Global Human Resources

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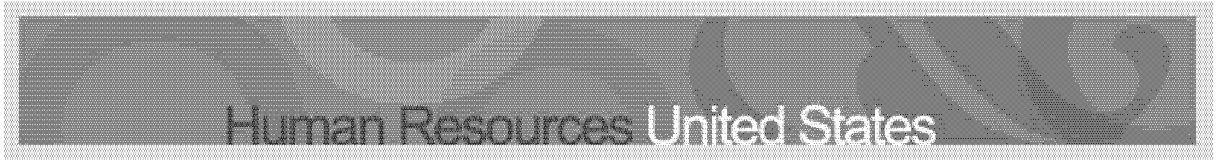


U.S. Compensation

SALARY Ranges

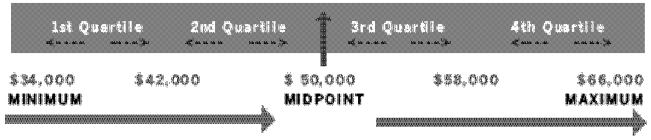
Most job roles at Oracle have a salary range. The salary range links the external market value of jobs to the internal company value by defining a range of possible salaries comparable to the salaries other companies pay for similar jobs. Salary ranges are a management tool to assist managers with hiring decisions and allocating their salary increase budgets.

Minimum, Midpoint and Maximum
Each range has a minimum, midpoint (market) and maximum.

The minimum and maximum defines the variance that Oracle is willing to pay to recognize individual employee differences.

The midpoints of the salary ranges are aligned closely with the market. They represent the average base salary for jobs having a similar scope and similar experience, skills and education requirements.

The salary range listed below is an example only and is not an actual salary range at Oracle.



How is my position in the salary range determined?
Where you are paid in a salary range will be based on a number of factors including your background; i.e. knowledge, skills, education, and your performance. Employees learning their job will typically have salaries lower in the range. Employees who are consistently recognized as effective contributors or top contributors and leaders will typically have salaries at the midpoint or higher in the salary range.

Salary ranges are guidelines and in the US employees may be paid outside the range under certain circumstances.

How are salary ranges created?
To ensure that Oracle's salary ranges remain competitive, Oracle reviews market data of companies with whom Oracle competes for both products and labor. This data is then used to determine Oracle's salary ranges. Using market data ensures that Oracle is paying at levels sufficient to compete effectively for talent while maintaining a cost-effective salary structure.

Who are the competitors with whom we compare?
Oracle's policy is to pay competitively relative to our comparator market, the companies for whom we compete for human resources. These are companies from which we are hiring and for whom employees are leaving. However, for consistency, Compensation works with the Board of Directors and Executive Management each year to identify a core, select group of technology companies that, where possible, are included in each country's market analysis. These core, select companies currently include:

Amazon, Apple, Cisco Systems, Dell, EBay, EMC, Google, HP, IBM, Intel, Microsoft, Qualcomm, SAP, and Texas Instruments.

In addition to the select list, individual countries may include local comparator companies to better reflect the local market. The entire list of comparator companies may be different for each country and/or line of business.

When are salary ranges reviewed?
Salary ranges are reviewed annually and if necessary, adjusted to keep in line with market changes.

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