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To: Claudia Funie
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Subject: Compensation Collection Tool Changes

Deposition Exhibit 66
PMK Witness: Edwards
Date: **October 16, 2018**
Reporter: Jane Grossman, CSR No. 5225

<<http://my.oracle.com/content/web/CNT2659770>>

Compensation Collection Tool Changes

Updates to the Compensation Collection Tool will be made on Wednesday, November 9.

The updates will be made between 01:00 – 02:00 AM Pacific Time. There will not be any downtime period.

Updates will include:

All compensation fields such as: Base Salary, Hourly Wage, Annual ATV/Bonus will no longer be mandatory, in order to comply with the latest changes in the US work legislation.

Disclaimers for NA recruiters

* Specific verbiage in red color will be displayed next to each section name to indicate the latest changes on the US labor market regarding compensation collection.

Additional fields throughout the sections, none of them mandatory:

* Years with Current Employer

* Added the possibility of tracking "Customer Care and Billing" and "Meter Data Management" under the field Skills

* Cloud Experience field removed and made available as a distinct value in the field Skills

* Pay Mix – automatically calculated based on the Base Salary and Annual ATV/Bonus fields.

* Broken down Total Earning fields into Base Salary and Actual Bonus Paid. Actual Bonus Paid will be automatically calculated based on Total Earnings and Base Salary.

* Current Value of Unvested Stock – This field is correlated with the Company information in the first section. If the candidate currently works for a company which is listed on the US stock exchange and part of their compensation package is to receive #RSUs, this field will be automatically populated with the current USD Value of the unvested stock.

* Added Retention Bonus Amount & Retention Benefits

* Social Insurance & Supplementary Housing Fund – These fields are specific to the Chinese market and there is a help text icon (?) offering more details about this type of benefit.

* Other Benefits Total Amount – This field will automatically calculate the sum of all other benefits the candidate receives from their current employer.

New Sections in the Form:

* Candidate Expectations from an Oracle Offer with multiple fields

* Additional Information Related to Current Job (APAC) – This section includes the following fields: Job Title, Career Level, Frequency of Salary Review, Last Salary Review Date.

Reporting Filters

Possibility to filter the Homepage and Reporting for a specific period of time.

Thank you,
Recruiting Operations Team

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