

Global Job Classification

In order to provide accurate, consistent, employee information for global reporting and analysis, Oracle must classify all employees according to four standard categories: **Function, Specialty Area, Career Level, and Product Association**. This page defines Function and Specialty Area, as well as identifies which Function / Specialty Area combinations require a Product Association. The Product List and Career Level definitions can be found on the other worksheets within this excel file.

To facilitate this job classification process, Oracle US uses a jobcode structure. Each employee is assigned a jobcode which has one function, one specialty area, and one career level combination associated with it. If required, a product is assigned directly to an employee's record in the HRDB.

FUNCTION			SPECIALTY AREA			PRODUCT
<i>What does the employee do? This field describes the type of work the person performs; it is not necessarily specific to the organization in which they work.</i>			<i>What specialist work does the employee perform within the professional function? If an employee's role covers more than one specialist area, then chose the specialist area which is most representative.</i>			<i>Is the position associated with a particular product?</i>
Function	Code	Function Description	Specialty Area	Code	Specialty Area Description	Product Required?
Information Technology	INFTECH	Management of the internal IT infrastructure and systems.	Business Implementation & Planning	BUSIMP	Coordinates all aspects of internal information system-specific projects from initiation to delivery.	No
			Data Center Services	DCS	Management and delivery of production IT systems.	No
			End User Services/Support	EUSUPP	Management and delivery of on-going services/support to the end user.	No
			Functional	FUNC	Implementation and planning of IT related business solutions.	
			Network Services	NETSERV	Management and delivery of network infrastructure.	No
			Risk Management	RISK	Develops, implements, manages and educates in the area of programs in Information Protection and Business continuity.	No
			Technical	TECH	Develops, implements, and supports Oracle's global infrastructure	No
Product Development	PRODEV	Develop Oracle software products for external customers.	Software Engineering	SWENG	Designs, develops and debugs software programs for: databases, applications, tools, etc. Also includes Porting (designing software for use on other operating systems).	No



Exhibit P-80

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FUNCTION		SPECIALTY AREA		PRODUCT
Function	Code	Function Description	Specialty Area Description	Is the position associated with a particular product? Product Required?
		What does the employee do? This field describes the type of work the person performs; it is not necessarily specific to the organization in which they work.	What specialty work does the employee perform within the professional function? If an employee's role covers more than one specialist area, then choose the specialist area which is most representative.	
		Product Management	PRODMG Responsible for a specific product or group of products from product definition and planning through production and release to the marketplace. Serves as the central resource and driving force with design, process, manufacturing, test, quality, and marketing as the product(s) move to completion and distribution.	No
		Technical/Process QA	TECHQA Application of continuous monitoring and improvement within the production/development process to ensure the highest possible standard for the products incorporating adherence to both internal and external standards as appropriate.	No
		Technical Writing	TECHWR Writes operational, maintenance, or user manuals.	No
		Localization	LOCALIS Localizes software to comply with local markets and regulatory requirements.	No
		Translation	TRANS Adapts and translates technical documentation/ screens etc. to suit local user market within a given country/ group of countries	No
Support	SUPP	Provision of contracted technical support services to customers.	SUPRACC Provides services under programs such as critical accounts/ customer care, customer advocate program, client relations.	Yes
		Premium Services	PREMSERV Delivers expert remote and expert on-site services	Yes
		Product Support	PRODSUPP Principally delivers telephone / electronic support to external customers, although occasionally may be required to provide premium/ on-site services.	Yes