

Global Equity Guidelines

Regional Compensation & Recruiting Rollout

September 2016
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Agenda

- 1 Background on Initiative
- 2 Development of Guidelines
- 3 How to Use the Guidelines
- 4 Ongoing Review & Future Revisions
- 5 Guidelines Revealed
- 6 Q&A



Background on Global Guidelines Initiative

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Discuss here the history of prior attempts to create guidelines, and the various reasons they were never rolled out.

Mention the April 2016 comp committee meeting where this initiative was full embraced by CC members.

Development of Guidelines

- Radford Market Data to Determine “Zones” and Ranges
- Zone 1 is [REDACTED] and above
 - a. Zone 2 is [REDACTED] of Zone 1
 - b. Zone 3 is [REDACTED]
 - c. Zone 4 is [REDACTED]
- Two sets of guidelines per zone
 - a. Category A - all job families other than those in Category B
 - b. Category B – Developers & Dev Mgmt, Product Mgmt & Data Scientists
- Separate Guidelines for New Hire & Ongoing/Annual Grants

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Discuss meetings with regional comp leaders and their buy-in on how this was done.

How to Use the Guidelines

- Guidelines Not to Be Distributed to Management – Intended for Compensation, Recruiting & HR Leader Use
- New Hire Guidelines are in RSUs, and Should be Considered Only When Equity is Part of the Offer Discussion
- Guidelines Do NOT Imply That All Offers Should Include Equity
- Annual Grant Guidelines are in Options, and are Intended to Assist with Annual Program
- These are Guidelines – NOT RULES

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Notice that there are guidelines for the IC1 and IC2 levels, [REDACTED]

Ongoing Review and Future Revisions

- Guidelines Will be Reviewed as Market Changes in LTI Practices Occur
- New Hire Guidelines Dependant on Options to RSU Ratio of ████ – If Ratio Changes For Annual Grant, We Will Revisit
- Your Feedback is Welcome and Will be Considered!!



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FY17 Global New Hire Equity Guidelines

Effective Date: September 1, 2016

Oracle Highly Restricted/Privileged Information

Note: These guidelines should only be used when equity is part of a new hire offer. They **DO NOT** imply that equity should be part of all offers. Questions should be directed to your Regional Compensation team.

ZONE 1	ZONE 2	ZONE 3	ZONE 4
Category A			
Category B			

All minimums, midpoints and maximums are stated as RGUs

Zone 1:

Zone 2:

Zone 3:

Zone 4:

Category A - all job families except those listed in Category B.

Category B - Applications Developers; Hardware Developers; Hardware Development Mgmt; Software Developers; Software Development Mgmt; Product Manager/Strategy; Product Manager/Strategy Mgmt; Data Scientists

FY17 Global Annual Equity Grant Guidelines

Effective Date: September 1, 2016
Oracle Highly Restricted/Privileged Information

Note: These guidelines should only be used when equity is being considered for an employee as part of the annual equity process. They **DO NOT** imply that equity should be recommended for all employees. Questions should be directed to your Regional Compensation team.

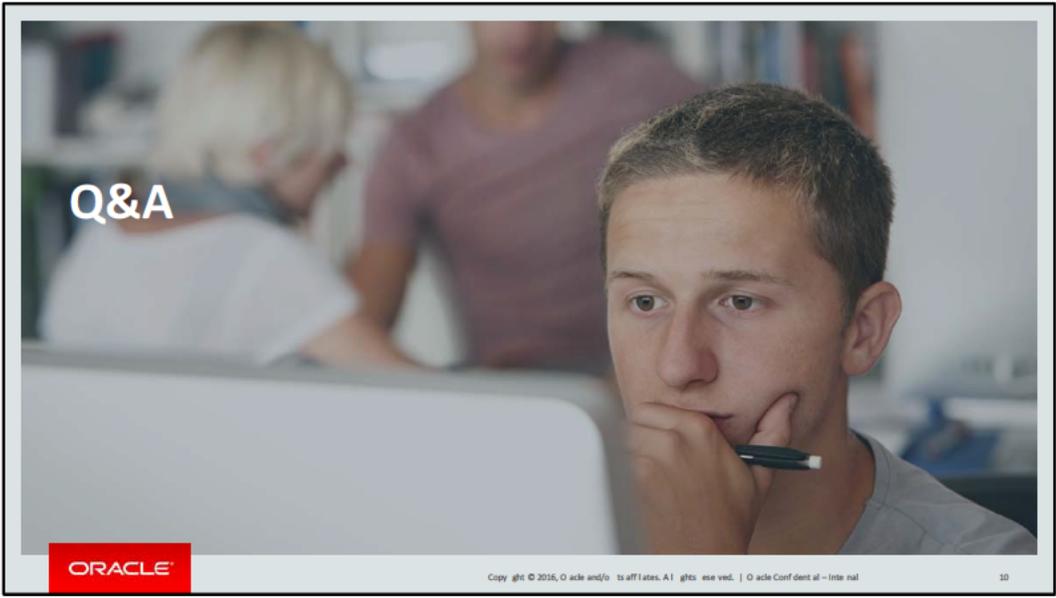
ZONE 1	ZONE 2	ZONE 3	ZONE 4
Category A			
[Redacted]			
Category B			
[Redacted]			

All minimums, midpoints and maximums are stated as share equivalents. Oracle Annual Grants are stated as share equivalents given the Choice Process.

Zone 1
Zone 2
Zone 3
Zone 4

Category A - all job families except those listed in Category B.

Category B - Applications Developers; Hardware Developers; Hardware Development Mgmt; Software Developers; Software Development Mgmt; Product Manager/Strategy; Product Manager/Strategy Mgmt; Data Scientists



Start this with asking them for their own Key Take Aways!!

Hardware and Software Engineered to Work Together

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