

Affirmative Action Training at Oracle

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Summary of Comments on How to Use the PowerPoint Template

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Affirmative Action at Oracle

Overview for all Managers and HR Personnel located in the US and Puerto Rico
October 12, 2015

What We Are Announcing

Mandatory Affirmative Action Training

- Overview for all US Managers, non-US Managers with Employees in the US, Puerto Rico-based Managers, and HR Personnel



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What we are announcing

Mandatory Affirmative Act Training

Overview for all US Managers, non-US Managers with Employees in the US, Puerto Rico-based Managers, and HR Personnel

Changing Regulatory Environment

- Required due to the Obama Administration's focus on hiring, selection, promotional opportunities, pay, and other terms and conditions of employment in a highly changing regulatory environment.

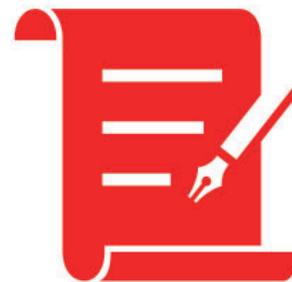


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The regulatory environment under the Obama Administration is becoming more aggressive than at any other time in OFCCP history. There are more regulatory changes in the current climate than ever before. We continue to see a dramatic increase in the OFCCP regulatory environment in issuing a significant number of new regulations and very active enforcement in audits. Most notably, the recent new regulatory requirements for Section 503 and VEVRAA have doubled the number of affirmative action programs now required from federal contractors. This training class was created to meet federal contractor training requirements under new regulatory changes.

Why is this Course Required?

- Required under regulatory changes in Section 503 of the Rehabilitation Act of 1973, as amended; Executive Order 11246; and VEVRAA of the Vietnam Era Veteran's Readjustment Assistance Act of 1974.
- Federal contractor employees must take this course that are involved in recruitment, screening, selection, hiring, promotion, or other related employment making decisions.



To make our managers and HR personnel aware of Oracle's government requirements as a federal contractor and Ensure our managers and HR Personnel are aware of Oracle's employment practices and compliance requirements with government regulations under:

Section 503 of the Rehabilitation Act of 1973 – Prohibits discrimination and requires employers with federal contracts or subcontracts that exceed \$10,000 to take affirmative action to hire, retain, and promote qualified individuals with disabilities.

Executive Order 11246 – prohibits federal contractors and subcontractors and federally-assisted construction contractors and subcontractors that generally have contracts that exceed \$10,000 from discriminating in employment decisions on the basis of race, color, religion, sex, or national origin. It also requires covered contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment, and take affirmative steps to increase the pool of qualified applicants.

VEVRAA of the Vietnam Era Veteran's Readjustment Assistance Act of 1974 - requires covered federal government contractors to take affirmative action to employ and advance in employment specified categories of veterans protected by the Act and prohibits discrimination against such veterans. Post job with appropriate employment delivery systems. Submit annually a report on the number of current employees, applicants and hires who are covered veterans.

Federal contractor employees involved in recruitment, screening, selection, hiring, promotion, or other related employment making decisions must take this course to provide them with the knowledge, understanding and ability to support and implement Affirmative Action and Equal Employment Opportunity Compliance at Oracle.

Your Support is Vital in Communicating with Business Leaders

- Create an understanding of the importance of government contracts for Oracle's business.
- 41 government audits have been originated since January 1, 2013, monitoring Oracle's compliance with federal government regulations. These audits have resulted in government interviews of management personnel.
- Failure to comply with federal contractor requirements could result in noncompliance findings and loss of lucrative government contracts.

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We are asking you to help us by encouraging the lines of business you support to take this course:

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Critical Course Dates

- Access to the mandatory training course:
 - **Begins:** Monday, October 19, 2015
 - **Ends:** Tuesday, November 17, 2015 - no later than 5:00pm PT
- Monitor and provide employee progress on completion of mandatory course:
 - Send reminder emails to all US Managers, non-US Managers with Employees in the US, Puerto Rico-based Managers, and HR Personnel:
 - 1st - Monday, November 2, 2015
 - 2nd - Wednesday, November 18, 2015
 - 3rd - Monday, November 30, 2015
 - 4th - Monday, December 14, 2015

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Deadline to Complete Training

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Resources

- All US Managers, non-US Managers with Employees in the US, Puerto Rico-based Managers, and HR Personnel will have access to:
 - For general questions or questions about the content of the course, contact US Diversity and Compliance at us_diversity@oracle.com.
 - Having technical problems accessing the course or with the performance of the course? For technical assistance, please contact [Oracle University Technical Support](#).
- Additional information on Oracle's commitment to Affirmative Action Plans can be found at:
 - For more information on Oracle's Affirmative Action plans, click on the following link: [Affirmative Action for Oracle America's](#).

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