

# Oracle Patent Award Program

*Last revision: June 26, 2014*

## **I. Introduction**

Protecting Oracle's intellectual property is an important part of every employee's job. Thus, we appreciate your assistance in obtaining patents, including the timely disclosure of inventions and cooperation during the patent process. Your help enables us to protect our investment in research and development and can provide Oracle with a business advantage. To recognize the professional achievement associated with employee inventions, Oracle offers awards as part of its patent program. Subject to applicable laws and regulations, decisions on whether or not to file patent applications and provide awards are made at the sole discretion of the Oracle patent department.

## **II. Eligibility**

All Oracle employees who are named as inventors on an Oracle patent application are eligible to receive an award.

## **III. Awards**

Oracle employees worldwide who are named as inventors on a US utility patent application are eligible to receive up to US \$1500. Awards are capped at US \$4500 for each patent application, so four or more inventors on a single patent application evenly split the capped amount of the award. A commemorative plaque may be presented to Oracle employees in recognition of a granted patent. The amounts of the awards are gross amounts and are subject to tax and other withholdings. Inventors are responsible for all taxes. Inventors are eligible for a single monetary award per invention, regardless of the number of equivalent patent applications that may be filed in countries around the world. Inventors on US provisional applications will not be eligible for an award until the provisional application is filed as a regular utility application. Awards generally will not be issued for continuation applications or divisional applications, as these forms of applications are typically a result of legal technicalities in the patent system. Generally, there are no monetary awards for submitting invention disclosures or defensive publications, or for the issuance of a patent.

We look to pay awards on a quarterly basis. Please be patient, especially with respect to awards paid outside of the US.

Notwithstanding the above, subject to applicable laws and regulations, this Oracle Patent Award Program (including award conditions and amounts) and particular payments made thereunder are within the full discretion of the Oracle patent department.

## **IV. Changes to Patent Award Program**

This program applies to all US non-provisional patent applications filed after June 26, 2014. This

program supersedes all prior programs and policies regarding patent awards, including those of acquired companies. In addition, Oracle may change the Oracle Patent Award Program at any time.

## **V. Abuse of Patent Process**

We expect honest and transparent participation in the patent process. Failing to do so can result in reversal of awards and disciplinary action leading up to and including termination. Examples of such failure include: naming non-inventors in an effort to collect additional awards; intentionally failing to name an inventor; or submitting an invention disclosure in bad faith or with deceptive intent.

Questions about this program should be directed to Oracle's Patent, Trademark & Copyright Group at [patents\\_us@oracle.com](mailto:patents_us@oracle.com).