
Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

Assignment

Field	Value
Organization	PL05 - Fusion Financials Development - OR
Job	10020.Software Development Manager.PRO
Grade	
Location	1OP3
Group	Oracle.No.Standard.No
Position	
Payroll	Semi-Monthly
Status	Active Assignment
Vacancy	

Assignment Number

Assignment Category: Full Time - Regular

Collective Agreement

Employee Category

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

Name
Worker Number
Assignment Number

Effective Dates
From — To — [Ma]

Salary | Entries | Others...

Salary History

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparatio	Minimum	Hourly	Payroll	Monthly	Annual
		Annual Salary Re	✔	USD			14.073							85.509					
		Annual Salary Re	✔	USD			4.1							86.39					
			✔	USD			3.226							84.637					
			✔	USD			6.164							134.92					
			✔	USD										142.467					

Employment History

From Date	To Date	Assignmen	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
04-APR-2011	18-JUN-2013			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
16-FEB-2010	03-APR-2011			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
08-SEP-2008	15-FEB-2010			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
27-JUL-2008	07-SEP-2008			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes

Organization	Payroll	People Group	Position	Primary	Probatior	Probation	Probatio	Reason	Recruite	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fre	Effective
PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle Ame				Week	
PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle Ame				Week	
PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle USA				Week	
PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		FMLA Unpaid BE	Payroll Oracle				Week	

From Date	To Date	Assignmen	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
	26-JUL-2008			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
26-MAY-2008	01-JUN-2008			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
26-OCT-2007	25-MAY-2008			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
01-JUL-2007	25-OCT-2007			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
08-MAY-2007	30-JUN-2007			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes

From Date	To Date	Assignmen	Contract	Employment Categ	Grade	Internal Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
	07-MAY-2007			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
03-MAY-2007	06-MAY-2007			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
30-APR-2007	02-MAY-2007			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
24-APR-2007	29-APR-2007			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes
31-MAR-2007	23-APR-2007			Full Time - Regular		10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_U	23-FEB-2014 15:1(	1OP3	No	17:00	40	08:00	PL02 - Fusion Anal	Semi-Monthly	Oracle.No.Standar		Yes

Organization	Payroll	People Group	Position	Primary	Probatior	Probation	Probatio	Reason	Recruite	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fre	Effective
PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle USA				Week	
PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle USA				Week	
PL05 - Fusion Fina	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle USA				Week	
PL02 - Fusion Anal	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle USA				Week	
PL02 - Fusion Anal	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle USA				Week	

Oracle Applications - GSAP — DateTrack History of Assignments

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
[redacted]	30-MAR-2007			Full Time - Regular			10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_US	23-FEB-2014 15:1C	1OP3	No	17:00	40	08:00	PL02 - Fusion Anal	Semi-Monthly	Oracle.No.Standar		Yes
20-JAN-2007	08-FEB-2007			Full Time - Regular			10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_US	23-FEB-2014 15:1C	1OP3	No	17:00	40	08:00	PL02 - Fusion Anal	Semi-Monthly	Oracle.No.Standar		Yes
14-JAN-2007	19-JAN-2007			Full Time - Regular			10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_US	23-FEB-2014 15:1C	1OP3	No	17:00	40	08:00	PL02 - Fusion Anal	Semi-Monthly	Oracle.No.Standar		Yes
19-SEP-2005	13-JAN-2007			Full Time - Regular			10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_US	23-FEB-2014 15:1C	1OP3	No	17:00	40	08:00	0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes
08-AUG-2005	18-SEP-2005			Full Time - Regular			10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_US	23-FEB-2014 15:1C	1OP3	No	17:00	40	08:00	0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes

Oracle Applications - GSAP — DateTrack History of Assignments

Organization	Payroll	People Group	Position	Primary	Probatior	Probation	Probatior	Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fre	Effective
PL02 - Fusion Anal	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle USA				Week	
PL02 - Fusion Anal	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle USA				Week	
PL02 - Fusion Anal	Semi-Monthly	Oracle.No.Standar		Yes				Organization Chan			Annual		Active Assignment	Payroll Oracle USA				Week	
0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Payroll Oracle USA				Week	
0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes							Annual		FMLA Unpaid BE	Payroll Oracle USA				Week	

Oracle Applications - GSAP — DateTrack History of Assignments

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
[redacted]	07-AUG-2005			Full Time - Regular			10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_US	23-FEB-2014 15:1C	1OP3	No	17:00	40	08:00	0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes
13-JUN-2005	14-JUL-2005			Full Time - Regular			10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_US	23-FEB-2014 15:1C	1OP3	No	17:00	40	08:00	0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes
06-JUN-2005	12-JUN-2005			Full Time - Regular			10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_US	23-FEB-2014 15:1C	1OP3	No	17:00	40	08:00	0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes
27-APR-2005	05-JUN-2005			Full Time - Regular			10020.Software Development Manager.PRODEV.SWENG.M2	HR_PROCESS_US	23-FEB-2014 15:1C	1OP3	No	17:00	40	08:00	0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes
01-MAR-2005	26-APR-2005			Full Time - Regular			10730.Applications Developer 3.PRODEV.SWENG.IC3	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes

Oracle Applications - GSAP — DateTrack History of Assignments

Organization	Payroll	People Group	Position	Primary	Probatior	Probation	Probatior	Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fre	Effective
0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes							Annual		STD Paid BE	Payroll Oracle USA				Week	
0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes							Annual		STD Paid BE	Payroll Oracle USA				Week	
0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes							Annual		STD WAITING PEF	Payroll Oracle USA				Week	
0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Payroll Oracle USA				Week	
0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Payroll Oracle USA				Week	

Oracle Applications - GSAP — DateTrack History of Assignments

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
[redacted]	28-FEB-2005			Full Time - Regular			10730.Applications Developer 3.PRODEV.SWENG.IC3	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes
01-FEB-2003	30-JUN-2003			Full Time - Regular			10730.Applications Developer 3.PRODEV.SWENG.IC3	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes
26-JUL-2002	31-JAN-2003			Full Time - Regular			10730.Applications Developer 3.PRODEV.SWENG.IC3	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes
23-APR-2002	25-JUL-2002			Full Time - Regular			10730.Applications Developer 3.PRODEV.SWENG.IC3	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes
18-DEC-2000	22-APR-2002			Full Time - Regular			10720.Applications Developer 2.PRODEV.SWENG.IC2	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes

Oracle Applications - GSAP — DateTrack History of Assignments

Organization	Payroll	People Group	Position	Primary	Probatior	Probation	Probatior	Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours Fre	Effective
0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Oracle America, Inc				Week	
0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Oracle America, Inc				Week	
0015 - Business Inf	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Oracle America, Inc				Week	
0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Oracle America, Inc				Week	
0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Oracle America, Inc				Week	

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

Date Track History of Assignments

From Date	To Date	Assignment	Contract	Employment Categ	Grade	Internal	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Normal	Normal	Organization	Payroll	People Group	Position	Prim
26-JUL-2002	31-JAN-2003			Full Time - Regular			10730.Applications Developer 3.PRODEV.SWENG.IC3	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0015 - Business Int	Semi-Monthly	Oracle.No.Standar		Yes
23-APR-2002	25-JUL-2002			Full Time - Regular			10730.Applications Developer 3.PRODEV.SWENG.IC3	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes
08-DEC-2000	22-APR-2002			Full Time - Regular			10720.Applications Developer 2.PRODEV.SWENG.IC2	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes
08-DEC-2000	17-DEC-2000			Full Time - Regular			10710.Applications Developer 1.PRODEV.SWENG.IC1	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes
24-JUL-2000	07-DEC-2000			Full Time - Regular			10710.Applications Developer 1.PRODEV.SWENG.IC1	HR_PROCESS_US	23-FEB-2014 15:1C	3OP10	No	17:00	40	08:00	0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes

Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

Date Track History of Assignments

Organization	Payroll	People Group	Position	Primary	Probatio	Probation	Probatio	Reason	Recruite	Recruitment	Salary Basis	Special	Status	Statutory Informatio	Supervisor	Title	Vacancy	Working Hours Fre	Effective
0015 - Business Int	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Oracle America, In				Week	
0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Oracle America, In				Week	
0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Oracle America, In				Week	
0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Oracle America, In				Week	
0E23 - Planning Ag	Semi-Monthly	Oracle.No.Standar		Yes							Annual		Active Assignment	Oracle America, In				Week	

HIRE PROCESSING WORKSHEET

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

Employee Name ███████████ **Employee #** ███████
Effective/Hire Da ███████████ * **Employee Type** ___EE__
Retro Pay Yes ☐ No ☒
* Required Fields (when applicable)

Employment Information

Gender___F___
*Ethnic Origin ___ASIAN___
Visa Type_____
F-1 Tax exemption checked? ☐
J-1 Tax exemption checked? ☐
**Veteran Status Vietnam ☐ Veteran ☐
**Disability Status Yes ☐ No ☐
**If not declared leave blank

Office Location

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

Additional Personal Information

Original Country Code_____
Original Employee # _____
Original Hire Date _____
Special Vac. Accrual Date_____
Boot Camp Yes ☐ No ☒

Assignment Information

*Organization/Cost Code_E23 ✓
*Job Code_____10710 /
*Location Code__3CP10 /

ASR___Margo__ **PSR**_Margo__

Assignment Information *(cont.)*

*Semi-Monthly ☒ Hourly ☐
*Employee Category
Full-time ☒ Regular ☒
Part-time ☐ Temp ☐
*Mgr Name ███████████ EE#_███████
Standard Hours Per Week_____
Work Schedule: _____
*GRE & other data **Oracle**
Timecard Required: *Yes ☐ No ☒

Salary Information

*Annual ☒ Hourly ☐

Additional Assignment Details

*HR Code: 01
*Job Title Associate Applications Engineer

Elements	Element Value
*Regular Salary	███████
*Regular Wages	☐ _____
*Resettlement Bonus	☐ _____
*NR Draw	☐ _____
Car Allowance	☐ _____
Comm Draw	☐ _____
Relocation	☐ _____
Sign On Bonus	☐ _____
*Vacation	███████
*Stock Options	☐ _____

VERIFICATION_____

Hire Processing Form 07/11/00

FIELD	DESCRIPTION
ɔb Post #	███████
epartment Name	NP
ther Contact ame	Used for the name of another manager contact NP
ther Contact SERID	———— @US.ORACLE.COM
ɔmp. to Regular ɔnversion	Yes / No NP
ansfer from racle Sub.	Yes / No
ɔntractor/Agency ɔmp.	Yes / No
ɔw Phone Ext. ɔquired	Yes / No
ɔassign Phone #	Describe (if provided)
ɔicemail	Yes / No
ther Connection ɔeded	Describe (if provided)

Personal Information Sheet

‖‖‖‖‖‖‖‖‖‖‖‖‖‖ 222158

Missing information may cause delays in processing your profile.

Employee Name ██████████   _____   ██████████
First   Middle   Last

Preferred First Name (Known As)   _____
(Optional)

Name as it appears above the address on your offer letter (For Reference Purposes)
██████████   _____   ██████████
First   Middle   Last

Social Security #   ██████████████

Date of Birth   ██████████████
Month   Day   Year

Street Address   ████████████████   Apt # ████

City   ██████████

County   _____

State   ██████ -   Zip Code ██████ ✓

Country   ██████

Telephone Number   ██████████████

Emergency Contact
Name   ██████   ██████
First   Middle

Telephone Number   ████████████

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

[ ]   Confidential
[✓]   Available to other Employees

Start Date   ██████████████
Month   Day   Year

DO NOT WRITE IN THIS SECTION
2000 JUL 12 PM 12:26
Employ... RECEIVED ON:
PAYROLL DEPT
FIDELITY INVESTMENTS

8/11/98

Subject: Resume
   Date: Wed, 24 May 2000 16:22:20 -0700
   From: David Lin <dlin@us.oracle.com>
     To: indians@us.oracle.com, dragon@us.oracle.com █████████████

█████████   ███████

█████████   Tel: ███████ █████████████
                    Email: ██████████████

Objective: Seeking a entry position in the field of Database, Statistics.

Education:
  ████-Present MS in Statistics, Stanford University
        ███ BS in Mathematics, National Central University in Taiwan
  (Statistics concentration)

Technical Skills:
  Extensive experience with SQL, JDBC, PL/SQL
  Extensive experience with Splus, Statistica, Matlab, SAS
  Good understanding of C program, Java, servlet, HTML and Basic
  Good understanding of Word, Powerpoint, and Emacs
  Good understanding of Unix, Windows and Mac Operation Systems
  Proficient with Minitab

Projects:
Java:
* PencilMeIn: a program designed to read a file containing a calendar of events and
            generate a weekly schedule in HTML format suitable for framing. And
            using servlet to build a dynamic calendar page on the fly given the
            user's choice of calendar parameters passed to the servlet.

* JavaDraw : a drawing program that allows the user to draw shapes in various
            colors, cut and paste shapes, and save and load drawings to disk.

* Webster   : Create a program that allows the user to look up words in a
            reference server accessed over the network.

* LinkTester: The user supplies a starting URL, and your program downloads that
            page and scans it for links. using multithread.

* SnakeBite : program a video game by applet.

Database:
* Personal Database Application - Design a schema, generate my own data in java,
                              create tables and doing queries, view, triggers...
                              in SQL and JDBC in Oracle system.

Work Experience:
  ████-present Work parttime at ███████████████

I of 2   5/24/2000 7:40 PM

5

ORACLE

Oracle Corporation [redacted]
Redwood Shores
California [redacted]

[black redaction]

[black redaction]

Dear [redacted]

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

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

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

Sincerely,

Joyce Westerdahl (signature)

Joyce Westerdahl
Senior Vice President, Human Resources

Enclosure: New Employee Packet

[black redaction]

RECEIVED ON:
PAYROLL DEPT.
FIDELITY INVESTMENTS

Personal Information Sheet

Missing information may cause delays in processing your profile.

Employee Name ████████ ████████ ████████
First   Middle   Last

Preferred First Name (Known As) _____
(Optional)

Name as it appears above the address on your offer letter (For Reference Purposes)

████████ ████████ ████████
First   Middle   Last

Social Security # ████████████████

Date of Birth ████████████
Month   Day   Year

Street Address ████████████████ Apt # ████

City ████████

County _____

State ████ Zip Code ████

Country ████

Telephone Number ████████████

Emergency Contact Name ████ _____ ████
First   Middle   Last

Telephone Number ████████████

Other

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

[ ] Confidential
[✓] Available to other Employees

Start Date ████████████
Month   Day   Year

8/11/98

ORACLE

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

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 addition, when you sign this Agreement, you are acknowledging that you have read the letter addressing Oracle's Safety Program highlights included in the New Employee Packet.

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

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

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

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

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

S[_____]   Date

Intended Start Date: [_____]

02/00

ORACLE   · · ·   Oracle Corporation | 500 Oracle Parkway   phone   650.506.7000
                                                  Redwood Shores   fax   650.506.7200
                                                  California 94065
PROPRIETARY INFORMATION AGREEMENT

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

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

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

     Proprietary Information includes without limitation:

     a.   all software and other technology developed or licensed by or for Oracle or licensed to Oracle by a third party, and any documentation relating to such software or technology; the term "software" as used in this paragraph refers to software in various stages of development or any product thereof and includes without limitation the literal elements of a program (source code, object code or otherwise), its audiovisual components (menus, screens, structure and organization), any human or machine readable form of the program, and any writing or medium in which the program or the information therein is stored, written or described, including without limitation diagrams, flow charts, designs, drawings, templates, specifications, models, data, bug reports and customer information;

     b.   marketing and sales plans, product development plans, competitive analyses, benchmark test results, business and financial plans or forecasts, non-public financial information, agreements, and customer and employee lists of Oracle;

     c.   contracts, engagement letters, order forms, approval forms and matrices, consulting proposals, bids, Statements of Work, pricing proposals or quotes, and purchase orders;

     d.   all information or material which relates to Oracle's Developments as defined in paragraph 3 below, "know how," purchasing, accounting, merchandising or licensing; and

     e.   all information which Oracle has a legal obligation to treat as confidential or which Oracle treats as proprietary or designates as confidential or for internal use only, whether or not owned or developed by Oracle.

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

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

2.   My performance as an employee of Oracle will not breach any agreement or obligation to keep in confidence the proprietary information of a former employer or other entity or person. I will not bring any proprietary information of a former employer or other entity or person to Oracle. I will not use in the performance of my work with Oracle any proprietary information of a former employer or other entity or person without written authorization from my former employer, the other entity or person.

3.   I will promptly disclose to Oracle all ideas, discoveries, inventions or "know how," including without limitation, all processes, devices, or apparatus, or any modification, improvement or use thereof (collectively referred to as

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

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

4.   I will not during my Oracle employment engage in any other employment, occupation, consulting or other activity related to the business in which Oracle is now involved or becomes involved during the term of my employment.

5.   I will not, during my Oracle employment and for a period of six months after the termination of my Oracle employment, directly or indirectly, whether through a third party or otherwise, recruit, solicit, induce, invite or otherwise encourage any Oracle employee to accept an employment or independent contractor or other business relationship with an employer or entity or person other than Oracle.

6.   I will upon termination of my Oracle employment reaffirm my recognition of the importance of maintaining the confidentiality of Oracle's Proprietary Information and reaffirm all of the obligations set forth in this agreement.

7.   I will upon termination of my Oracle employment deliver to Oracle, and will not keep in my possession, recreate or deliver to anyone else, all property belonging to Oracle including without limitation documents, software, discs, diskettes, tapes, records, data, notes and correspondence and copies or reproductions thereof whether or not developed by me during the course of my employment with Oracle, hardware, computers, terminals, modems, telephones, automobiles, badges, business cards, handbooks, policy manuals, software manuals and telephone directories.

8.   I will not, for a period of six months after the termination of my Oracle employment, for my own account or for the account of any other person or entity, solicit, call on or provide competing services for any of Oracle's customers or clients or prospective customers or clients if I have solicited, called on or performed services for that Oracle customer or client or prospective customer or client during the twelve months preceding my termination from Oracle.

9.   I understand and acknowledge that my employment relationship with Oracle may be altered or terminated "at will" and that nothing in this agreement alters my "at will" status.

10.   I agree that any legal action or proceeding involving Oracle which is in any way connected with this agreement may be instituted in federal court in San Francisco, California or state court in San Mateo County, California. I agree to submit to the jurisdiction of, and agree that venue is proper in, the aforesaid courts in any such legal action or proceeding.

11.   If any provision of this agreement is determined to be invalid or unenforceable, the validity or enforceability of the other provisions shall not be affected.

12.   I will not enter into any agreement, written or oral, that conflicts with the provisions of this agreement. I acknowledge that this agreement survives my employment by Oracle.

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

Signature: ████████████████

Name: ___████████████_____   Date: _████████_____   10/99

Employment Eligibility Questionnaire:

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

1. Are you eligible to work in the United States?   YES __✓__   NO __

2. Which <u>one</u> of the following applies to you?

    US Citizen __✓__   Permanent Resident ___   Alien on work visa/authorization ___

3. If on a work visa or work authorization, please check the <u>one</u> that applies to you:

    H1 Visa ___ L1 Visa ___   TN Visa ___

    Is your <u>current</u> work visa sponsored by Oracle?   YES ___   NO ___
    If no, sponsoring company _____
    See Visa Assistance box below.

    J1 Visa ___ F1 Visa ___

    Start date of your practical or curricular training _____ (required)
    Expiration date of your practical or curricular training _____ (required)

    INS Work Authorization _____   Expiration Date _____ (required)

    Note: You must have work authorization <u>in-hand</u> to begin working.

Visa Assistance for Regular, Full Time Employees

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

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

██████████   ██████████   ████████

It is mandatory that <u>ALL</u> employees print and sign their name and date this document.

Continue the work of the summer internship.

███████ Summer intern at █████████████████████
Collect and analyze data for the weather project.
Help to deal with the statistical problems.
Time series analysis.
(Fit and analyze models, predict data from the fitted model...)

███████ Assistant at the ██████████████████████████
Help to promote the National Medical Network
Construct the Homepage

Academic Courses:
 Introduction to Databases Programming in Java
 Programming Methodology in C Programming Abstractions in C
 Mathematical Courses   Statistical Courses

Activities and Leadership:
 Class Representative in the student government
 Class Activity Officer and Arts & Letters Officer
 Officer of the Folk Dance Student Club
 Officer of the Department's women's volleyball team

Personal:
 Language(other than English): Chinese, Taiwanese
 Interests: volleyball, folkdance, ping pong, music, snowboarding

Employee Referral:
████████████████████████
Employee #: ████████

D-80
80.24

ORACLE

Menu   Exit   Help

Sent ████████

Item **Offer Letter**
Type

To **HROFFERS**

Due

Notification **1987636**

Priority **50**

Subject **Please mail** ████████ **offer letter from** ████████

████████ has been approved for hiring by Malatesta Jr, Mr. Roy, who has final offer approval authority.

Candidate: ████████
Hiring Manager: ████████

Last Approver: Malatesta Jr, Mr. Roy
Don, THis candiate is earmarked for ████████

Click here to see the Candidate Offer Letter

Print the job offer letter, obtain the required signatures, and mail the offer letter to ████████

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

06/30/2000 9:34 AM

Candidate Offer Information ⊕ Additional Offer

Candidate Information

First Name Last Name
████████████

Address
███████████

City   State   Zip Code Country
████████████████████████

Assignment Information

Organization **0E23 - Manufacturing - Planning**
Job Code **Applications Developer 1.10710.N**
Office Location **3OP10**

Terms And Conditions

Discretionary Job Title **Associate Applications Engineer**
Product **Applications - MFG**

Salary

FLSA classification **Exempt**
Annual Base Salary ($) ████████
Candidate's previous employer and compensation information **Fresh graduate.**
Status **Full Time**

Timing Issues

Offer packet mailing information: **Express 1-Day**
Target start date (to be confirmed by the Candidate on his/her acceptance paper) ████████
Offer remains open until

Justification

`3

06/30/2000 9:34 AM

████████████████████████████████

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

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

1. **Sharp and versatile.**
2. **Strong programming skills and statistical knowledge.**
3. **Good communication/interpersonal skill.**

List Oracle employee interviewers   **Jacques Senchet Sean Chen Kun Liu**

References checked   **No**

Interviewers' Comments
(Mandatory for Product Division)

Interviewer Name=████████ **Interview Date=06/09/2000 Technical=4 Functional=1 Personal=4 Communication=3 Responsiveness/Sharpness=4 Strengths=MS in statistics, Minitab proficient: could be helpfull for 6-sigma, data mining, simulation functionality development Some (limited) experience in db development Attracted by Oracle, data-warehousing ----- Interviewer Name=**███ **Interview Date=06/14/00 Technical=5 Functional=N/A Personal=4 Communication=4 Responsiveness/Sharpness=5 Strengths=Combination of statistical knowledge and programming skills. Weaknesses= Comments=A very good new grad. ----- Interviewer Name=**███ **Interview Date=06/06/00 Technical=4 Functional=N/A Personal=5 Communication=4 Responsiveness/Sharpness=4 Strengths=Statistics background -- very suitable for datawarehousing/datamining. Fast learner. Weaknesses=Some areas of CS. Comments=I believe this candidate should be able to pick up the necessary skills and get up to speed very quickly. A very good new grad overall.**

Additional Information

Jobpost ID #███ OK

Management Information

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

Hiring Manager

Userid ████
Name ████
Employee ID # ████
Phone ████

`3

06/30/2000 9:34 AM

████████████████████████████████

Candidate Source

Employee Referral   **Yes**
Employee referral name ████████
Employee referral ID # ████████

06/30/2000 9:34 AM

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D-80
80.28

Date: ██████████   Employee Status **Change**
                           Processing Form   ██████████

Batch ID 21525

Transfer   No   Promotion Yes   Change No

                                                     Audit Data   Verify
Approvals: _O_Kay_____   **Prep** Entry

Employee ID: ██████████

Social Security #   _____

Employee Last Name
Employee First Name   ██████████

Effective Date
ASSIGNMENT: Current ██████████   **New**

Cost Center   /___/ /___/ /___/

___Change effective date to   /___/ /___/ /___/

Job Code   10710   (10720)   /✓/ /✓/ /✓/

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 Associate Applications **Engineer**
  New Title
               Applications Engineer
                                                     /✓/ /✓/ /✓/
Hours: (not > 40)
                                                     /___/ /___/ /___/
__ Vacation Accrual Change
                       __ Full to Part   /___/ /___/ /___/
                       __ Part to Full

Current Business Unit: Development - Larry Ellison

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

████████████████████████	0
████████████████████████	1

Date: ███████   Employee Status **Change**   ███████

Batch ID   21525

Is this a transfer?   No

Is this a promotion?   Yes

Is this an individual
employee change in cost   No
center, manager, or
location?
Is Regular to Temp?   No

Will you be filling this   No
employee's previous role?

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: ██████████   Employee Status Change   ██████████

Current Title: Associate Applications Engineer

New Title: Applications Engineer
Current Jobcode: 10710

New Jobcode: 10720
Current Location:

Current Product Association:
New Product Association:

New Location:
Current Mgr L Name:

Current Mgr F Name:
Current Mgr Emp No.:

New Mgr Last Name:
New Mgr First Name:

New Mgr Emp No.:
LOB Supervisor L Name:

LOB Supervisor F Name:
LOB Supervisor ID:
Geo Supervisor L Name:

Geo Supervisor F Name:

Geo Supervisor ID:

Does this employee have direct reports?   No
                    Direct Reports
        Last Name   First Name   Employee ID
1.

2.
3.

4.
5.

6.
7.
8.
9.
10.

C. Compensation

                        Annual Salary
  Salary Basis:
  Current Base Salary:

Date: ███████   Employee Status Change   ███████

New Base Salary:

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

Current Car Allowance

New Car Allowance:
Car Allowance Chg %:

Bonus Type 1:
Bonus Amount 1:

Cost Center to Charge 1:
Bonus Type 2:

Bonus Amount 2:
Cost Center to Charge

Compensation Justification:

Relocation not to exceed:

D. Transfer Initiation:

What brought about this transfer request (**pick** one)?

  Employee initiated response to job posting

Date: ██████████   Employee Status Change   ██████████

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: ██████████

Current Business Unit: Development - **Larry Ellison**

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

███████████████████████████████   0

███████████████████████████████   1