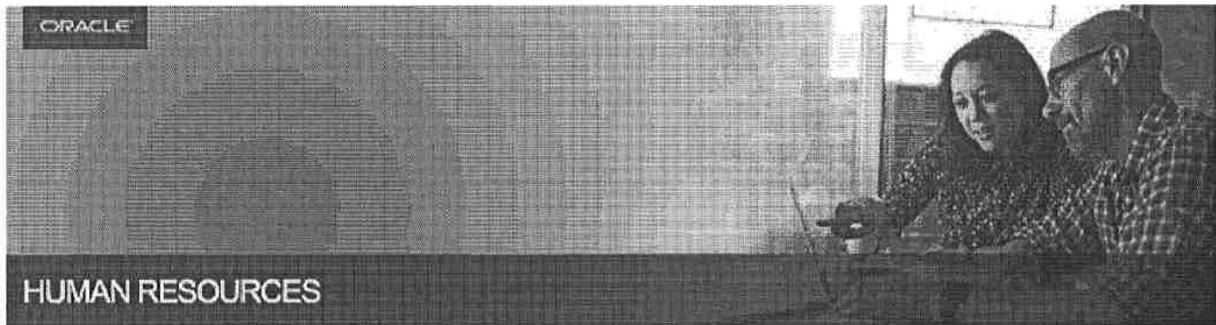




From: Lynne Carrelli
Sent: Friday, October 27, 2017 5:32 PM
To: kredwar_directs_ww
Cc: Mamata Sahu
Subject: Manager Impact: Changes to US Hiring Process Effective October 31, 2017

----- Forwarded Message -----

Subject: Manager Impact: Changes to US Hiring Process Effective October 31, 2017
Date: Wed, 25 Oct 2017 14:11:40 -0700 (PDT)
From: Oracle Human Resources <sendmail.ww@oracle.com>
Reply-To: no-auto-replies@oracle.com
Organization: Oracle Corporation
To: Oracle Managers of US-based Employees <sendmail.ww@oracle.com>



Manager Impact: Changes to US Hiring Process Effective October 31, 2017

Audience: Oracle Managers of US-based Employees

WHAT WE ARE ANNOUNCING

As mentioned in [today's announcement](#), Oracle will be implementing changes to our US hiring processes effective October 31, 2017. As part of those changes, the current salary field within the iRecruitment offer form has been removed. In addition, managers and others acting as agents of Oracle during the hiring process can no longer request salary history details from external candidates who are interviewing for work in a US location.

WHO DOES THIS APPLY TO?

The legislation applies to anyone acting as an agent of Oracle in the hiring process for external candidates in US locations, including

- Talent Advisors/Recruiters
- Hiring Managers
- Approvers of offers
- HR Business Partners
- Employees interviewing candidates
- Recruiting agencies sourcing for Oracle open positions

Note: This does not apply to internal candidates that you may be considering for open positions.

WHAT YOU NEED TO DO

If you are

- **Currently hiring in the US:** Familiarize yourself with the resources below, and work with your Talent Advisor/Recruiter or HR Business Partner if you need assistance or have questions about these changes or creating and providing a salary offer.
- **Not currently hiring in the US:** No action is required at this time; however, should you be hiring in the US in the future, please visit the below resources and work with your Talent Advisor or Human Resources Business Partner.

RESOURCES AND MORE INFORMATION

Refer to these helpful resources.

- [US Pay Equity FAQ for Managers](#)
- [Role Checklist for a Successful Hire – New US Legislation](#)
- [Manager Essentials: Recruit and Hire](#)

QUESTIONS

Please work directly with your Talent Advisor and/or your HR Business Partner if you have further questions.

Oracle Human Resources

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