

Global Equity Guidelines

Regional Compensation & Recruiting Rollout

September 2016
Kate Waggoner



Copyright © 2016, Oracle and/or its affiliates. All rights reserved. | Oracle Confidential – Internal

Deposition Exhibit 55
Deponent: K. Waggoner
Date: July 27, 2018
Reporter: Jane Grossman, CSR No. 5225

4876

Exhibit P-156

CONFIDENTIAL

ORACLE_HQCA_0000400519

Agenda

- 1 Background on Initiative
- 2 Development of Guidelines
- 3 How to Use the Guidelines
- 4 Ongoing Review & Future Revisions
- 5 Guidelines Revealed
- 6 Q&A



Background on Global Guidelines Initiative

ORACLE

Copyright © 2016, Oracle and/or its affiliates. All rights reserved. | Oracle Confidential - Internal

3

Development of Guidelines

- Radford Market Data to Determine “Zones” and Ranges
- Zone 1 is [REDACTED] and above
 - a. Zone 2 is [REDACTED] of Zone 1
 - b. Zone 3 is [REDACTED]
 - c. Zone 4 is [REDACTED]
- Two sets of guidelines per zone
 - a. Category A - all job families other than those in Category B
 - b. Category B – Developers & Dev Mgmt, Product Mgmt & Data Scientists
- Separate Guidelines for New Hire & Ongoing/Annual Grants

How to Use the Guidelines

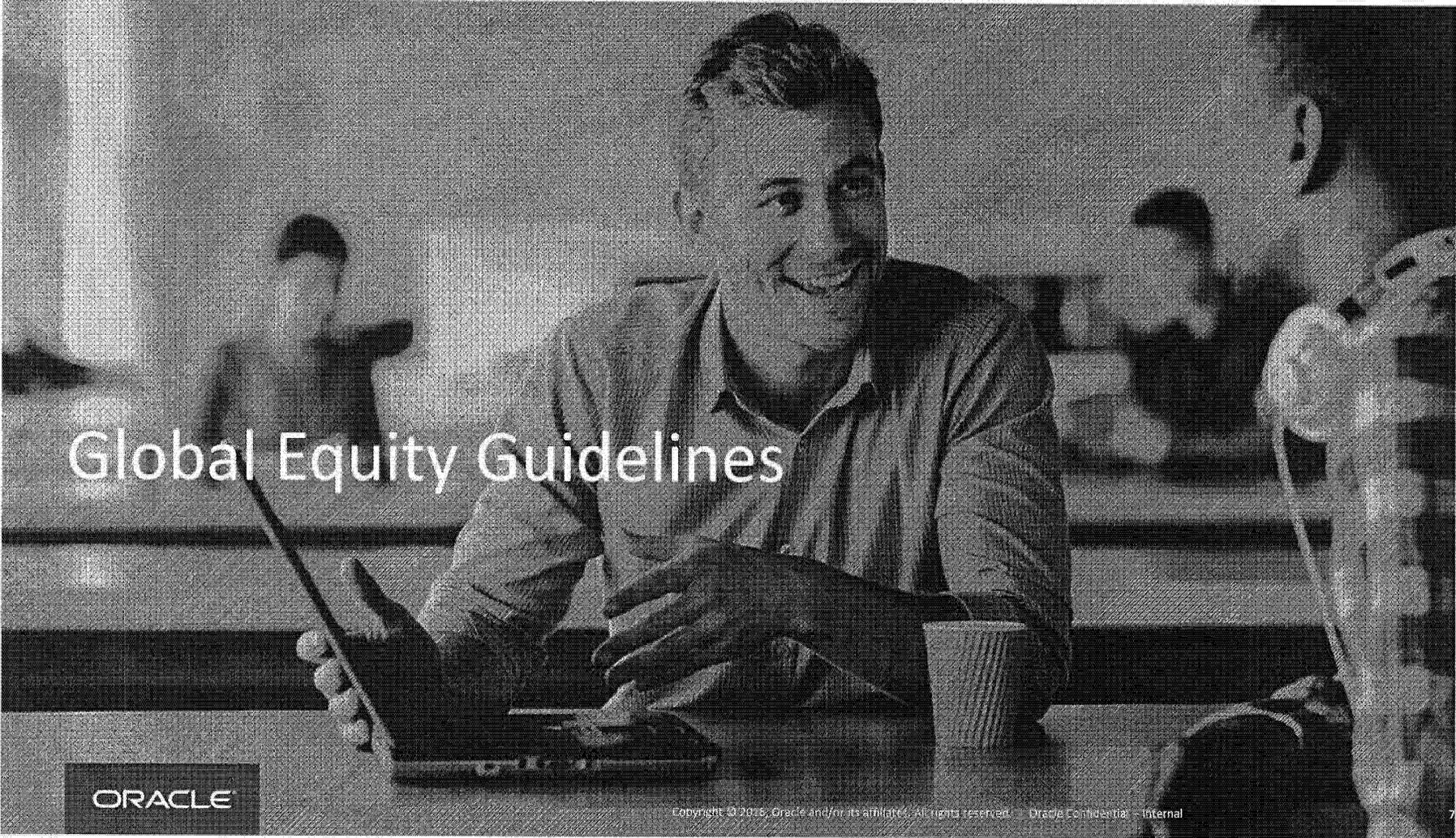
- Guidelines Not to Be Distributed to Management – Intended for Compensation, Recruiting & HR Leader Use
- New Hire Guidelines are in RSUs, and Should be Considered Only When Equity is Part of the Offer Discussion
- Guidelines Do NOT Imply That All Offers Should Include Equity
- Annual Grant Guidelines are in Options, and are Intended to Assist with Annual Program
- These are Guidelines – NOT RULES

Ongoing Review and Future Revisions

- Guidelines Will be Reviewed as Market Changes in LTI Practices Occur
- New Hire Guidelines Dependant on Options to RSU Ratio of [REDACTED] – If Ratio Changes For Annual Grant, We Will Revisit
- Your Feedback is Welcome and Will be Considered!!

ORACLE

Copyright © 2016, Oracle and/or its affiliates. All rights reserved. Oracle Confidential - Internal



Global Equity Guidelines

ORACLE

Copyright © 2025, Oracle and/or its affiliates. All rights reserved. Oracle Confidential - Internal

FY17 Global New Hire Equity Guidelines

Effective Date: September 1, 2016

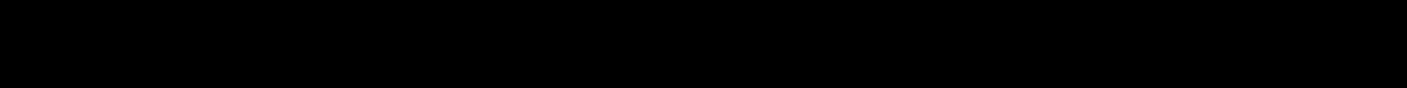
Oracle Highly Restricted/Privileged Information

Note: These guidelines should only be used when equity is part of a new hire offer. They **DO NOT** imply that equity should be part of all offers. Questions should be directed to your Regional Compensation team.

ZONE 1				ZONE 2				ZONE 3				ZONE 4			
Category A															
GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum
[Redacted]															
Category B															
GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum
[Redacted]															

All minimums, midpoints and maximums are stated as RSUs.

- Zone 1
- Zone 2
- Zone 3
- Zone 4



Category A - all job families except those listed in Category B.

Category B - Applications Developers; Hardware Developers; Hardware Development Mgmt; Software Developers; Software Development Mgmt; Product Manager/Strategy; Product Manager/Strategy Mgmt; Data Scientists

FY17 Global Annual Equity Grant Guidelines

Effective Date: September 1, 2016

Oracle Highly Restricted/Privileged Information

Note: These guidelines should only be used when equity is being considered for an employee as part of the annual equity process. They **DO NOT** imply that equity should be recommended for all employees. Questions should be directed to your Regional Compensation team.

ZONE 1				ZONE 2				ZONE 3				ZONE 4			
Category A															
GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum
Category B															
GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum	GCL	Minimum	Midpoint	Maximum

All minimums, midpoints and maximums are stated as share equivalents. Oracle Annual Grants are stated as share equivalents given the Choice Process.

- Zone 1 -
- Zone 2 -
- Zone 3 -
- Zone 4 -

Category A - all job families except those listed in Category B.

Category B - Applications Developers; Hardware Developers; Hardware Development Mgmt; Software Developers; Software Development Mgmt; Product Manager/Strategy; Product Manager/Strategy Mgmt; Data Scientists

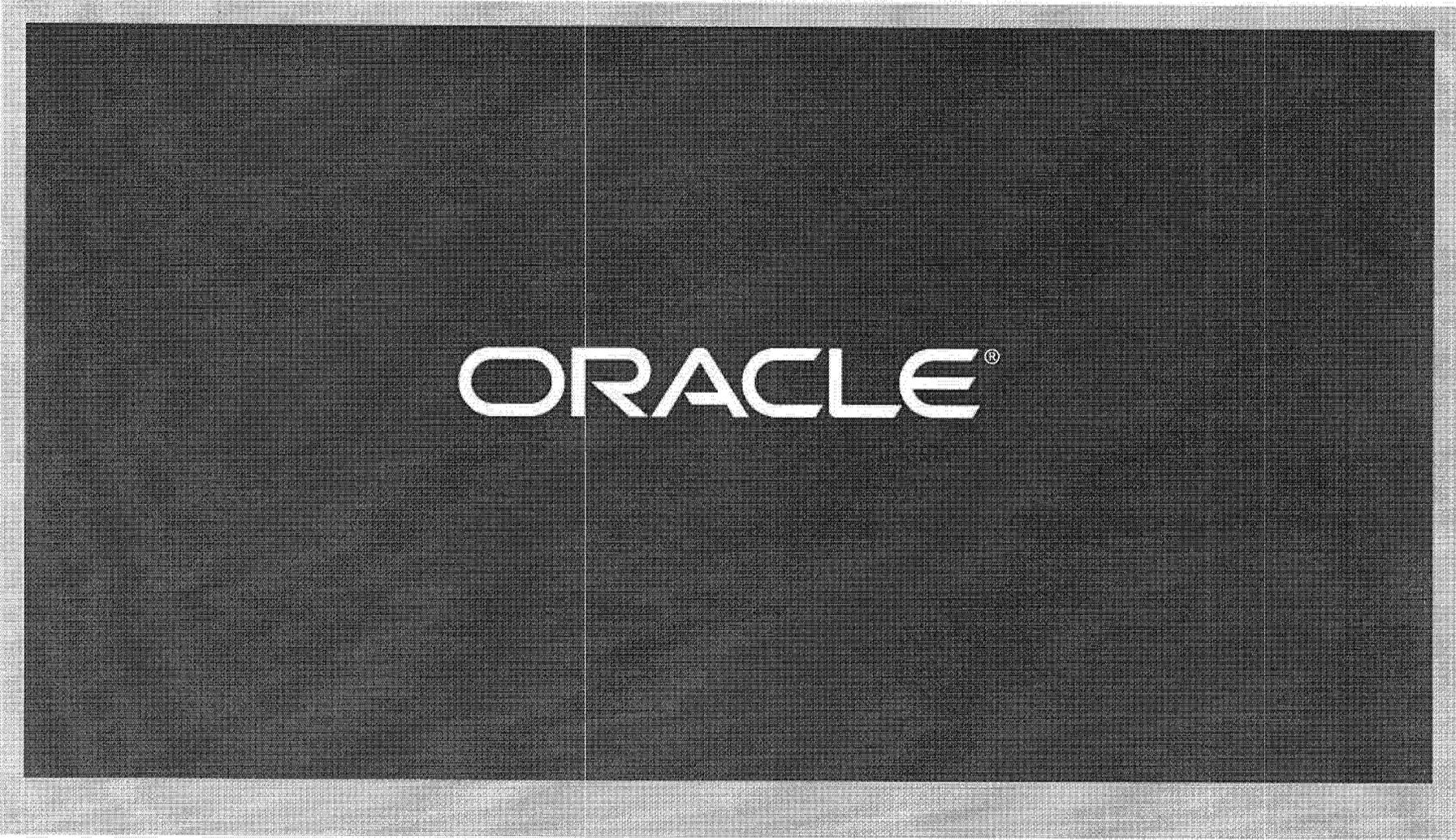


Hardware and Software Engineered to Work Together

ORACLE

Copyright © 2016, Oracle and/or its affiliates. All rights reserved. | Oracle Confidential - Internal

11

The image shows the Oracle logo in white, centered on a dark, textured background. The logo consists of the word "ORACLE" in a bold, sans-serif font, followed by a registered trademark symbol (®). The background has a fine, grid-like texture and is framed by a thin, light-colored border.

ORACLE®