
From: Shauna Holman Harries
To: Luong, Hoan - OFCCP
CC: Neil Bourque; Charles Nyakundi; Lida Daniel; Kela Moon; Sean Smith
Sent: 10/29/2015 9:35:07 PM
Subject: HQCA 27 of 29
Attachments: HQCA - Personnel File 26 - [REDACTED].zip

Best Regards,
Shauna Holman-Harries

ORACLE

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

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

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



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

Promotion Proposal

Employee Name: [REDACTED]
Current Position: SMTS (IC3)
of Years in Current Position: 5 years
of Years in Industry: 9 years 2 months

Manager: [REDACTED]
Proposed Position: PMTS (IC4)
Location: Redwood Shores, USA
Group VP: [REDACTED]

Please address the following factors, including examples when recommending promotions to senior development positions in Product Development.

SUMMARY OF EXPERIENCE

- [REDACTED] has over 9 years of experience in the software industry. She started her career working on [REDACTED] technology and [REDACTED] automation skill set spans [REDACTED] languages. She has strong debugging skills in [REDACTED] and performance monitoring tool [REDACTED]
- [REDACTED] has single-handedly led the [REDACTED] products for Oracle [REDACTED]. When it comes to automation, and testing the core features assignments, [REDACTED] does an excellent job of ensuring that her automated tests can run on all databases. So, she believes, in the concept of ‘develop once and execute on multiple databases’. This strategy is extremely important for [REDACTED] as core features need to be certified on [REDACTED]
- [REDACTED] has also been acting as a team lead for [REDACTED] projects for the past 4+ years. In this capacity, [REDACTED] has interacted with cross-functional teams such as [REDACTED]. Also, [REDACTED] has been technically managing [REDACTED] resource for this project.
- Besides [REDACTED], [REDACTED] is experienced on [REDACTED] technologies. In [REDACTED] releases, [REDACTED] has successfully tested and delivered core features on these databases.
- [REDACTED] is well-respected by the [REDACTED] team members for [REDACTED] products. In addition to test development and automation, [REDACTED] is responsible for review of marketing requirements, functional specifications and technical documentation. [REDACTED] consistently gives valuable feedback on products performance and usability of the product. She is an intelligent individual and gives suggestions and solutions for the team and testing process.

SCOPE OF POSITION

(Describe the scope and complexity of the technical work being performed. Describe how the position or deliverable is important to Oracle’s strategic plan or revenue.)

- The scope of work includes knowledge of [REDACTED] technology and [REDACTED]. Besides test automation using a special programming language [REDACTED]; knowledge of [REDACTED] tool is necessary.
- [REDACTED] has been single-handedly owning and driving the [REDACTED] and [REDACTED] for the past 4+ years. Such tasks span giving feedback on marketing/functional requirements to the Product Management and Development team, identifying test strategy, developing test and release plans, scoping testing & automation duration and negotiating with the Development team members. On several occasions, [REDACTED] has escalated red-flags to the management team which were caused by the non-arrival or late arrival of bug fixes. In the absence of generic test framework for [REDACTED], [REDACTED] has developed automated test scripts which can be easily plugged into [REDACTED] as and when the blocker bugs get fixed by [REDACTED]
- [REDACTED] demonstrates exceptional execution skills for any assigned project. She initiates the initial discussion with senior members to identify/share the strategy and approach. She is exceptional in ensuring that the test validation and certification gets done in-time to take the project to completion. She escalates at the right

May 2012

time, and asks for the right kind of help from the team to ensure the on-time delivery. In all, the test projects and automation projects she has owned, she has established the pattern of on-time delivery of high quality. Low customer bug in-flow is a testament to this fact.

TECHNICAL ABILITY

Describe the individual's technical skills: skill in solving technical problems, time needed to solve difficult problems with minimal direction, creativity in problem solving, ability to present new ideas/concepts, judgment in evaluation of alternative courses of action, reliability of design and project decisions.)

- Besides domain knowledge of [REDACTED] and [REDACTED] [REDACTED] understands [REDACTED] technology very well. Her breadth of knowledge along with the coding skills in UNIX scripts and TAL gives her the added advantage on working on complex features. Over the past multiple years, [REDACTED] has performed such tasks extremely well. Product release is of high quality and the number of customer bugs inflowing to the [REDACTED] is below the average for other databases of [REDACTED]
- Besides functional testing, [REDACTED] uses [REDACTED] for product debugging and [REDACTED] for performance benchmarking. She has a great hold of the project and is able to scope the QA timeline well. [REDACTED] has delivered such projects on-time and escalates as appropriate.
- [REDACTED] bug reports are complete and are well appreciated by the development team as they assist them in isolating product issues and problems. [REDACTED] domain knowledge assists her in performing such tasks well.
- Besides her responsible areas ([REDACTED]), [REDACTED] has also owned and tested [REDACTED] core features such as [REDACTED] and [REDACTED] [REDACTED] releases. She was responsible for identifying test strategy, test case development and automation using [REDACTED].
- [REDACTED] needs minimal direction and can find her way to solve complex problems. She is an experienced and reliable professional. Given her past track record, [REDACTED] comments and suggestions are taken seriously by cross-functional teams.

TEAMWORK AND INFLUENCE WITHIN ORACLE

(Describe the individual's ability to be effective in a team; ability and willingness to help others when needed; ability and willingness to direct the efforts of others formally or informally; working relationships with other group members. Describe the amount and quality of inter-action with other Oracle groups and what results have been achieved. How has the position contributed to their success or how has it influenced other groups to ensure the success of their own strategic projects?)

[REDACTED] has developed a great working relationship with the rest of the team. That includes peer [REDACTED] team. She is continuously and consistently appreciated for her collaborative and influential skills across the organization

Development – [REDACTED] is recognized by development members for her deep understanding of features and thorough approach to testing them. Her involvement with development goes beyond just testing features; she is always willing to help out with problems where she has expertise. [REDACTED] proactively seeks out developers for clarifications on functional specifications and help with issues that appear in the daily builds, thereby improving the overall quality of the product.

Product Management – [REDACTED] works closely with Product Management towards identifying certification matrix and early adopter customer details/scenarios. Product Management reaches out to [REDACTED] for release timelines for POCs and details of known issues.

Documentation – [REDACTED] has worked closely with [REDACTED] documentation team both to review chapters and also to help them get information that may not be readily available in development documentation or elsewhere. This has led to more complete and higher quality documentation.

Technical Support – [REDACTED] has worked closely with the technical support individuals on understanding customer issues and issues arriving from early customer adopters. At time, technical support member reaches out to [REDACTED] for advice on a specific [REDACTED] functionality with respect to customer bug.

May 2012

EXTERNAL VISIBILITY

(How much time does the individual spend representing Oracle to outside interests, such as customers, partners, press and analysts. These contacts should address a technology, product or program area that is highly visible and recognized as an independent entity.)

██████████ interacts constantly with the ██████████ developers, product managers, customer support, documentation, and development managers on various occasions and subjects like ██████████

Her current responsibilities do not provide any opportunity for her to represent Oracle outside the company

ACHIEVEMENT

(Describe specific, significant deliverables or accomplishments attributed to this individual as the major contributor. Who within or outside of Oracle would know of these achievements? Also explain how the individual exhibits the qualities of leadership, technical credentials and overall ability to represent their group/ST both within and outside Oracle.)

██████████ is recognized as a strong technical player, who can be broad (at project definition phase) and detail oriented (during execution phase). She has also been recognized time after time for her ability to pick up new technical skills needed for the project execution. Her most significant achievements are the followings -

- ██████████ led the QA efforts for ██████████. This included reviewing and providing feedback on product marketing and functional specifications; writing test plans, cases and automating them; executing tests, debugging failures, filing bugs and verifying fixes.
- ██████████ also led the QA efforts for ██████████. This included reviewing and providing feedback on product marketing and functional specifications; writing test plans, cases and automating them; executing tests, debugging failures, filing bugs and verifying fixes.
- ██████████ certified and released ██████████ features such as ██████████ releases respectively. Her automated tests were complex as they were developed once but had the ability to execute on multiple databases such as ██████████
- ██████████ created automation framework for ██████████ and has created 200+ test cases under this framework. This has helped us streamline product release for ██████████
- ██████████ had taken training in 2010 in ██████████ implementations. Thereafter, ██████████ developed tests for these features and executed on ██████████. This has allowed ██████████ to maintain ██████████ as a single-resource for the complete ██████████ product line. Hence, ██████████ is a crucial and critical ██████████ resource for ██████████.

As can be seen from the recommendations, ██████████ contribution is valued just as highly for the strength she brings by mentoring and guiding her team and others, as well as her own individual contributions. I strongly recommend ██████████ for promotion to IC4, Principal Member of Technical Staff.

Recommendations

(Comments from other senior management staff, both within and outside of group.)

██████████ Senior Director, ██████████

I have worked with ██████████ since she joined ██████████ in 2006. Since then, ██████████ has been the lead QA programmer for the ██████████. She now oversees the work of another QA engineer as well. The ██████████ platform is used by large companies in financial services, healthcare, and other sectors where downtime is very costly. These customers expect an extremely robust product, and ██████████ has done a great job to ensure that we meet those high expectations.

May 2012

[REDACTED] domain expertise on the [REDACTED] is very important. However, she also does a significant amount of cross-platform testing, so she must also understand the open systems platforms and databases. She is very thorough and we have relatively few customer defects reported for the [REDACTED]. There were less than 30 customer bugs logged for the [REDACTED] in the past 6 months across a large customer base.

[REDACTED] is great to work with, and works very closely with product development and product management. I am happy to recommend [REDACTED] for promotion to Principal QA Engineer.

[REDACTED] **Director,** [REDACTED]

[REDACTED] has been instrumental in the successful release of all the versions of [REDACTED] for at least the last 5 years. In particular, we have received feedback from support indicating how high the quality was for the last two major [REDACTED] in terms of the small number of problems customers encountered when moving to these releases. I feel that this high quality is mainly attributable to [REDACTED] strong influence and leadership of the QA process for the [REDACTED].

I have been consistently impressed with her thoroughness and completeness with all aspects of her testing. Her QA test plans and specs are well written and are always valuable references to the development team. She works closely with developers from the inception of all our projects and is an integral part of the [REDACTED]. Her collaborative approach to working with development has helped us identify functional (and requirement) deficiencies very early in the development lifecycle, thus saving us a lot of effort later in the testing phase.

She has the confidence and technical understanding to challenge developers and managers if she feels there is some product design, implementation or usability problem that needs to be addressed, or if she feels the explanations for problems are not adequate or are incorrect. She keeps us honest.

[REDACTED] is realistic and accurate on her time management and planning. Her track record for delivering on time to her committed deadlines is very good which help a great deal with our product release planning. She is also flexible and willing to go the extra mile to get things done on very tight timescales and has repeatedly worked evenings and weekends to meet hard deadlines that have been imposed by customer needs.

I very much support the recommendation for [REDACTED] to be promoted to IC4, I think it is well deserved and I fully expect [REDACTED] to continue to grow in her role in the team.

[REDACTED] - Director, [REDACTED]

[REDACTED] **Senior Principal Product Manager**

[REDACTED] is a key player on the [REDACTED] team for [REDACTED]. [REDACTED] is great to work with. She always gives realistic timeframes on when builds can be tested, offers caution when we need it and advice when it is needed. [REDACTED] has a great sense of humor and makes working with her easy and fun. This past fall we had an aggressive timeline to support a new platform and [REDACTED] was responsible for making sure that all the testing got done, she did it on time (early in fact) without cutting any corners.

We are lucky to have her in QA for [REDACTED]

[REDACTED]
May 2012

Senior Principal Technical Support Engineer

As you know, [REDACTED] and I worked closely when I was in [REDACTED] and the longer we worked together, the more highly I thought of her.

As Support Lead, I handled customer issues for both the years leading up to [REDACTED] arrival, and then for a number of years during her tenure, and I can state unequivocally - her QA efforts made the product better. Her thoroughness and attention to detail resulted in far fewer customer issues post-release. This not only made for happier customers, but benefited the company since we did not have to spend the time and money to fix problems after the fact. [REDACTED] was a pleasure to work with, and has a great "can-do" attitude. Whenever there was a customer EBF requiring a quick turnaround from QA, she willingly worked extra hours to make it happen. She demonstrated over and over her ability to pick up new skill sets, and was always happy to share her knowledge - a true team player. [REDACTED] always showed a high level of organization, and was a driver when moving through the [REDACTED]

I cannot recommend [REDACTED] highly enough for this promotion. In my eyes, she has earned it many times over.

Let me know if you have any questions, or need any further clarification.

Senior Technical Writer, [REDACTED]

I am very pleased to recommend [REDACTED] I have worked with [REDACTED] for several years, first at [REDACTED] and now at Oracle and she is a pleasure to work with. Her contributions at meetings are thoughtful and on track. She is always willing to answer questions, and pleasant about doing it. [REDACTED] is knowledgeable and well organized. She has a history of doing a comprehensive job of verifying the software and getting the job done on time. She is both a leader and a team player; and is good at both. [REDACTED] cares about the end product and has the talent and skills to make it better.

Senior Technical Writer, [REDACTED]

May 2012

Position Criteria

(Senior development positions may include unique requirements, therefore template metrics are general guidelines, not hard rules.)

FACTOR	SMTS – IC3	PMTS – IC4	CMTS – IC5	ARCHITECT – IC6
Summary Of Experience	<p>BS or MS degree in CS or equivalent experience relevant to functional area.</p> <p>Typically has 2.5 or more years of related experience.</p>	<p>BS or MS degree in CS or equivalent experience relevant to functional area.</p> <p>Typically has five or more years of related experience. Candidates with less than four years experience must be star caliber and require review by DAS staff.</p>	<p>BS or MS degree in CS or equivalent experience relevant to functional area.</p> <p>Typically has ten or more years of related experience. Candidates with eight or more years will be considered only if they are star caliber.</p>	<p>Typically has fifteen or more years of related experience.</p>
Scope Of Position	<p>Can code with minimal direction. Normally receives no instructions on routine tasks, with limited supervision on new tasks.</p>	<p>Has full responsibility for the architecture of a significant, self-contained portion of a product or a small product.</p> <p>Has demonstrated technical leadership for his/her area. This is usually done by being a project lead for a small project team of two to three developers.</p>	<p>Has full responsibility for the architecture of a medium-sized product or a substantial layer or subsystem within a large product</p>	
Technical Ability	<p>Works on projects of moderate conceptual complexity.</p> <p>Starting to demonstrate ability to write spec's and designs. Specifies, designs and develops software according to provided requirements, with sole responsibility for the design.</p>	<p>Works on projects of moderate to high conceptual complexity.</p> <p>Demonstrated ability to write high quality functional spec AND design documents for a major area. Provide url's for these documents.</p>	<p>Recognized expert in area within division and/or Oracle.</p> <p>Works on extremely complex problems. Has deep understanding of how his/her area interacts with all related areas.</p> <p>Models best engineering practices. This includes clarity and completeness of spec's and designs, code cleanliness and quality, thoroughness of testing, attention to documentation, and response to bugs and regressions.</p> <p>Is highly encouraged to maintain an architecture and detailed design</p>	

May 2012

		document for his/her area. Provide url for this document.	
External Visibility	Must have good visibility so can be effectively ranked; giving a seminar is good way to do this and is advised.	Represents group within Oracle.	
Teamwork and Internal Influence		Exhibits effective teamwork with senior developers and senior management within ST and across Oracle.	
		Is the technical “go-to person” (consultant) for his/her area within the group and across Product Development.	
		Strongly influences the technical decisions of ten or more developers.	
Achievements	Demonstrated ability to take feature/design through software lifecycle to release of robust, high-quality, production code.	Under broad direction, defines requirements for new projects and specifies, designs and develops software to those requirements.	Recognized expert in field inside and outside Oracle
		Has delivered several high-quality, PMTS-scale projects to market that have been successfully used by production customers for several years.	
		Has delivered innovative and creative solutions to complex problems.	
		Works effectively with others in managing extremely complex projects	
Recommendations	Comments supporting above criteria for promotion from outside immediate group from PMTS-level developers or managers	Comments supporting above criteria for promotion from outside of immediate group from ST senior management and three CMTS or architect-level developers.	Approval from the architects club

May 2012

ORACLE

[REDACTED]
[REDACTED]

Dear [REDACTED]

As you know, Oracle Systems Corporation and [REDACTED] have entered into an agreement whereby Oracle will acquire [REDACTED] in a merger with a wholly owned subsidiary of Oracle (the "Merger"). As a result of the proposed Merger and contingent upon the Merger being completed, we are pleased to offer you the position of Sr. QA Engineer, Team Lead with Oracle USA, Inc. ("Oracle"). Your position with Oracle will be effective upon a date to be determined by Oracle, and will be contingent upon your successful completion of Oracle's background check process as well as your continued employment by [REDACTED] until your employment commences with Oracle. Upon commencing employment with Oracle, your eligibility for benefits (e.g. medical, dental, severance, etc.) will be determined according to the terms and conditions of the applicable Oracle benefits plan.

We are offering you starting compensation at the annual rate of [REDACTED]. In addition, you will be eligible to participate in the standard compensation plan for your position.

To accept this offer, please sign the enclosed Employment Agreement and Mutual Agreement to Arbitrate, Proprietary Information Agreement, Data Privacy Agreement, and any remaining new hire documents and return them to Oracle, ATTN: [REDACTED], 1001 Sunset Boulevard, Rocklin, CA 95765 for delivery by [REDACTED]. If you have any questions, please contact your current [REDACTED] manager, or your Oracle hiring manager. This offer remains open until [REDACTED].

We look forward to having you begin work with us.

Sincerely,



Joyce Westerdahl
SVP, Human Resources
Oracle USA, Inc.

Enclosure: New Employee Packet

Employment Agreement & Mutual Agreement to Arbitrate

Please read this Agreement carefully before you agree to its terms by signing it. You may wish to consult an attorney prior to signing the Agreement. The Agreement sets forth certain important benefits, terms and conditions related to your employment with Oracle. It also sets forth the mutual agreement between you and Oracle to arbitrate any dispute or claim arising out of or related to your Oracle employment and to waive all rights to a trial or hearing before a court or jury.

Proprietary Information

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

Oracle Policies

Your adherence to the Oracle Code of Ethics and Business Conduct, set forth in a booklet included in the New Employee Packet, is vital to Oracle and to your success at Oracle. When you sign this Agreement, you are agreeing to thoroughly familiarize yourself with the Oracle Code of Ethics and Business Conduct and you are agreeing to abide by it. You also agree to take Oracle's Ethics and Business Conduct course, available on-line through Oracle's intranet. In addition, when you sign this Agreement, you are acknowledging that you have read the letter addressing Oracle's Safety Program highlights included in the New Employee Packet. The Oracle Code of Ethics and Business Conduct and the Oracle Employee Handbook are on the Oracle intranet and accessible to all employees. You agree, after beginning employment, to access the Employee Handbook and thoroughly familiarize yourself with Oracle policies and to abide by them. Additionally, from time to time, Oracle will communicate important information about its policies by way of electronic mail notification and/or the Oracle intranet. By signing this agreement, you agree to thoroughly review these policy communications and to abide by them.

Oracle is a government contractor, and, as such, certain federal, state, and local laws may place prohibitions or other restrictions on the ability of former government workers, and/or relatives of current or former government workers, to be employed by or to perform certain work on behalf of Oracle. By signing below, you are affirming that your employment with Oracle, and any work you perform while employed by Oracle, will not conflict with any such prohibitions or restrictions.

Employment Eligibility

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

Benefits

Oracle offers its employees a comprehensive medical, dental, vision, life and disability insurance package through Oracleflex, a flexible benefits program. Oracleflex may require employee contributions. The company also offers benefits including a 401(k) Savings and Retirement Plan, an Employee Stock Purchase Plan, a Dependent Care Reimbursement Plan and an Educational Reimbursement Plan. The details of these plans are included in the New Employee Packet and/or are available on the Oracle intranet. You understand that you must make your Oracleflex benefits elections within the limited time period set forth in the communication accompanying your personal identification number that you will receive after beginning employment.

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

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

At-Will Employment

Employment at Oracle is at-will. The company makes no express or implied commitment that your employment will have a minimum or fixed term, that Oracle may take adverse employment action only for cause or that your employment is terminable only for cause. Either you or Oracle may terminate the employment relationship at any time for any reason.

Additionally, Oracle may take any other employment action at any time for any reason. No one at Oracle may make, unless specifically authorized in writing by Oracle's Board of Directors, any promise, express or implied, that employment is for any fixed term or that cause is required for the termination of or change in the employment relationship.

Equal Employment Opportunity and Escalation Process

Oracle believes that all employees should be treated fairly and equitably in conformance with its Equal Employment Opportunity policies. We take personnel action without regard to race, color, national origin, sex, marital status, age, religion, disability or sexual orientation. Our commitment to these policies applies to every phase of the employment relationship, and we make every effort to comply with these policies. If, however, you feel you have not been treated fairly in some way in your Oracle employment, you agree, before taking any other action, to make a written complaint to a Director of the Human Resources Department and to allow individuals within the Department a reasonable period of time in which to investigate and informally attempt to resolve your issues.

Mutual Agreement to Arbitrate

You and Oracle understand and agree that any existing or future dispute or claim arising out of or related to your Oracle employment, or the termination of that employment, will be resolved by final and binding arbitration and that no other forum for dispute resolution will be available to either party, except as to those claims identified below. The decision of the arbitrator shall be final and binding on both you and Oracle and it shall be enforceable by any court having proper jurisdiction.

The arbitration proceedings shall be conducted pursuant to the Federal Arbitration Act, and in accordance with the National Rules for the Resolution of Employment Disputes of the American Arbitration Association or the Employment Arbitration Rules and Procedures adopted by Judicial Arbitration & Mediation Services ("JAMS"). The arbitrator will have all the powers a judge would have in dealing with any question or dispute that may arise before, during and after the arbitration.

Claims Not Covered

Claims for benefits under the workers' compensation, unemployment insurance and state disability insurance laws are not covered by this Arbitration Agreement. Additionally, claims by you or by Oracle for temporary restraining orders or preliminary injunctions ("temporary equitable relief") in cases in which such temporary equitable relief would be otherwise authorized by law are not covered by this Arbitration Agreement. In such cases where temporary equitable relief is sought, the trial on the merits of the action will occur in front of, and will be decided by, the arbitrator, who will have the same ability to order legal or equitable remedies as could a court of general jurisdiction.

Costs

Oracle agrees to bear the costs of the arbitrator's fee and all other costs related to the arbitration, assuming such costs are not expenses that you would be required to bear if you were bringing the action in a court of law. You and Oracle shall each bear your own attorneys' fees incurred in connection with the arbitration, and the arbitrator will not have authority to award attorneys' fees unless a statute at issue in the dispute or other appropriate law authorizes the award of attorneys' fees to the prevailing party, in which case the arbitrator shall have the authority to make an award of attorneys' fees as permitted by the applicable statute or law.

Consideration

You understand and acknowledge that you are offered employment in consideration of your promise to arbitrate claims. In addition, the promises by Oracle and by you to resolve claims by arbitration in accordance with the provisions of this Arbitration Agreement, rather than through the courts, provide consideration for each other.

Knowing and Voluntary Agreement; Complete Agreement

You understand and agree that you have been advised to consult with an attorney of your own choosing before signing this Employment Agreement & Mutual Agreement to Arbitrate, and you have had an opportunity to do so.

YOU FURTHER UNDERSTAND AND AGREE THAT YOU HAVE READ THIS EMPLOYMENT AGREEMENT & MUTUAL AGREEMENT TO ARBITRATION CAREFULLY. BY SIGNING IT, YOU ARE EXPRESSLY WAIVING ANY AND ALL RIGHTS TO A TRIAL OR HEARING BEFORE A COURT OR JURY OF ANY AND ALL DISPUTES AND CLAIMS SUBJECT TO ARBITRATION UNDER THIS ARBITRATION AGREEMENT WHICH CLAIMS YOU MAY NOW OR IN THE FUTURE HAVE.

This Arbitration Agreement contains the complete agreement between Oracle and you regarding the subject of arbitration and alternate dispute resolution, and supersedes any and all prior written, oral, or other types of representations and agreements between Oracle and you, if any.

Severability

If any portion of this Employment Agreement & Mutual Agreement to Arbitrate shall, for any reason, be held invalid or unenforceable, or contrary to public policy or any law, the remainder of the Agreement shall not be affected by such invalidity or unenforceability, but shall remain in full force and effect, as if the invalid or unenforceable term or portion thereof had not existed within this Agreement.

Modification

This Employment Agreement & Mutual Agreement to Arbitrate may be modified only in a writing, expressly referencing this Agreement and you by full name, signed by you and Oracle's Board of Directors.

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

ACKNOWLEDGED AND ACCEPTED:

[Redacted Signature]

Print Name

[Redacted Signature]

[Redacted Date]

Date

PROPRIETARY INFORMATION AGREEMENT

Oracle Corporation, its subsidiaries (including but not limited to Oracle USA, Inc.) and its affiliates (collectively "Oracle") develop, market, license and distribute computer software products and other technology, and provide technical support, consultation, educational and other services relating to Oracle's products. Oracle develops and uses confidential, proprietary, and trade secret information in its business. This information may relate to technical matters, such as the development of a new product or service, or to non-technical matters, such as marketing or financial information. As a result of your employment with an Oracle entity (your "Employer"), you may develop, receive or otherwise have access to confidential, proprietary or trade secret information which is of value to Oracle. This agreement sets forth your responsibilities and obligations concerning confidential, proprietary and trade secret information, and Developments (as defined below).

As a condition of my employment with my Employer, and in consideration therefor, I agree to abide by the following:

1. My employment creates a relationship of confidence and trust with respect to certain information of a confidential, proprietary or trade secret nature. For the purposes of this agreement, all such confidential, proprietary or trade secret information will be referred to as "Proprietary Information." Proprietary Information includes by way of illustration and without limitation:
 - a. all software and other technology developed or licensed by or for Oracle or licensed to Oracle by a third party, and any documentation relating to such software or technology; the term "software" as used in this paragraph refers to software in various stages of development or any product thereof and includes without limitation the literal elements of a program (source code, object code or otherwise), its audiovisual components (menus, screens, structure and organization), any human or machine readable form of the program, and any writing or medium in which the program or the information therein is stored, written or described, including without limitation diagrams, flow charts, designs, drawings, templates, specifications, models, data, bug reports and customer information;
 - b. Oracle's marketing and sales plans or forecasts, product development plans, acquisition plans, competitive analyses, benchmark test results, supplier and purchasing information, budgets and non-public financial information, licenses, contracts and all related documents, customer lists and information regarding other Oracle employees, their skills and compensation;
 - c. all information which Oracle has a legal obligation to treat as confidential or which Oracle treats as proprietary or designates as confidential or for internal use only, whether or not owned or developed by Oracle (for example, information Oracle receives from a third party customer, partner or potential acquisition target).

Proprietary Information shall not include information known publicly or generally employed in the trade, nor shall it include generic knowledge that I would have learned in the course of similar employment elsewhere. At all times, both during and after my employment with my Employer, I will hold Proprietary Information in confidence. I will not by any means transfer, publish, disclose or report Proprietary Information directly or indirectly, except such disclosure to other Oracle employees or authorized third parties as may be necessary in the ordinary course of performing my duties for my Employer or otherwise as directed by Oracle. I will not use Proprietary Information except in the course of performing my duties for my Employer.

2. I hereby represent that my performance as an employee of my Employer will not breach any agreement or obligation to keep in confidence the proprietary information of a former employer or other entity or person. I will not bring any proprietary information of a former employer or other entity or person to Oracle. I will not use in the performance of my work for my Employer any proprietary information of a former employer or other entity or person without written authorization from my former employer, the other entity or person.
3. I will promptly disclose to my Employer or its designee, will hold in trust for the sole right and benefit of my Employer or its designee, and hereby assign to my Employer or its designee all my right, title and interest in and to any and all ideas, discoveries, inventions or "know how," including without limitation, all processes, devices, apparatus, computer programs, programming documentation, and other works of authorship, including any modification, improvement or use thereof (collectively referred to as "Developments"), relating to any current or reasonably anticipated business of Oracle, conceived or reduced to practice by me alone or with others during the term of my employment, whether or not conceived during regular business hours. I further acknowledge and agree that all Developments shall be the sole and exclusive property of my Employer or its designee and are considered "works made for hire" for the purposes of my Employer's rights under copyright laws. To the extent that any Development may not be considered a "work made for hire", I hereby assign to my Employer or its designee such Developments and all rights therein, except those Developments, if any, the assignment of which is prohibited by law. I further agree to execute any documents and to do all things necessary, without additional compensation whether during my employment or after: (a) to assign all right, title and interest in any Development to my Employer or its designee and (b) to assist my Employer or its designee in registering, prosecuting, perfecting, protecting, maintaining and enforcing any and all patent, copyright, trade secret or other right or interest in any Development for any and all countries. This provision does not apply to Developments which qualify fully under the provisions of section 2870 of the California Labor Code, or any other statute or common law doctrine of like effect, which states:

- (a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:
 - (1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or
 - (2) Result from any work performed by the employee for the employer.
 - (b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.
4. If any Development assigned hereunder is based upon, or is incorporated into or is an improvement or derivative of, or cannot reasonably be made, used, reproduced and/or distributed without using or violating technology or rights owned or licensed by me and not assigned hereunder, I hereby grant my Employer or its designee a perpetual, worldwide, royalty-free, non-exclusive and sub-licensable right and license to exploit and exercise all such technology and rights in support of its exercise or exploitation of any such assigned Development(s) (including any modifications, improvements and derivatives thereof).
5. I will not during my employment with my Employer engage in any other employment, occupation, consulting or other activity related to the business in which Oracle is now involved or becomes involved during the term of my employment.
6. I will not, during my employment with my Employer and for a period of six months after the termination of my employment, directly or indirectly, whether through a third party or otherwise, recruit, solicit, induce, invite or otherwise encourage any Oracle employee to accept an employment or independent contractor or other business relationship with an employer or entity or person other than Oracle.
7. I will upon termination of my employment with my Employer reaffirm my recognition of the importance of maintaining the confidentiality of Oracle's Proprietary Information and reaffirm all of the obligations set forth in this agreement.
8. I agree that, upon termination of my employment with my Employer, I will immediately deliver to my Employer or its designee, and will not keep in my possession, recreate or deliver to anyone else, all property and materials belonging to Oracle including without limitation documents, software, discs, diskettes, tapes, records, data, notes and correspondence and copies or reproductions thereof whether or not developed by me during the course of my employment with my Employer, hardware, computers, terminals, telephones, badges, business cards, handbooks, policy manuals, software manuals and telephone directories. Upon termination of my employment, I will immediately cease using and/or accessing any and all Oracle accounts, including but not limited to email, voicemail, and other computer and network systems or accounts.
9. Where my conduct would constitute a misappropriation of trade secrets, unfair competition, other civil wrong, and/or if I live or work in a state or jurisdiction where such conduct can be lawfully prohibited by an employer, I agree that I will not, for a period of six months after the termination of my employment with my Employer, for my own account or for the account of any other person or entity, solicit, call on or provide services similar to those which I provided to customers or clients of Oracle during my employment, for any of Oracle's customers or clients or prospective customers or clients if I solicited, called on or performed services for that Oracle customer or client or prospective customer or client during the twelve months preceding my termination.
10. I understand and acknowledge that my employment relationship with my Employer may be altered or terminated "at will" and that nothing in this agreement alters my "at will" status.
11. I understand and acknowledge that this agreement will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of my Employer, its successors and its assigns. My Employer may assign or transfer its rights or delegate its obligations created through this agreement at its sole discretion.
12. I agree that any legal action or proceeding involving Oracle which is in any way connected with this agreement may be instituted in federal court in San Francisco or San Jose, California or state court in San Mateo County or Santa Clara County, California. I agree to submit to the jurisdiction of, and agree that venue is proper in, the aforesaid courts in any such legal action or proceeding.
13. If any provision of this agreement is determined to be invalid or unenforceable, the validity or enforceability of the other provisions shall not be affected.

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

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

Signature: [REDACTED]

Name: [REDACTED]

Date: [REDACTED]

ORACLE'S INTERNAL PRIVACY POLICY-INDIVIDUAL PERSONAL DATA

Individual personal data is information on any person that either identifies them or from which they may be identified. All individual personal data at Oracle and its subsidiaries ("Oracle") is regarded as confidential information and all individuals who have access to this data must respect its confidentiality. Failure to do so may lead to disciplinary action.

Oracle human resources electronic data is held and secured at a global level in the United States. Collection and management of human resources data is the responsibility of the local human resources departments and they are accountable for local rights in relation to this data. Personal data may be accessed from Oracle locations worldwide, as required for business purposes, by personnel with appropriate access privileges. Personal data may be shared with external organizations as required to permit their provision of services to the Oracle workforce. Your provision of personal data confirms your consent to this process.

To adequately safeguard personal data privacy at local and global levels, Oracle maintains global policies and procedures to protect the confidentiality and security of individual personal data. Oracle requires that external organizations providing services to the workforce of Oracle only use the information in furtherance of the specific service they are rendering and requires that they treat the information confidentially. Please note that any permission granted by Oracle employees to such service providers relating to other services is outside the scope of these confidentiality requirements.

Oracle manages personal data in accordance with the following general principles:

Collection - data is collected for purposes associated with working for Oracle. Examples include information needed to operate payroll and obtain benefits, performance management and other general employment requirements. Consent to the transfer of this data is obtained on joining Oracle, and through appropriate notices alerting individuals to the international processing and onward transfer of data. Explicit consent may be required for the collection and use of sensitive personal data relating to, among other things, race, religion, disability, health, sexual orientation and political affiliation.

Processing - use and onward transfer - personal data processed or used by Oracle is collected and used for business purposes only. Onward transfer to outside organizations is safeguarded through contractual requirements and is provided to accomplish the purposes of collection.

Security -Oracle operates internal procedures to protect the security of individual personal data. These include, but are not limited to, restricted access to buildings and systems, appropriate technical measures, personal password and authentication protection and authorization requirements to access personal data based on "need to know" principles either for job requirements or specific business.

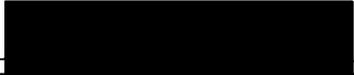
Access -to enable individuals to verify the accuracy of personal data, Oracle provides appropriate access to human resource data. In some circumstances this will be through online, self-service applications; otherwise, access may be obtained through the local human resources department. Local human resource contacts may be obtained at: <http://my.oracle.com/portal/page/mvo/global/Global%20HR>.

External Information – Oracle collects personally identifiable information from customers, Oracle program students, conference attendees, magazine subscribers and users of its websites. Collection, use and access to this personally identifiable information is subject to Oracle's Privacy Policy and other applicable policies related to marketing and solicitation. Oracle employees are expected to be familiar

with these polices and to promptly complete any training related to these policies. Failure to comply with these polices may result in disciplinary action.

Enforcement - questions and issues concerning personal data privacy should be directed to Oracle's Global Data Privacy Director or go to <http://my.oracle.com/portal/page/myo/1ACCFB74DFA6E190E040018AEAA34928>.

I confirm that I have read Oracle's Internal Privacy Policy, and agree that the provision of personal data to Oracle confirms my consent to the principles and processes contained in this statement. I further confirm that I understand that failure to abide by these policies may result in disciplinary action.

Signature:  _____

Name:  _____ Date:  _____

Patch II



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

Name

Last Gender Female Action

First Person Type for Action

Title Person Types

Prefix Employee, Ex-applicant

Suffix Identification

Middle Employee Social Security

Personal Employment Office Details Applicant Further Name Other Benefits

Birth Date Age

Town of Birth Status Divorced

Region of Birth Nationality

Country of Birth Registered Disabled No

Effective Dates

From To Latest Start Date [No]

Address Assignment Special Info Others...



Oracle Applications - GSDAP

File Edit View Folder Tools Window Help

People

Name

Last

First

Title

Prefix

Suffix

Middle

Gender Action

Person Type for Action

Person Types

Identification

Social Security

Personal Employment Office Details Applicant Further Name Other Benefits

Ethnic Origin

Ethnicity Disclosed

VETS100

Child Support Obligation

Opted for Medicare

I-9 Status

I-9 Expiration

New Hire

Exception Reason

Vets 100A

Effective Dates

From To

Latest Start Date [Nc]

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Name: Last [Redacted] First [Redacted] Title [Redacted] Prefix [Redacted] Suffix [Redacted] Middle [Redacted]

Gender: Female Action: [Redacted]

Person Type for Action: [Redacted]

Person Types: Employee, Ex-applicant

Identification: Employee [Redacted]

Social Security: [Redacted]

Personal Employment Office Details Applicant Further Name Other Benefits

Honors [Redacted]

Preferred Name [Redacted]

Previous Last Name [Redacted]

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

Address Assignment Special Info Others...



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Previous Employment Information

Previous Employer

Employer	<input type="text"/>	Start Date	<input type="text"/>
Address	<input type="text"/>	End Date	<input type="text"/>
Country	<input type="text"/>	Years	<input type="text"/>
Type	Unknown	Months	<input type="text"/>
Sub Type	<input type="text"/>	Days	<input type="text"/>
Description	<input type="text"/>	Further Information	<input type="text"/>

All Assignments []

Previous Job

Start Date	End Date	Job	Employee Category	Years	Months
<input type="text"/>					

Extra Information

Assignment - Previous Job Mappings

Assignment	Job	Start Date	End Date	Years	Months
<input type="text"/>					



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Schools and Colleges Attended

Full Time

School or College	Start Date	End Date	<input type="checkbox"/>	[]
			<input type="checkbox"/>	▲
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	▼
			<input type="checkbox"/>	



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Assignment

Organization	SL66 - Fusion CRM QA - ORCL USA	Group	Oracle.No.Standard.No
Job	10842.QA Manager-ProdDev.PRODEV.TECI	Position	
Grade		Payroll	Semi-Monthly
Location	US-CA-Redwood City-300 Oracle Parkway	Status	Active Assignment
		Vacancy	IRC2305761
Assignment Number		Collective Agreement	
Assignment Category	Full Time - Regular	Employee Category	

Salary Information Supervisor Probation & Notice Period Standard Conditions Statutory Information

Review Salary Every Salary Basis Annual Review Performance Every

Effective Dates From To [Q/]

Salary Entries Others...



Oracle Applications - GS1AP

File Edit View Folder Tools Window Help

People

Assigned

Organization	SL66 - Fusion CRM QA - ORCL USA	Group	Oracle.No.Standard.No
Job	10842.QA Manager-ProdDev.PRODEV.TECI	Position	
Grade		Payroll	Semi-Monthly
Location	US-CA-Redwood City-300 Oracle Parkway	Status	Active Assignment
		Vacancy	IRC2305761
Assignment Number		Collective Agreement	
Assignment Category	Full Time - Regular	Employee Category	

Salary Information Supervisor Probation & Notice Period Standard Conditions Statutory Information

Name	
Worker Number	
Assignment Number	

Effective Dates

From To [G/]

Salary Entries Others...

Salary History



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Salary Administration

Previous Proposal

Date [Redacted]
 Currency USD
 Bases/Year 1
 Conversion Rate 1.00

Salary Basis Annual
 Last Value [Redacted]
 Annual Salary [Redacted]
 Converted Salary [Redacted]

Grade Salary Limits

Grade [Redacted]
 Currency USD
 Min Salary [Redacted]
 Max Salary [Redacted]
 Comparatio 102.428

Salary Proposal

Change Date [Redacted]
 Change Value [Redacted]
 Change % 25.327
 Reason Salary Increase
 Ranking [Redacted]

Currency USD
 New Value [Redacted]
 Annual Salary [Redacted]
 Approved
 Next Review [Redacted]
 Performance Review [Redacted]

Salary Information

Salary Basis Annual
 Pay Basis Annual Salary
 Bases/Year 1

Proposal Components

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

Performance



Oracle Applications - GSIAP

File Edit View Folder Tools Window Help

People

Performance

Interview

Type Performance Review

Location

Date 01-JUN-2014

Rating 2 - Needs Improvement/New to Job

Next Date []

Assignment Number

Oracle Applications - GSIAP

ORACLE

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparato	Minimum	Hourly	Payroll	Monthly	Annual
		Salary Increase		USD			5.327							102.43					
		Transfer/Adjustm		USD			0.0							81.728					
		Annual Salary Re		USD			2.263							84.18					
		System Update -		USD			0.0							79.971					
		Annual Salary Re		USD			2.451							104.105					
		Annual Salary Re		USD			5.155							104.663					

Oracle Applications - GSIAP

ORACLE

Change Date	Review Date	Reason	Approved	Currency Code	Previous	Change	%	Actual	Rating	Ranking	Grade	Mid	Maximum	Comparato	Minimum	Hourly	Payroll	Monthly	Annual
		Annual Salary Re		USD			5.283							84.18					
		System Update -		USD			0.0							79.971					
		Annual Salary Re		USD			2.451							104.105					
		Annual Salary Re		USD			5.155							104.663					
		New Hire		USD										89.532					



From Date	To Date	Assignment Number	Contract	Employment Category	Grade	Internal #	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Norm	Normal	Organization	Payroll	People Group
01-MAR-2015				Full Time - Regular			10842 QA Manager-ProdDev-PRODEV.TECHQA.M2	AMIT MANGLIK	01-MAR-2015 12:0	US-CA-Redwood C		17.00	40	09.00	SL66 - Fusion CR5	Semi-Monthly	Oracle No Standan
12-NOV-2013	30-MAR-2015			Full Time - Regular			10842 QA Manager-ProdDev-PRODEV.TECHQA.M2	AMIT MANGLIK	01-MAR-2015 12:0	US-CA-Redwood C		17.00	40	09.00	SL66 - Fusion CR5	Semi-Monthly	Oracle No Standan
28-OCT-2013	11-NOV-2013			Full Time - Regular			10842 QA Manager-ProdDev-PRODEV.TECHQA.M2	HR_PROCESS_US	16-MAR-2014 15:0	US-CA-Redwood C		17.00	40	09.00	SL66 - Fusion CR5	Semi-Monthly	Oracle No Standan
24-OCT-2013	27-OCT-2013			Full Time - Regular			10842 QA Manager-ProdDev-PRODEV.TECHQA.M2	HR_PROCESS_US	16-MAR-2014 15:0	US-CA-Redwood C		17.00	40	09.00	68D1 - Big Data - C	Semi-Monthly	Oracle No Standan
13-OCT-2016	23-OCT-2013			Full Time - Regular			10842 QA Manager-ProdDev-PRODEV.TECHQA.M2	HR_PROCESS_US	16-MAR-2014 15:0	US-CA-Redwood C		17.00	40	09.00	SL66 - Fusion CR5	Semi-Monthly	Oracle No Standan

Organization	Payroll	People Group	Position	Primary	Probation	Probation	Prob Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours	Fre	Effective
SL66 - Fusion CR5	Semi-Monthly	Oracle No Standan		Yes			Transfer			Annual		Active Assignment	Payroll Oracle Am			JRC23057	Week		
SL66 - Fusion CR5	Semi-Monthly	Oracle No Standan		Yes			Transfer			Annual		Active Assignment	Payroll Oracle Am			JRC23057	Week		
68D1 - Big Data - C	Semi-Monthly	Oracle No Standan		Yes			Transfer			Annual		Active Assignment	Payroll Oracle Am			JRC23057	Week		
SL66 - Fusion CR5	Semi-Monthly	Oracle No Standan		Yes			Transfer			Annual		Active Assignment	Payroll Oracle Am			JRC23057	Week		

From Date	To Date	Assignment Number	Contract	Employment Category	Grade	Internal #	Job	Last Updated By	Last Update Date	Location	Manager	Normal	Norm	Normal	Organization	Payroll	People Group
09-OCT-2012				Full Time - Regular			10540 Software Developer 4 PRODEV.SIWENG.IC4	HR_PROCESS_US	16-MAR-2014 16:0	OP4		40			CW13 - GoldenGate	Semi-Monthly	Oracle No Standan
26-DEC-2010	31-MAY-2012			Full Time - Regular			10830 QA Analyst 3-ProdDev-PRODEV.TECHQA.IC3	HR_PROCESS_US	16-MAR-2014 16:0	OP4		40			CW13 - GoldenGate	Semi-Monthly	Oracle No Standan
16-DEC-2010	25-DEC-2010			Full Time - Regular			10830 QA Analyst 3-ProdDev-PRODEV.TECHQA.IC3	HR_PROCESS_US	16-MAR-2014 16:0	US-CA-Redwood C		40			CW13 - GoldenGate	Semi-Monthly	Oracle No Standan
16-FEB-2010	15-DEC-2010			Full Time - Regular			10830 QA Analyst 3-ProdDev-PRODEV.TECHQA.IC3	HR_PROCESS_US	16-MAR-2014 16:0	US-San Francisco		40			CW13 - GoldenGate	Semi-Monthly	Oracle No Standan
01-OCT-2009	15-FEB-2010			Full Time - Regular			10830 QA Analyst 3-ProdDev-PRODEV.TECHQA.IC3	HR_PROCESS_US	16-MAR-2014 16:0	US-San Francisco		40			CW12 - GoldenGate	Semi-Monthly	Oracle No Standan

Organization	Payroll	People Group	Position	Primary	Probation	Probation	Prob Reason	Recruiter	Recruitment	Salary Basis	Special	Status	Statutory Informatic	Supervisor	Title	Vacancy	Working Hours	Fre	Effective
CW13 - GoldenGate	Semi-Monthly	Oracle No Standan		Yes			Merger and Acquisition			Annual		Active Assignment	Payroll Oracle Am				Week		
CW13 - GoldenGate	Semi-Monthly	Oracle No Standan		Yes			Merger and Acquisition			Annual		Active Assignment	Payroll Oracle Am				Week		
CW13 - GoldenGate	Semi-Monthly	Oracle No Standan		Yes			Merger and Acquisition			Annual		Active Assignment	Payroll Oracle Am				Week		
CW13 - GoldenGate	Semi-Monthly	Oracle No Standan		Yes			Merger and Acquisition			Annual		Active Assignment	Payroll Oracle Am				Week		
CW13 - GoldenGate	Semi-Monthly	Oracle No Standan		Yes			Merger and Acquisition			Annual		Active Assignment	Payroll Oracle Am				Week		