

Eligibility: FY14 Focal Stock Grant

To be considered for the FY14 Annual Stock Grant, an employee must meet all of the following requirements:

1) Employment Status:

Must be a regular, Oracle employee.

Contractors are not eligible.

Students and temporary employees are not eligible

2) Country:

Employees working in the following countries are ineligible to participate:

Africa Ops	East Central Europe Limited	Peru S.A.
Argentina*	Fili-ūle Latvij-ū (Latvia)	Saudi Arabia
Australia **	Estonia	Serbia
Bosnia-Herzegovina	Hrvatska d.o.o. (Croatia)	Software, d.o.o. (Slovenia)
Bulgaria	Japan***	South Asia Growth Economies
Caribbean	Kazakhstan	Svenska AB (Sweden)
Cyprus	Lithuania	Ukraine
Danmark ApS. (Denmark)	Luxembourg	
	Norge AS. (Norway)	
<p>* Argentina – Employees in Global Career Level M5 & Above are eligible **Australia – Employees in Global Career Levels IC5&IC6 and M4 and above are eligible. ***Only NOKK employees are not eligible</p>		

3) Job:

Employees with a Global Career Level “IC0” are not eligible to participate.

4) Mergers and Acquisitions:

All “merged” employees will be enrolled in the plan if they meet all other enrollment and eligibility criteria.

5) Termination:

An employee with a future dated termination entered in the HRDB is not eligible.