
From: Shauna Holman Harries
To: Atkins, Hea Jung K - OFCCP
CC: Neil Bourque; Bill Couch
Sent: 10/28/2014 9:32:24 PM
Subject: HQCA 1 of 4
Attachments: 00 2014 U.S. AAP NARRATIVE SIGNED.pdf; 01 2014 HQCA_Work Force Analysis.pdf; 02 03 2014 HQCA_Job Group Analysis.pdf; 04, 05 2014 Incumbency v. Availability_HQCA ad.pdf; 06 Placement Goals 2014_HQCA ad.pdf

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

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

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

Best Regards,
Shauna Holman-Harries

ORACLE

Shauna Holman-Harries - Director Diversity Compliance
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"Working to create an inclusive, diverse culture that drives innovation and business success."

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

AFFIRMATIVE ACTION PLAN

for

Oracle America

January 2014

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

COMPANY IDENTIFICATION

Federal Identification Number: 94-2805249

Inclusive Dates of the Plan: 1/1/2014 - 12/31/2014

Individual Responsible
for Plan Implementation: Shauna Holman-Harries
Director Diversity Compliance
(602) 333-9112

Safra Catz
President
500 Oracle Parkway
Redwood Shores, CA 94065
(650) 506-7000

1/1/2014

1

STATEMENT OF CONFIDENTIALITY

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

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

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

1/1/2014

2

STATEMENT OF CONFIDENTIALITY (Cont'd)

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

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

1/1/2014

3

SPECIAL TERMINOLOGY

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

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

ORACLE'S EQUAL EMPLOYMENT OPPORTUNITY

Policy Statement

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

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

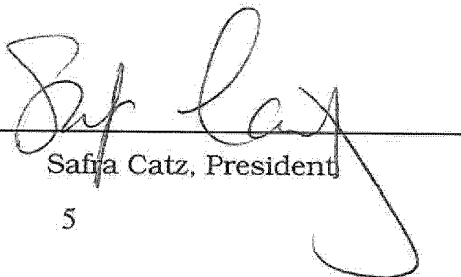
Oracle is committed to providing a work environment that is free of discrimination. Oracle does not tolerate harassment of any kind, including harassment based on race, color, national origin, sex, marital status, sexual orientation, gender identity, age, religion, disability, protected veteran status,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

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

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

Date

3/05/2014


Safia Catz, President

1/1/2014

5

RESPONSIBILITY FOR IMPLEMENTATION

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

Implementation Guidelines

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

1/1/2014

6

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

1/1/2014

7

DEVELOPMENT AND EXECUTION OF ACTION PROGRAMS

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

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

Internal Communications

Employee Orientation

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

Job Posting

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

Dimensions of Diversity Newsletter

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

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

Job Posting Process

Oracle has fully integrated systems that promote diversity including:

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

Diverse Recruiting and Hiring

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

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

Internship Programs, Scholarships and Educational Outreach

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

Career and Leadership Development Sessions and Conferences

1/1/2014

9

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

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

Branding, Community Outreach and Sponsorships

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

Cultural Awareness Celebrations

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

REPORTING AND INTERNAL AUDITING SYSTEM

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

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

- Applicant Tracking
- Hires
- Promotions
- Terminations
- Compensation

Identification of Problem Areas

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

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

General Policy Statement

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

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

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

Reasonable Accommodations for Individuals with Disabilities

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

1/1/2014

12

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

No Retaliation

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

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

Audit and Reporting System

Oracle evaluates the effectiveness of its affirmative action program by:

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

Implementation Responsibility

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

Development & Execution of Affirmative Action Programs

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

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

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

Other Implementation of Affirmative Action Programs

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

Oracle's Injured Veterans Internship Program

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

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

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

1/1/2014

15

Managing Within the Law

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

Online EEO/AA/ Compliance Training

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

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

1/1/2014

16

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AJW - Corporate Marketing HQ

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Market Research Analyst 3		2										
	Business Analyst 4-Ops		2										
	Market Research Analyst 4		2										
	Market Research Analyst 5		2										
	Marketing Comm / PR Specialist 5		2										
	Marketing Research Snr Manager		1.2										
	Product Marketing Analyst 4		2										
	Marketing Research Director		1.2										
	Product Marketing Analyst 5		2										
	Business Planning Director-Ops		1.2										
	Business Development Snr Director		1.2										
	- Business Planning Snr Director-Ops		1.2										
	IT Director		1.2										
	Marketing Research Snr Director		1.2										
	Marketing Research VP		1.2										
	Business Analyst 1-Ops		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AJW - Corporate Marketing HQ

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Senior Administrative Assistant		2										
	Marketing SVP		1.1										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AJX - Integrated Marketing

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Product Marketing Analyst 3		2										
	Market Research Analyst 4		2										
	Marketing Comm / PR Specialist 4		2										
	Market Research Analyst 5		2										
	Marketing Comm / PR Snr Manager		1.2										
	Marketing Comm / PR Specialist 5		2										
	Product Marketing Analyst 4		2										
	Marketing Research Director		1.2										
	Product Marketing Analyst 5		2										
	Marketing Comm / PR Director		1.2										
	Marketing Comm / PR Snr Director		1.2										
	Marketing Research Snr Director		1.2										
	Product Marketing Snr Director		1.2										
	Marketing Comm / PR VP		1.2										
	Marketing Research VP		1.2										
	Senior Administrative Assistant		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AJX - Integrated Marketing

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Graphics Designer 4-Mkt		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

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

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Market Research Analyst 3		2										
	Product Manager/Strategy 3-ProdDev		2										
	Project Manager 3		2										
	Database Administrator 3-IT		2										
	Business Analyst 4-Ops		2										
	IT Business Implementation Analyst 4		2										
	QA Analyst 4-ProdDev		2										
	Software Developer 3		2										
	Programmer Analyst 4-IT		2										
	Systems Analyst 4-IT		2										
	Applications Developer 4		2										
	Database Administrator 4-IT		2										
	IT Manager		1.2										
	Product Manager/Strategy 4-ProdDev		2										
	Program Manager 4-ProdDev		1.2										
	Project Manager 4		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

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

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	QA Manager-ProdDev		1.2										
	Software Developer 4		2										
	System Administrator 4-IT		2										
	User Experience Developer 4-ProdDev		2										
	IT Security Analyst 4		2										
	Network/Telecom Systems Analyst 4-IT		3										
	Programmer Analyst 5-IT		2										
	Technical Architect 4		2										
	Database Administrator 5-IT		2										
	IT Business Implementation Analyst 5		1.2										
	IT Security Analyst 5		2										
	Program Manager 5-ProdDev		1.2										
	Software Development Manager		1.2										
	System Administrator 5-IT		2										
	Applications Developer 5		1.2										
	IT Snr Manager		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

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

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>			<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>							
	Project Manager 5		2										
	Software Developer 5		2										
	Software Development Snr Manager		1.2										
	Applications Developer - Architect		1.2										
	IT Director		1.2										
	Program Mgmt Director-ProdDev		2										
	Software Development Director		1.2										
	Business Planning VP-Ops		1.2										
	IT Snr Director		1.2										
	Software Development Snr Director		1.2										
	IT VP		1.2										
	Product Support VP		1.2										
	Software Development VP		1.2										
	Administrative Assistant A3		5										
	Data Services Support A4-IT		3										
	Business Analyst 2-Ops		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

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

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Senior Administrative Assistant		2										
	Programmer Analyst 2-IT		2										
	Applications Developer 2		2										
	Software Developer 2		2										
	Programmer Analyst 3-IT		2										
	System Administrator 3-IT		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OANG - Analyst Relations

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ANH - Public Relations

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ANI - Internal Communications

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Product Marketing Snr Director		1.2										
Totals													

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

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ANK - Alliances Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Business Planning Manager-Ops		1.2										
	Alliances Manager		1.2										
	Alliances Consultant 4		4										
	Business Development Consultant 4-Co		4										
	Alliances Consultant 5		4										
	Alliances Director		1.2										
	Business Development Consultant 5-Co		4										
	Business Development Director - Corp		1.2										
	Alliances Senior Director		1.2										
	Alliances Vice President		1.2										
	Business Development VP - Corp Plan		1.2										
	Sales SVP		1.1										
	Senior Administrative Assistant		2										
	Alliances Consultant 3		4										
	Totals												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OAPS - Advanced Product Support - Field Service

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ARV - On Demand - Global

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Customer Service Manager-Support		1.2										
	Customer Service Account Management		2										
	Systems Analyst 4-Support		2										
	Technical Analyst 4-Support		2										
	Systems Analyst 4-IT		2										
	Business Analyst 5-Ops		2										
	Customer Service Snr Manager-Support		1.2										
	IT Manager		1.2										
	Product Manager/Strategy 4-ProdDev		2										
	Program Manager 4-ProdDev		1.2										
	Project Manager 4		2										
	System Administrator 4-IT		2										
	IT Security Analyst 4		2										
	Master Principal Sales Consultant		4										
	Network/Telecom Systems Analyst 4-IT		3										
	Systems Analyst 5-Support		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ARV - On Demand - Global

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Technical Analyst 5-Support		2										
	Network/Telecom Systems Analyst 5-IT		3										
	Product Manager/Strategy 5-ProdDev		2										
	Adv Customer Service Support Directo		1.2										
	Business Planning Director-Ops		1.2										
	Customer Service Director-Support		1.2										
	IT Snr Manager		1.2										
	Sales Consulting Snr Director		1.2										
	Business Planning Snr Director-Ops		1.2										
	Customer Service Snr Director-Suppor		1.2										
	Product Mgmt/Strategy Director-ProdD		1.2										
	Software Developer - Architect		1.2										
	IT Snr Director		1.2										
	Customer Service VP-Support		1.2										
	Software Development VP		1.2										
	Technical Analyst 2-Support		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ARV - On Demand - Global

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Senior Administrative Assistant		2										
	Business Analyst 3-Ops		2										
	Systems Analyst 3-Support		2										
	Technical Analyst 3-Support		2										
	System Administrator 3-IT		2										
	IT SVP		1.1										
	Totals												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0ARZ - On Demand - Regional

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Customer Service Account Management Services Renewal Snr Director		2										
	Adv Customer Service Support Snr Dir		1.2										
	Customer Service Snr Director-Suppor		1.2										
	Services Sales VP		1.2										
	Business Analyst 3-Ops		2										
	Totals												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0AVB - Retek

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

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: 0AWK - Global IT Security

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Project Manager 3		2										
Totals													

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

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: OBDH - NAA HCM

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

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BHH - Acquisition GBUs

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Product Manager/Strategy 3-ProdDev		2										
	Product Support Manager		1.2										
	QA Analyst 3-ProdDev		2										
	Senior Sales Consultant		4										
	Technical Analyst 4-Support		2										
	Technical Writer 3-ProdDev		2										
	Applications Sales Representative IV		4										
	Applications Developer 3		2										
	QA Analyst 4-ProdDev		2										
	Senior Principal Consultant		2										
	Principal Sales Consultant		4										
	Applications Developer 4		2										
	Consulting Solution Manager		1.2										
	Consulting Technical Manager		1.2										
	Product Manager/Strategy 4-ProdDev		2										
	Program Manager 4-ProdDev		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BHH - Acquisition GBUs

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Technical Analyst 5-Support		2										
	Solution Specialist V		4										
	Applications Developer 5		1.2										
	Consulting Practice Director		1.2										
	Product Support Director		1.2										
	Software Development Snr Manager		1.2										
	User Experience Developer 5-ProdDev		2										
	Product Mgmt/Strategy Director-ProdD		1.2										
	Product Mgmt/Strategy Snr Director-P		1.2										
	Software Development Snr Director		1.2										
	Sales VP		1.2										
	Internet Sales Representative II		4										
	Telesales Business Development Repre		4										
	Telesales Business Development Repre		4										
	Technical Analyst 2-Support		2										
	Business Analyst 3-Ops		2										

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Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BHH - Acquisition GBUs

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Senior Consultant		2										
	System Administrator 2-IT		2										
	Technical Analyst 3-Support		2										
	Applications Developer 2		2										
	QA Analyst 2-ProdDev		2										
	Software Developer 2		2										
	System Administrator 3-IT		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BIZ - Security and Architecture

Incl / Excl	Job Title	Salary Code	EEO Code	Total							Two or more races		
				Employees	Minorities	Total	White	Black	Asian	Native American		Hispanic	Pacific Islander
	IT Business Implementation Analyst 3		2										
	Executive Protection Agent 4		2										
	Business Analyst 4-Ops		2										
	Business Process Analyst 4		2										
	Hardware Developer 3		2										
	IT Business Implementation Analyst 4		2										
	Senior Principal Consultant		2										
	Software Developer 3		2										
	Technology Sales Representative V		4										
	Corporate Affairs Snr Manager -Ops		1.2										
	Hardware Developer 4		2										
	Product Manager/Strategy 4-ProdDev		2										
	Software Developer 4		2										
	System Administrator 4-IT		2										
	IT Security Analyst 5		2										
	Product Manager/Strategy 5-ProdDev		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OBIZ - Security and Architecture

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Security Director-Fac		1.2										
	Software Development Manager		1.2										
	System Administrator 5-IT		2										
	Business Planning Director-Ops		1.2										
	Hardware Developer 5		2										
	IT Snr Manager		1.2										
	Product Manager/Strategy 6-ProdDev		2										
	Software Developer 5		2										
	Software Development Snr Manager		1.2										
	Business Process Snr Director		1.2										
	Hardware Developer 6		2										
	IT Director		1.2										
	Product Mgmt/Strategy Director-ProdD		1.2										
	Software Developer - Architect		1.2										
	Software Development Director		1.2										
	Hardware Development Snr Director		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OBIZ - Security and Architecture

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	IT Snr Director		1.2										
	Product Mgmt/Strategy Snr Director-P		1.2										
	Software Development Snr Director		1.2										
	Hardware Development VP		1.2										
	Security VP -Fac		1.2										
	Software Development VP		1.2										
	Associate Internet Sales Representat		4										
	Student / Intern		5										
	Administrative Assistant A3		5										
	Associate Internet Sales Consultant		4										
	Channel Sales Representative II		4										
	Security Specialist 3-Fac		2										
	Business Analyst 2-Ops		2										
	Senior Administrative Assistant		2										
	Corporate Affairs Specialist 3 - Ops		2										
	Business Analyst 3-Ops		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OBIZ - Security and Architecture

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BNV - CRM OD Delivery

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Database Administrator 4-IT		2										
	Development Systems Administrator 4		2										
	IT Manager		1.2										
	Product Manager/Strategy 4-ProdDev		2										
	Program Manager 4-ProdDev		1.2										
	Project Manager 4		2										
	QA Analyst 5-ProdDev		2										
	QA Manager-ProdDev		1.2										
	Release Developer 4		2										
	Software Developer 4		2										
	System Administrator 4-IT		2										
	Technical Writer Manager-ProdDev		1.2										
	User Experience Developer 4-ProdDev		2										
	IT Security Analyst 4		2										
	Network/Telecom Systems Analyst 4-IT		3										
	Programmer Analyst 5-IT		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

Incl / Excl	Job Title	Salary Code	EEO Code	Total			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities									
	Technical Writer 5-ProdDev		2											
	Course/Curriculum Dev Director - Tra		1.2											
	Database Administrator 5-IT		2											
	Development Systems Administrator 5		2											
	Product Manager/Strategy 5-ProdDev		2											
	Product Mgmt/Strategy Manager-ProdDe		1.2											
	Program Manager 5-ProdDev		1.2											
	Program Mgmt Manager-ProdDev		1.2											
	QA Snr Manager-ProdDev		1.2											
	Release Developer 5		1.2											
	Software Development Manager		1.2											
	Technical Writer Snr Manager-ProdDev		1.2											
	Applications Developer 5		1.2											
	Business Development Consultant 5-Co		4											
	IT Snr Manager		1.2											
	Product Manager/Strategy 6-ProdDev		2											

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

Incl / Excl	Job Title	Salary Code	EEO Code	Total							Two or more races		
				Employees	Minorities	Total	White	Black	Asian	Native American		Hispanic	Pacific Islander
	Product Mgmt/Strategy Snr Manager-Pr		1.2										
	Program Mgmt Sr Manager-ProdDev		1.2										
	Project Manager 5		2										
	QA Director-ProdDev		1.2										
	Software Developer 5		2										
	Software Development Snr Manager		1.2										
	Technical Writer Director-ProdDev		1.2										
	User Experience Developer 5-ProdDev		2										
	Applications Developer - Architect		1.2										
	Business Development Snr Director -		1.2										
	Course/Curriculum Dev Snr Director -		1.2										
	IT Director		1.2										
	Product Marketing Snr Director		1.2										
	Product Mgmt/Strategy Director-ProdD		1.2										
	Program Mgmt Director-ProdDev		2										
	QA Snr Director-ProdDev		1.2										

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

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

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>								<i>Two or more races</i>	
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>		<i>Pacific Islander</i>
	Training Coordinator-A4		5										
	Course/Curriculum Dev 2-Training		2										
	Marketing Comm / PR Specialist 2		2										
	Business Analyst 2-Ops		2										
	Product Marketing Analyst 1		2										
	Senior Administrative Assistant		2										
	Applications Developer 1		2										
	Software Developer 1		2										
	Database Administrator 2-IT		2										
	System Administrator 2-IT		2										
	Applications Developer 2		2										
	Course/Curriculum Dev 3-Training		2										
	Marketing Comm / PR Specialist 3		2										
	Product Manager/Strategy 2-ProdDev		2										
	Program Manager 2-ProdDev		2										
	QA Analyst 2-ProdDev		2										

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BPH - ST & Applications Development

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Software Developer 2		2										
	User Experience Developer 2-ProdDev		2										
	Graphics Designer 4-Mkt		2										
	Programmer Analyst 3-IT		2										
	System Administrator 3-IT		2										
	Executive Vice President-Ops		1.1										
	Product Development SVP		1.1										
	Totals												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BQH - SUN Integration

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Buyer 4-Fin		2										
	Financial Analyst 4		2										
	Manufacturing Test Manager		1.2										
	Master Scheduler 4		2										
	Product Support Manager		1.2										
	Program Manager 3-ProdDev		2										
	QA Analyst 3-ProdDev		2										
	Senior Sales Consultant		4										
	Supply Chain Analyst 4		2										
	Technical Analyst 4-Support		2										
	Business Process Analyst 4		2										
	Process Manufacturing Analyst 4		2										
	Quality Assurance Specialist 4		2										
	Software Developer 3		2										
	Business Analyst 5-Ops		2										
	Course/Curriculum Dev Snr Mgr - Trai		1.2										

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BQH - SUN Integration

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Mfg & Distribution Snr Manager		1.2										
	Program Manager 4-ProdDev		1.2										
	Software Developer 4		2										
	Master Principal Sales Consultant		4										
	Technical Analyst 5-Support		2										
	Mfg & Distribution Director		1.2										
	Product Marketing Analyst 5		2										
	Supply Chain Snr Manager		1.2										
	Sales Consulting Director		1.2										
	Business Planning Director-Ops		1.2										
	Product Support Director		1.2										
	Software Developer 5		2										
	Software Development Snr Manager		1.2										
	Business Planning Snr Director-Ops		1.2										
	Product Mgmt/Strategy Director-ProdD		1.2										
	Software Development Director		1.2										

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BQH - SUN Integration

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Business Planning VP-Ops		1.2										
	Supply Chain VP		1.2										
	Services Sales SVP		1.2										
	Telesales Business Development Repre		4										
	Business Analyst 1-Ops		2										
	Inventory Control Analyst 2		2										
	Master Scheduler 1		2										
	Services Renewal Representative IV		4										
	Supply Chain Analyst 2		2										
	Logistics Analyst 3		2										
	QA Analyst 1-ProdDev		2										
	Senior Administrative Assistant		2										
	Master Scheduler 3		2										
	Business Analyst 3-Ops		2										
	Customer Service Analyst 3-Support		2										
	Field Support Specialist 3		2										

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BQH - SUN Integration

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Supply Chain Analyst 3		2										
	Technical Analyst 3-Support		2										
	Course/Curriculum Dev 3-Training		2										
	Logistics Analyst 4		2										
	Product Manufacturing Analyst 3		2										
	Program Manager 2-ProdDev		2										
	QA Analyst 2-ProdDev		2										
	Software Developer 2		2										
	Corporate SVP-Ops		1.1										
	Support SVP		1.1										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: 0BVV - OU - Global Bus Dev - M&A

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Senior Administrative Assistant		2										
Totals													

Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BVW - Systems/Storage

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Software Developer 4		2										
	Software Developer 2		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0BVY - Microelectronics

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Hardware Developer 2		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: OCEK - IGBU

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

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCFG - Corporate Accrual & Other

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Facilities Manager		1.2										
	Business Analyst 3-Ops		2										
Totals													

Incl - employee is included in this plan and department

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCFJ - IT Executive Management Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Project Manager 5		2										
	IT Director		1.2										
	Administrative Assistant A3		5										
	Senior Administrative Assistant		2										
	Totals												

Incl - employee is included in this plan and department

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Accountant 4-Fin		2										
	Benefits Consultant 4-HR		2										
	Buyer 4-Fin		2										
	Credit and Syndications Analyst 4-Fi		2										
	Financial Analyst 4		2										
	IT Business Implementation Analyst 3		2										
	Office Services Snr Manager-Fac		1.2										
	Project Manager 3		2										
	Revenue Analyst 4-Fin		2										
	Treasury Analyst 4-Fin		2										
	Database Administrator 3-IT		2										
	Financing Sales Representative IV -		4										
	Financing Snr Manager-Sales		1.2										
	Accounting Manager-Fin		1.2										
	Applications Developer 3		2										
	Business Analyst 4-Ops		2										

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Compensation Consultant 4-HR		2										
	Credit and Syndications Analyst 5-Fi		2										
	Facilities Manager		1.2										
	Facilities Specialist 4		2										
	Financial Analyst 5		2										
	HR Consultant 4		2										
	HR Manager		1.2										
	IT Business Implementation Analyst 4		2										
	Internal Auditor 4-Fin		2										
	Legal Counsel 1		2										
	Marketing Comm / PR Specialist 4		2										
	Organizational Development Consultan		2										
	Project Mgmt Manager		2										
	Revenue Analyst 5-Fin		2										
	Software Developer 3		2										
	Tax Accountant 4-Fin		2										

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Workforce Metrics Intelligence Analy		2										
	Contracts Administrator 4-Fin		2										
	Project Manager 4 - Ops		1.2										
	Accounting Snr Manager-Fin		1.2										
	Applications Developer 4		2										
	Budget/Finance Manager		1.2										
	Business Planning Snr Manager-Ops		1.2										
	Business Process Snr Manager		1.2										
	Course/Curriculum Dev 5-Training		2										
	Environmental Health & Safety Snr Ma		1.2										
	Facilities Snr Manager		1.2										
	Facilities Specialist 5		2										
	IT Manager		1.2										
	Incentive Planning Snr Manager-Fin		1.2										
	Internal Auditor 5-Fin		2										
	Marketing Comm / PR Snr Manager		1.2										

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCGP - CFO Operations

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

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Legal Counsel 3		2										
	Mfg & Distribution Director		1.2										
	Payroll Director-Fin		1.2										
	Program Manager 5-ProdDev		1.2										
	Project Mgmt Snr Manager		1.2										
	Project Mgmt Snr Manager-Ops		1.2										
	Recruiter 5-HR		2										
	Workforce Metrics Intelligence Analy		2										
	Project Manager 5 - Ops		1.2										
	Accounting Director-Fin		1.2										
	Applications Developer 5		1.2										
	Budget/Finance Snr Mgr		1.2										
	Business Planning Director-Ops		1.2										
	Business Process Director		1.2										
	Controller Director-Fin		1.2										
	Corporate Affairs Specialist 5 - Ops		2										

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	HR Director		1.2										
	Internal Audit Director-Fin		1.2										
	Legal Counsel 4		1.2										
	Mfg & Distribution Snr Director		1.2										
	Project Mgmt Director-Ops		1.2										
	Tax Snr Manager-Fin		1.2										
	Treasury Director-Fin		1.2										
	Accounting Snr Director-Fin		1.2										
	Budget/Finance Director		1.2										
	Business Planning Snr Director-Ops		1.2										
	Controller Snr Director-Fin		1.2										
	Credit and Syndications Snr Director		1.2										
	Facilities Snr Director		1.2										
	HR Snr Director		1.2										
	IT Director		1.2										
	Incentive Planning Snr Director-Fin		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>				<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>				
	Internal Audit Snr Director-Fin		1.2								
	Legal Counsel 5		1.2								
	Legal Director		1.2								
	Product Marketing Snr Director		1.2								
	Project Mgmt Snr Director		1.2								
	Software Development Director		1.2								
	Tax Director-Fin		1.2								
	Treasury Snr Director-Fin		1.2								
	Financing VP-Sales		1.2								
	Budget/Finance Snr Director		1.2								
	Business Planning VP-Ops		1.2								
	Contracts VP-Fin		1.2								
	Credit and Syndications VP-Fin		1.2								
	Financing VP-Fin		1.2								
	IT Snr Director		1.2								
	Legal Snr Director		1.2								

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Mfg & Distribution VP		1.2										
	Tax Snr Director-Fin		1.2										
	Vice President-Ops		1.2										
	Controller VP-Fin		1.2										
	Facilities VP		1.2										
	HR VP		1.2										
	Internal Audit VP-Fin		1.2										
	Legal VP		1.2										
	Purchasing VP-Fin		1.2										
	Tax VP-Fin		1.2										
	Budget/Finance VP		1.2										
	Materials Handler A1-Mfg&Dist		5										
	Telephone/Receptionist A1		5										
	Materials Handler A3-Mfg&Dist		5										
	Office Services Support A2		5										
	Telephone/Receptionist A2		5										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Administrative Assistant A2		5										
	Internet Sales Representative II		4										
	Legal Support A1		5										
	Office Services Support A3		5										
	HR Support A2		5										
	Internet Sales Representative III		4										
	Legal Support A2		5										
	Materials Planner 1-Mfg&Dist		2										
	Student / Intern		5										
	Accountant 1-Fin		2										
	Administrative Assistant A3		5										
	Facilities Specialist 1		2										
	HR Support A3		5										
	Office Services Support A4		5										
	Workforce Metrics Intelligence Analy		2										
	Contracts Administrator 2-Fin		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Customer Service Representative 2-Op		2										
	Financial Analyst 1		2										
	HR Consultant 1		2										
	HR Support A4		5										
	Materials Planner 2-Mfg&Dist		2										
	Mfg & Distribution Supervisor		1.2										
	Paralegal 1		2										
	Project Manager 1 - Ops		2										
	Accountant 2-Fin		2										
	Environmental Health & Safety Specia		2										
	Financial Analyst 2		2										
	Immigration Consultant 2		2										
	Internal Auditor 2-Fin		2										
	QA Analyst 1-ProdDev		2										
	Business Analyst 2-Ops		2										
	Business Process Analyst 2		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCGP - CFO Operations

Incl / Excl	Job Title	Salary Code	EEO Code	Total					Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities	Total	White	Black				
	Customer Service Representative 3-Op		2									
	Facilities Specialist 2		2									
	HR Consultant 2		2									
	HRIS Analyst 2		2									
	Incentive Planning Analyst 2-Fin		2									
	Paralegal 2		2									
	Senior Administrative Assistant		2									
	Accountant 3-Fin		2									
	Buyer 3-Fin		2									
	Office Service Manager-Fac		1.2									
	Revenue Analyst 3-Fin		2									
	Tax Accountant 2-Fin		2									
	Business Analyst 3-Ops		2									
	Business Planning Supervisor-Ops		2									
	Compensation Consultant 2-HR		2									
	IT Business Implementation Analyst 2		2									

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Programmer Analyst 2-IT		2										
	Project Manager 2 - Ops		2										
	Applications Developer 2		2										
	Credit and Syndications Analyst 3-Fi		2										
	Financial Analyst 3		2										
	HR Consultant 3		2										
	Internal Auditor 3-Fin		2										
	Marketing Comm / PR Specialist 3		2										
	Mfg & Distribution Manager		1.2										
	Tax Accountant 3-Fin		2										
	Contracts Administrator 3-Fin		2										
	Facilities Specialist 3		2										
	Programmer Analyst 3-IT		2										
	Project Manager 3 - Ops		2										
	Financing Sales Representative III -		4										
	Controller SVP-Fin		1.1										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCGP - CFO Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Legal SVP		1.1										
	Tax SVP-Fin		1.1										
	Treasury-SVP-Fin		1.1										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CHC - Other Global IT

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	IT VP		1.2										
	Senior Administrative Assistant		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CHD - Global Networks

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	IT Business Implementation Analyst 3		2										
	Internal Customer Tech Support 4-IT		3										
	Network/Telecom Systems Analyst 3-IT		3										
	Systems Analyst 4-IT		2										
	Database Administrator 4-IT		2										
	IT Manager		1.2										
	Project Manager 4		2										
	IT Security Analyst 4		2										
	Network/Telecom Systems Analyst 4-IT		3										
	Network/Telecom Systems Analyst 5-IT		3										
	IT Snr Manager		1.2										
	IT Director		1.2										
	IT Snr Director		1.2										
	Network/Telecom Systems Technician A		3										
	Senior Administrative Assistant		2										
	Programmer Analyst 3-IT		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: 0CHD - Global Networks

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCHE - Applications Management Services

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	IT Business Implementation Analyst 3		2										
	QA Analyst 3-ProdDev		2										
	IT Business Implementation Analyst 4		2										
	QA Analyst 4-ProdDev		2										
	Software Developer 3		2										
	Programmer Analyst 4-IT		2										
	Software Developer 4		2										
	IT Business Implementation Analyst 5		1.2										
	IT Snr Manager		1.2										
	Software Developer 5		2										
	Software Development Director		1.2										
	Software Development Snr Director		1.2										
	Programmer Analyst 1-IT		2										
	Totals												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCIN - Global Customer Program

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCKH - Total Service Engineering

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCKH - Total Service Engineering

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCLL - NAA CRM Sales Auto

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Applications Sales Representative IV		4										
	Telesales/Internet Sales Snr Manager		1.2										
	Applications Sales Representative V		4										
	Sales Snr Director		1.2										
	Sales VP		1.2										
	Internet Sales Representative II		4										
	Applications Sales Representative I		4										
	Client Success Specialist III		4										
	Senior Administrative Assistant		2										
	Telesales/Internet Sales Manager		1.2										
	Applications Sales Representative II		4										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: OCLY - HW-OD

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Internet Sales Consulting Manager		1.2										
	Telesales/Internet Sales Snr Manager		1.2										
	Internet Sales Consulting Snr Manage		1.2										
	Sales Manager		1.2										
	Internet Sales Consulting Snr Direct		1.2										
	Sales Snr Director		1.2										
	Associate Internet Sales Representat		4										
	Associate Telesales Business Develop		4										
	Internet Sales Representative I		4										
	Internet Sales Representative II		4										
	Internet Sales Representative III		4										
	Administrative Assistant A3		5										
	Associate Internet Sales Consultant		4										
	Internet Sales Representative IV		4										
	Telesales Business Development Manag		1.2										
	Senior Administrative Assistant		2										

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: OCLY - HW-OD

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Staff Internet Sales Consultant		4										
	Telesales/Internet Sales Manager		1.2										
	Senior Internet Sales Consultant		4										
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCMF - HW Channel Alliances

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Telesales Channel Representative III		4										
	Channel Sales Representative II		4										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: OCMH - HW- ESG

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Solution Specialist V		4										
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: OCMQ - BUSINESS PLANNING SUPPORT

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>					
	Business Analyst 4-Ops		2											
Totals														

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CQT - North America Hardware

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Minorities</i>				
	Principal Sales Consultant		4											
	Sales Consulting Snr Manager		1.2											
	Sales Consulting Director		1.2											
	Sales Consulting Snr Director		1.2											
	Sales Consulting Vice President		1.2											
	Hardware Sales Representative II		4											
	Hardware Sales Representative III		4											
	Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OCRT - Product Developmnt Executive Office

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Executive Assistant to the Executive		2										
	Executive Vice President-Ops		1.1										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CWL - NAS Lic Without CRM OD

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Principal Internet Sales Consultant		4										
	Senior Sales Consultant		4										
	TL Internet Sales Consultant		4										
	Applications Sales Representative IV		4										
	Internet Sales Consulting Manager		1.2										
	Strategic Account Sales Representati		4										
	Technology Sales Representative IV		4										
	Telesales/Internet Sales Snr Manager		1.2										
	Business Analyst 4-Ops		2										
	Principal Sales Consultant		4										
	Alliances Consultant 4		4										
	Applications Sales Representative V		4										
	Sales Manager		1.2										
	Strategic Account Sales Representati		4										
	Technology Sales Representative V		4										
	Telesales/Internet Sales Director		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CWL - NAS Lic Without CRM OD

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>				<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>				
	Business Analyst 5-Ops		2								
	Master Principal Sales Consultant		4								
	Oracle Architect V		4								
	Sales Consulting Manager		1.2								
	Sales Consulting Snr Manager		1.2								
	Sales Snr Manager		1.2								
	Solution Specialist V		4								
	Oracle Architect VI		4								
	Internet Sales Consulting Snr Direct		1.2								
	Sales Consulting Director		1.2								
	Sales Director		1.2								
	Telesales/Internet Sales Snr Directo		1.2								
	Business Planning Director-Ops		1.2								
	IT Snr Manager		1.2								
	Alliances Senior Director		1.2								
	Sales Consulting Snr Director		1.2								

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CWL - NAS Lic Without CRM OD

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Solution Specialist Snr Director		1.2										
	Sales Snr Director		1.2										
	Telesales/Internet Sales Vice Presid		1.2										
	Sales VP		1.2										
	Business Development VP - Corp Plan		1.2										
	Associate Internet Sales Representat		4										
	Associate Telesales Business Develop		4										
	Internet Sales Representative I		4										
	Telesales Business Development Repre		4										
	Internet Sales Representative II		4										
	Internet Sales Representative III		4										
	Administrative Assistant A3		5										
	Associate Internet Sales Consultant		4										
	Internet Sales Representative IV		4										
	Technology Sales Representative I		4										
	Associate Sales Consultant		4										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: 0CWL - NAS Lic Without CRM OD

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Telesales Business Development Manag		1.2										
	Business Analyst 2-Ops		2										
	Product Marketing Analyst 1		2										
	Senior Administrative Assistant		2										
	Staff Internet Sales Consultant		4										
	Systems Analyst 2-IT		2										
	Applications Sales Representative II		4										
	Technology Sales Representative II		4										
	Telesales Business Development Snr M		1.2										
	Business Analyst 3-Ops		2										
	Telesales/Internet Sales Manager		1.2										
	Senior Internet Sales Consultant		4										
	Staff Sales Consultant		4										
	Applications Sales Representative II		4										
	Strategic Account Sales Representati		4										
	Technology Sales Representative III		4										

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: 0CWL - NAS Lic Without CRM OD

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CYT - Public Cloud Development

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	QA Analyst 3-ProdDev		2										
	Applications Developer 3		2										
	Software Developer 3		2										
	User Experience Developer 3-ProdDev		2										
	Technical Writer 4-ProdDev		2										
	Applications Developer 4		2										
	Product Manager/Strategy 4-ProdDev		2										
	Software Developer 4		2										
	Technical Writer 5-ProdDev		2										
	Product Manager/Strategy 5-ProdDev		2										
	QA Snr Manager-ProdDev		1.2										
	Software Development Manager		1.2										
	Applications Developer 5		1.2										
	Software Developer 5		2										
	Software Development Snr Manager		1.2										
	Product Mgmt/Strategy Director-ProdD		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CYT - Public Cloud Development

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>										
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>	
	Software Developer - Architect		1.2											
	Software Development Director		1.2											
	Product Mgmt/Strategy Snr Director-P		1.2											
	Software Development Snr Director		1.2											
	Technical Writer VP-ProdDev		1.2											
	Product Mgmt/Strategy VP-ProdDev		1.2											
	Software Development VP		1.2											
	Senior Administrative Assistant		2											
	Applications Developer 2		2											
	Software Developer 2		2											
	Product Development SVP		1.1											
Totals														

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CZM - SaaS Operations

Incl / Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Program Manager 3-ProdDev		2										
	Database Administrator 3-IT		2										
	Programmer Analyst 4-IT		2										
	Database Administrator 4-IT		2										
	IT Manager		1.2										
	Program Manager 4-ProdDev		1.2										
	Project Manager 4		2										
	Product Manager/Strategy 5-ProdDev		2										
	Program Manager 5-ProdDev		1.2										
	Project Mgmt Snr Manager		1.2										
	IT Snr Manager		1.2										
	IT Director		1.2										
	Software Development Director		1.2										
	IT Snr Director		1.2										
	Product Mgmt/Strategy Snr Director-P		1.2										
	Program Mgmt Sr Director-ProdDev		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0CZM - SaaS Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	IT VP		1.2										
	System Administrator 2-IT		2										
	Programmer Analyst 3-IT		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ODIS - USA Distribution Org

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Database Administrator 3-IT		2										
	Business Planning Snr Manager-Ops		1.2										
	Business Process Snr Manager		1.2										
	Database Administrator 4-IT		2										
	Project Manager 4		2										
	Business Development Consultant 5-Co		4										
	Business Planning Director-Ops		1.2										
	IT Snr Manager		1.2										
	Business Planning Snr Director-Ops		1.2										
	Business Planning VP-Ops		1.2										
	Sales SVP		1.1										
	Administrative Assistant A2		5										
	Senior Administrative Assistant		2										
	Business Analyst 3-Ops		2										
	Executive Assistant to the Executive		2										
	Business Proposal Rep 3		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ODIS - USA Distribution Org

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	President		1.1										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OECU - College Recruiting

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: OFGN - NAA CRM Service Auto

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Applications Sales Representative IV		4										
	Client Success Specialist V		4										
	Sales Manager		1.2										
	Telesales/Internet Sales Director		1.2										
	Sales Snr Manager		1.2										
	Sales Snr Director		1.2										
	Applications Sales Representative I		4										
	Client Success Specialist III		4										
	Applications Sales Representative II		4										
	Telesales/Internet Sales Manager		1.2										
	Client Success Specialist IV		4										
	Applications Sales Representative II		4										
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OFHV - LMS ORG

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	License Management Analyst 3-Fin		2										
	Business Analyst 4-Ops		2										
	License Management Analyst 4-Fin		2										
	License Management Manager-Fin		2										
	License Management Snr Manager-Fin		1.2										
	License Management Director-Fin		1.2										
	License Management Snr Director-Fin		1.2										
	License Management VP-Fin		1.2										
	License Management Analyst 2-Fin		2										
	Programmer Analyst 3-IT		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0FLZ - ELOQUA ACQUISITION

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Principal Consultant		2										
	Marketing Comm / PR Specialist 4		2										
	Client Success Specialist V		4										
	Product Manager/Strategy 5-ProdDev		2										
	Marketing Comm / PR VP		1.2										
	Sales SVP		1.1										
	Field Marketing Specialist 3		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0GAS - Data Center Operations

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	IT Business Implementation Analyst 3		2										
	Database Administrator 3-IT		2										
	Systems Analyst 4-IT		2										
	IT Snr Manager		1.2										
	IT Snr Director		1.2										
	Programmer Analyst 2-IT		2										
	Programmer Analyst 3-IT		2										
	System Administrator 3-IT		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0GBE - Global Management HQ

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Business Analyst 4-Ops		2										
	Marketing Comm / PR Specialist 4		2										
	Marketing Comm / PR Specialist 5		2										
	Product Marketing Director		1.2										
	Business Planning Snr Director-Ops		1.2										
	Sales Operations Analyst 1		2										
	Senior Administrative Assistant		2										
	Training / Education SVP		1.1										
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGDM - Americas Field Marketing

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGEB - Support

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Product Support Director		1.2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGFO - Oracle Conferences and Events

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Marketing Comm / PR Specialist 4		2										
	Market Research Analyst 5		2										
	Marketing Comm / PR Specialist 5		2										
	Marketing Research Director		1.2										
	Marketing Research Snr Director		1.2										
	Product Marketing Snr Director		1.2										
	Marketing Research VP		1.2										
	Marketing Comm / PR Specialist 2		2										
	Senior Administrative Assistant		2										
	Event Specialist 3		2										
	Event Specialist 4		2										
	Marketing Comm / PR Specialist 3		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0GFS - Donovan, CVC, Conference Center

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Marketing Comm / PR Specialist 4		2										
	Marketing Comm / PR Snr Manager		1.2										
	Marketing Comm / PR Director		1.2										
	Marketing Research Snr Director		1.2										
	Marketing Research VP		1.2										
	Executive Driver		5										
	Marketing Comm / PR Specialist 1		2										
	Internal Customer Tech Support 2-IT		3										
	Marketing Comm / PR Specialist 2		2										
	Event Specialist 3		2										
	Internal Customer Tech Support 3-IT		3										
	Marketing Comm / PR Specialist 3		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGGB - NAA Midsize

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Applications Sales Representative IV		4										
	Telesales/Internet Sales Snr Manager		1.2										
	Applications Sales Representative V		4										
	Sales Director		1.2										
	Associate Internet Sales Representat		4										
	Internet Sales Representative I		4										
	Internet Sales Representative II		4										
	Internet Sales Representative III		4										
	Applications Sales Representative II		4										
	Telesales/Internet Sales Manager		1.2										
	Applications Sales Representative II		4										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGGP - Global Sales Support

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGGP - Global Sales Support

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>			<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>							
	Solution Specialist V		4										
	Product Manager/Strategy 5-ProdDev		2										
	Product Marketing Analyst 5		2										
	QA Snr Manager-ProdDev		1.2										
	Solution Specialist Snr Manager		1.2										
	Applications Developer 5		1.2										
	Business Development Director - Corp		1.2										
	Consulting Technical Director		1.2										
	Product Manager/Strategy 6-ProdDev		2										
	Product Marketing Director		1.2										
	Software Development Snr Manager		1.2										
	Solution Specialist Snr Director		1.2										
	Applications Developer - Architect		1.2										
	Business Process Snr Director		1.2										
	Marketing Comm / PR Snr Director		1.2										
	Product Marketing Snr Director		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGGP - Global Sales Support

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Product Mgmt/Strategy Director-ProdD		1.2										
	Program Mgmt Director-ProdDev		2										
	Business Development VP - Sales		1.2										
	Solution Specialist Vice President		1.2										
	Product Marketing VP		1.2										
	Product Mgmt/Strategy Snr Director-P		1.2										
	Software Development Snr Director		1.2										
	Sales VP		1.2										
	Product Mgmt/Strategy VP-ProdDev		1.2										
	Software Development VP		1.2										
	Business Analyst A4-Ops		5										
	Student / Intern		5										
	Project Manager 1 - Ops		2										
	Training Coordinator-A4		5										
	Resource Analyst 2-Ops		2										
	Senior Administrative Assistant		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGGP - Global Sales Support

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Business Analyst 3-Ops		2										
	Technical Analyst 3-Support		2										
	Consulting Staff Principal		2										
	Software Developer 2		2										
	User Experience Developer 2-ProdDev		2										
	Applications Sales Representative II		4										
	Totals												

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OGGR - Chairman

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Chairman of the Board		1.1										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OITR - OU Global Products & Services

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Course/Curriculum Dev 4-Training		2										
	Course/Curriculum Dev 5-Training		2										
	Course/Curriculum Dev Director - Tra		1.2										
	Course/Curriculum Dev Snr Director -		1.2										
	Course/Curriculum Dev VP - Training		1.2										
	Training Coordinator-A2		5										
	Training Coordinator-A3		5										
	Course/Curriculum Dev 2-Training		2										
	Course/Curriculum Dev 3-Training		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OKDJ - CRM On Demand Marketing

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Product Marketing Analyst 5		2										
	Product Marketing Snr Director		1.2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: OKDL - FSGBU

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Consulting RVP		1.2										
	Sales VP		1.2										
	Sales SVP		1.1										
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OMST - Technology Product Marketing

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Product Marketing Analyst 3		2										
	Product Marketing Analyst 4		2										
	Product Marketing Analyst 5		2										
	Product Marketing Director		1.2										
	Product Marketing Snr Director		1.2										
	Product Marketing VP		1.2										
	Senior Administrative Assistant		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ONAB - NA Channels Apps Region

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Alliances Consultant 3		4										
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: ONCJ - NAA SC

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Senior Sales Consultant		4										
	Principal Sales Consultant		4										
	Master Principal Sales Consultant		4										
	Sales Consulting Snr Manager		1.2										
	Solution Specialist V		4										
	Sales Consulting Snr Director		1.2										
	Sales Consulting Vice President		1.2										
	Associate Sales Consultant		4										
	Senior Administrative Assistant		2										
	Staff Sales Consultant		4										
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ONFY - Education Americas HQ

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ONGA - Education IT Services

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	System Administrator 4-IT		2										
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: ONIZ - CGBU- MARKETING

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Marketing Research Snr Director		1.2										
Totals													

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

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0NJB - EPM GBU - MARKETING

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Product Marketing Analyst 4		2										
	Product Marketing Analyst 5		2										
	Product Marketing Snr Manager		1.2										
Totals													

Incl - employee is included in this plan and department

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 00AE - NAA ERP Products

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Applications Sales Representative IV		4										
	Applications Sales Representative V		4										
	Internet Sales Representative II		4										
	Senior Administrative Assistant		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OOCY - Oracle Marketing

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>			<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>							
	Marketing Research Manager		1.2										
	TV Production 4-Mkt		2										
	Business Process Analyst 4		2										
	Market Research Analyst 4		2										
	Marketing Comm / PR Specialist 4		2										
	Programmer Analyst 4-IT		2										
	Market Research Analyst 5		2										
	Marketing Comm / PR Specialist 5		2										
	Marketing Research Snr Manager		1.2										
	Product Marketing Analyst 4		2										
	Programmer Analyst 5-IT		2										
	Marketing Research Director		1.2										
	Product Marketing Analyst 5		2										
	Business Planning Director-Ops		1.2										
	Product Marketing Director		1.2										
	Alliances Senior Director		1.2										

Incl - employee is included in this plan and department

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OOCY - Oracle Marketing

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Marketing Comm / PR Snr Director		1.2										
	Marketing Research Snr Director		1.2										
	Product Marketing Snr Director		1.2										
	Marketing Research VP		1.2										
	Product Marketing VP		1.2										
	Student / Intern		5										
	TV Production 3-Mkt		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OODP - Education Sales

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Senior Telesales Sales Consultant		4										
Totals													

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Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: 00EK - Latin America HQ

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Business Development VP - Sales		1.2										
	Budget/Finance Snr Director		1.2										
Totals													

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OOGD - Advanced Product Support - Sales

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Minorities</i>				
	Services Sales Representative II		4											
Totals														

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OOHl - Advanced Product Support

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Product Manager/Strategy 4-ProdDev Program Manager 5-ProdDev		2										
	Business Planning Snr Director-Ops		1.2										
	Software Development VP		1.2										
	Senior Administrative Assistant		2										
	Systems Analyst 3-Support		2										
	Support SVP		1.1										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OOIY - Applications Product Marketing

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Product Marketing Analyst 4		2										
	Programmer Analyst 5-IT		2										
	Product Marketing Analyst 5		2										
	Product Marketing Director		1.2										
	Product Marketing Snr Director		1.2										
	Product Marketing VP		1.2										
Totals													

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 00KK - Standard Product Support

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Product Support VP		1.2										
	Technical Analyst 3-Support		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: 000D - OFFICE OF DELIVERY

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Snr Principal Instructor-Training		2										
	Customer Service Analyst 2-Support		2										
	Senior Instructor-Training		2										
Totals													

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 Excl - employee is excluded from this plan and department*

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: 0QAF - CEO

Incl / Excl	Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities								
	Corporate Development Analyst 3-Ops		2										
	Business Analyst 4-Ops		2										
	Contract Development Specialist 4-Op		2										
	Risk Management Analyst 4		2										
	Project Manager 4 - Ops		1.2										
	Business Analyst 5-Ops		2										
	Business Planning Snr Manager-Ops		1.2										
	Contract Development Snr Manager-Ops		1.2										
	Corporate Development Analyst 4-Ops		2										
	Contract Development Director-Ops		1.2										
	Business Planning Director-Ops		1.2										
	Corporate Development Snr Manager -O		1.2										
	Contract Development Snr Director-Op		1.2										
	Corporate Development Director-Ops		1.2										
	Corporate Development Snr Director-O		1.2										
	Vice President-Ops		1.2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: 0QAF - CEO

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Contract Development VP-Ops		1.2										
	Corporate Development VP-Ops		1.2										
	Risk Management VP		1.2										
	Administrative Assistant A3		5										
	Marketing Comm / PR Specialist 2		2										
	Business Analyst 2-Ops		2										
	Senior Administrative Assistant		2										
	Executive Assistant to the Executive		2										
	Project Manager 3 - Ops		2										
	Chief Executive Officer		1.1										
	Controller SVP-Fin		1.1										
	Corporate Development SVP-Ops		1.1										
	Corporate SVP-Ops		1.1										
	President		1.1										
Totals													

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

Work Force Analysis
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: ORBA - NAA HQ

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Business Development Consultant 3-Co		4										
	Principal Internet Sales Consultant		4										
	Internet Sales Consulting Manager		1.2										
	Business Analyst 4-Ops		2										
	Business Development Representative		4										
	Business Planning Snr Manager-Ops		1.2										
	Business Development Director - Sale		1.2										
	Internet Sales Consulting VP		1.2										
	Telesales/Internet Sales Vice Presid		1.2										
	Business Planning VP-Ops		1.2										
	Sales SVP		1.1										
	Telesales Business Development Repre		4										
	Telesales Business Development Repre		4										
	Associate Internet Sales Consultant		4										
	Telesales Business Development Manag		1.2										
	Business Analyst 2-Ops		2										

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

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: ORBA - NAA HQ

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>							<i>Two or more races</i>		
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>	<i>Pacific Islander</i>
	Senior Administrative Assistant		2										
	Staff Internet Sales Consultant		4										
	Business Analyst 3-Ops		2										
	Sales Operations Analyst 3		2										
	Programmer Analyst 3-IT		2										
	Senior Internet Sales Consultant		4										
Totals													

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 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
 Department: 0TKG - Total KGB NA Consulting

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Consulting Project Snr Principal Con		2										
	Principal Consultant		2										
	Senior Principal Consultant		2										
	Consulting Sales Rep 4		2										
	Consulting Solution Manager		1.2										
	Consulting Technical Manager		1.2										
	Consulting Sales Rep 5		2										
	Consulting Project Director		1.2										
	Consulting Technical Director		1.2										
	Telesales Representative II		4										
	Telesales Representative III		4										
	Consulting Sales Rep 2		2										
	Business Analyst 3-Ops		2										
	Senior Consultant		2										
Totals													

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 Excl - employee is excluded from this plan and department*

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OTSS - Field Services

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	IT Supervisor		1.2										
	Internal Customer Tech Support 4-IT		3										
	IT Director		1.2										
	Internal Customer Tech Support 2-IT		3										
	Internal Customer Tech Support 3-IT		3										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0UAA - SPS - Delivery

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Technical Analyst 4-Support		2										
	Business Analyst 4-Ops		2										
	Business Analyst 5-Ops		2										
	Product Support Sr. Manager		1.2										
	Technical Analyst 5-Support		2										
	Program Manager 5-ProdDev		1.2										
	Product Support Director		1.2										
	Project Manager 5		2										
	Product Support Sr. Director		1.2										
	Product Support VP		1.2										
	Technical Analyst 2-Support		2										
	Senior Administrative Assistant		2										
	Technical Analyst 3-Support		2										
	Support SVP		1.1										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0UAJ - SPS - Executive Management

Incl / Excl	Job Title	Salary Code	EEO Code	Total			White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
				Employees	Minorities	Total							
	Senior Sales Consultant		4										
	Services Sales Representative IV		4										
	Telesales/Internet Sales Snr Manager		1.2										
	Services Sales Representative V		4										
	Telesales/Internet Sales Director		1.2										
	Business Analyst 5-Ops		2										
	Course/Curriculum Dev 5-Training		2										
	Services Sales Snr Manager		1.2										
	Customer Service Snr Director-Suppor		1.2										
	Services Sales VP		1.2										
	Product Mgmt/Strategy Snr Director-P		1.2										
	Product Mgmt/Strategy VP-ProdDev		1.2										
	Associate Internet Sales Representat		4										
	Internet Sales Representative III		4										
	Associate Internet Sales Consultant		4										
	Senior Administrative Assistant		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0UAJ - SPS - Executive Management

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
Totals													

*Incl - employee is included in this plan and department
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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0UBX - SPS - Service Management

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Customer Service Account Management		2										
Totals													

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: OUDJ - Support Renewals

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Business Analyst 4-Ops		2										
	Services Renewal VP		1.2										
	Business Planning Snr Director-Ops		1.2										
	Business Planning VP-Ops		1.2										
	Corporate Development Snr Director-O		1.2										
	Services Renewal Representative IV		4										
	Business Analyst 2-Ops		2										
	Senior Administrative Assistant		2										
Totals													

Incl - employee is included in this plan and department

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**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: 0UFQ - OU Global Operations

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

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: EMBE - Embedded Sales

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>			<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>	<i>Total</i>							
	Senior Sales Consultant		4										
	Technology Sales Representative IV		4										
	Alliances Consultant 4		4										
	Sales Manager		1.2										
	Product Marketing Analyst 4		2										
	Alliances Consultant 5		4										
	Business Development Snr Manager - S		1.2										
	Solution Specialist V		4										
	Alliances Senior Director		1.2										
	Solution Specialist Snr Director		1.2										
	Alliances Vice President		1.2										
	Sales Consulting Vice President		1.2										
	Alliances Consultant 2		4										
	Senior Administrative Assistant		2										
	Technology Sales Representative II		4										
	Business Analyst 3-Ops		2										

Incl - employee is included in this plan and department

Excl - employee is excluded from this plan and department

**Work Force Analysis
Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Department: EMBE - Embedded Sales

<i>Incl / Excl</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
				<i>Employees</i>	<i>Minorities</i>								
	Technology Sales Representative III		4										
Totals													

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: A1 - ADMINISTRATIVE - NON-EXEMPT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: A2 - ADMINISTRATIVE - MID LEVEL

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>
		<i>Persons</i>	<i>Percent</i>		
HQCA	Executive Driver				
		Total #			
Totals		Total %			

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: C1 - STUDENT INTERN

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: M3 - EXECUTIVE MANAGEMENT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>
		<i>Persons</i>	<i>Percent</i>		
HQCA	Executive Protection Agent 4				
HQCA	Facilities Specialist 1				
HQCA	Facilities Specialist 2				
HQCA	Facilities Specialist 3				
HQCA	Facilities Specialist 4				
HQCA	Facilities Specialist 5				
HQCA	Field Marketing Specialist 3				
HQCA	Financial Analyst 1				
HQCA	Financial Analyst 2				
HQCA	Financial Analyst 3				
HQCA	Financial Analyst 4				
HQCA	Financial Analyst 5				
HQCA	Graphics Designer 4-Mkt				
HQCA	HR Consultant 1				
HQCA	HR Consultant 2				
HQCA	HR Consultant 3				
HQCA	HR Consultant 4				
HQCA	HRIS Analyst 2				
HQCA	Immigration Consultant 2				
HQCA	Incentive Planning Analyst 2-Fin				
HQCA	Internal Auditor 2-Fin				
HQCA	Internal Auditor 3-Fin				
HQCA	Internal Auditor 4-Fin				
HQCA	Internal Auditor 5-Fin				
HQCA	Inventory Control Analyst 2				
HQCA	Legal Counsel 1				

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>		
		<i>Persons</i>	<i>Percent</i>				
HQCA	Treasury Director-Fin						
HQCA	Treasury Snr Director-Fin						
Totals						Total #	Total %

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS3 - SYS ORIENTED PROFESSIONALS - SR. MGMT

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

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

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

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>
		<i>Persons</i>	<i>Percent</i>		
		Total #			
Totals		Total %			

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT1 - TECH PROFESSIONALS - INDIV CONTRIB

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT1 - TECH PROFESSIONALS - INDIV CONTRIB

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT1 - TECH PROFESSIONALS - INDIV CONTRIB

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



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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT2 - TECH PROFESSIONALS - MGMT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT2 - TECH PROFESSIONALS - MGMT

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>
		<i>Persons</i>	<i>Percent</i>		
HQCA	Software Development Director				
HQCA	Software Development Manager				
HQCA	Software Development Snr Director				
HQCA	Software Development Snr Manager				
HQCA	Technical Writer Director-ProdDev				
HQCA	Technical Writer Manager-ProdDev				
HQCA	Technical Writer Snr Director-ProdDe				
HQCA	Technical Writer Snr Manager-ProdDev				
Totals		Total #	Total %		

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT3 - TECH PROFESSIONALS - SR. MGMT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S1 - SALES - INDIVID CONTRIB

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S1 - SALES - INDIVID CONTRIB

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S1 - SALES - INDIVID CONTRIB

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>			
		<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>
HQCA	Telesales Channel Representative III				
HQCA	Telesales Representative II				
HQCA	Telesales Representative III				
Totals		Total #			
		Total %			

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S2 - SALES - MGMT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S2 - SALES - MGMT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S3 - SALES - SR. MGMT

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: T1 - TECHNICAL - NONEXEMPT IC

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

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

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: T2 - TECHNICAL - EXEMPT IC

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>
		<i>Persons</i>	<i>Percent</i>		
HQCA	Internal Customer Tech Support 2-IT				
HQCA	Internal Customer Tech Support 3-IT				
HQCA	Internal Customer Tech Support 4-IT				
Totals		Total #			
		Total %			

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: A1 - ADMINISTRATIVE - NON-EXEMPT

Total Employees in Job Group: 89

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: A2 - ADMINISTRATIVE - MID LEVEL

Total Employees in Job Group: 3

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: C1 - STUDENT INTERN

Total Employees in Job Group: 33

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: M3 - EXECUTIVE MANAGEMENT

Total Employees in Job Group: 47

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA
Job Group: PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR
Total Employees in Job Group: 772

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS2 - SYS ORIENTED PROFESSIONALS - MGMT

Total Employees in Job Group: 485

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PS3 - SYS ORIENTED PROFESSIONALS - SR. MGMT

Total Employees in Job Group: 70

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT1 - TECH PROFESSIONALS - INDIV CONTRIB

Total Employees in Job Group: 3,135

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT2 - TECH PROFESSIONALS - MGMT

Total Employees in Job Group: 1,518

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: PT3 - TECH PROFESSIONALS - SR. MGMT

Total Employees in Job Group: 174

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S1 - SALES - INDIVID CONTRIB

Total Employees in Job Group: 893

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

CONFIDENTIAL
Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S2 - SALES - MGMT

Total Employees in Job Group: 130

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

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Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: S3 - SALES - SR. MGMT

Total Employees in Job Group: 32

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

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Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

Job Group: T1 - TECHNICAL - NONEXEMPT IC

Total Employees in Job Group: 23

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

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Incumbency vs. Availability
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA


Job Group: T2 - TECHNICAL - EXEMPT IC

Total Employees in Job Group: 17

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

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Placement Goals
Analysis Data as of 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

<i>Job Group</i>	<i>Class</i>	<i>Goal Placement Rate %</i>
A1 - ADMINISTRATIVE - NON-EXEMPT	Female	
PS3 - SYS ORIENTED PROFESSIONALS - SR. MGMT	Minority	
PT3 - TECH PROFESSIONALS - SR. MGMT	Female	
S1 - SALES - INDIVID CONTRIB	Female	