

Eligibility: FY13 Focal Stock Grant

To be considered for the FY13 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	Estonia	Saudi Arabia
Argentina*	Hrvatska d.o.o. (Croatia)	Serbia
Bosnia-Herzegovina	Japan**	Software, d.o.o. (Slovenia)
Bulgaria	Kazakhstan	South Asia Growth Economies
Caribbean	Lithuania	Svenska AB (Sweden)
Cyprus	Luxembourg	Ukraine
Danmark ApS. (Denmark)	Norge AS. (Norway)	
East Central Europe Limited		
Fili-üle Latvij-ü (Latvia)	Peru S.A	
* Argentina – Employees in Global Career Level M5 & Above are eligible		
**Only NOKK employees are not eligible		

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.