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WHAT WE DO:

College Recruiting identifies and sources the best college graduates from selected top schools to be strategically placed within Product Development to advance Oracle's purpose. Candidates from approved schools, with less than three years of work experience, and candidates from other schools, with less than two years work experience, are hired through the College Recruiting program.

We follow general degree guidelines to supply a pool of top graduates to hiring managers. These hiring managers are then free to select, qualify and sell the graduates on their open positions.

College Recruiting does not do volume recruiting nor do we seek out individual graduates for specific positions. Our pool of candidates is a resource that divisions use to fill their college headcount.

HOW TO PARTICIPATE:

Managers outside of Thomas Kurian's organization can join the College Recruiting Program and automatically receive resumes and a chance to interview candidates by joining the **Resume Distribution List**. To do so, please go to [redacted] under APS and subscribe to COLLEGE-RECRUIT_US_GRP@oracle.com

Managers inside Kurian's organization who are authorized to hire will automatically be added to the **Resume Distribution List**.

Exhibit P-337

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Resumes that are distributed via the COLLEGE-RECRUIT_US_GRP list are also uploaded to an Oracle [redacted] workspace. To access these resumes, log in to [redacted] and use this link:

[redacted]

Note: To find hardware Engineer resumes choose the folder titled "[redacted]"

If you are interested in a candidate whose resume is posted, contact the College Recruiting team member who posted the resume.

RESUME REFERRALS:

Resumes and referrals can be sent to these addresses:

For full-time opportunities: college_us@oracle.com

For summer internships: interns_us@oracle.com

For a candidate whom you have found outside of our program and for your team: larry.lynn@oracle.com. Please include unofficial transcripts when requesting Larry Lynn's approval.

***Note:* All candidates who have graduated within the last 2 years and who have overall less than 2 years of full-time experience are part of our program. Please submit any resumes to Larry Lynn prior to interviewing a candidate who meets the above-mentioned specifications.**

WHERE WE RECRUIT:

We proactively recruit top graduates at the following schools in the US and consider top graduates from the following international schools for Oracle product development positions. We also consider candidates that attend schools outside of our core list for the program on a case by case basis. We will consider graduate students from non-core schools who have an undergraduate degree (or lesser graduate degree) from any of the US or international schools on this list.

Core Schools *(Both Hardware and Software)*

[redacted]

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We also consider candidates from the following schools

Hardware and Software:

Software Only:

Hardware Only:

International Schools

Australia

Austria

Belgium

Brazil

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Canada

[redacted]

Chile

[redacted]

China

[redacted]

Czech Republic

[redacted]

Denmark

[redacted]

France

[redacted]

Germany

[redacted]

Hong Kong

[redacted]

India

[redacted]

Ireland

[redacted]

Israel

[redacted]

Japan

[redacted]

Mexico

[redacted]

Netherlands

[redacted]

Norway

[redacted]

Pakistan

[redacted]

Poland

[redacted]

Romania

[redacted]

Russia

[redacted]

Singapore

[redacted]

South Korea

[redacted]

Spain

[redacted]

Sweden

[redacted]

Switzerland

[redacted]

Taiwan

[redacted]

Thailand

[redacted]

Turkey

[redacted]

United Kingdom

[redacted]

Venezuela

[redacted]

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WHEN WE RECRUIT:

We work with the school calendar and our peak time to recruit for students who are graduating the following summer is from **September to February** (college hires usually start five to eight months after they accept the offer). However, we continue to place all qualified available graduates throughout the year.

HOW WE RECRUIT:

CANDIDATE INTERVIEW PROCESS:

All candidates who will be processed through College Recruiting MUST be approved by Larry Lynn; NO EXCEPTIONS.

Resumes of pre-screened candidates will be distributed to all members of the Distribution List. Once the candidates' resumes are distributed, hiring managers can reply with a request to interview and a group/job description specifically targeting the college audience (please include in body of email requesting interview). That description will be sent to the candidate along with other collected job/group descriptions. The candidate can then select which groups to interview with during his or her on-site visit. The more enticing the description, the more likely candidates will choose to interview with you.

Only managers with whom the candidate wishes to speak will be contacted and asked to confirm an interview time slot. If your group is selected for an interview by the candidate, our recruiting staff will get in touch with you at least a week prior to the candidate's visit date in order to set up the interview.

After the candidate has completed the interview process, the candidate then chooses which group he or she would like to join. The group is notified and if they wish to hire the candidate, the offer approval process begins.

Note: Groups will not get a response from College Recruiting unless the candidate accepts the invitation to interview with you or your group.

OFFER APPROVAL PROCESS:

- All offers are approved by the CEO's office.

• Our Recruiting Team works with candidates and managers to finalize a competitive offer package. This package will usually include salary, sign-on, stock options and relocation.

• College Recruiting will request all the necessary approvals on behalf of the hiring manager through email. The offer is then put on WorkFlow for LJE and his corresponding direct report approval.

CANDIDATE POST-HIRE PROCESS:

It is up to you, the hiring manager, to make sure all steps are complete once the recruit has accepted your offer and signed with Oracle. These would include issues such as:

• *Start Date:* Work with the candidate to solidify the start date depending on your needs and the candidate's graduation schedule.

• *Relocation:* Once the candidate accepts the offer, the recruiting manager will notify the hiring manager. At this point, it is the hiring manager's responsibility to start the relocation process for their new hire. All costs incurred in the relocation process will be covered by the hiring manager's cost center. College recruits have two options: 1) Lump sum amount paid directly to the recruit or 2) Managed move through our relocation company which works directly with the recruit (payments are made to the relocation company based on the recruit's needs and within a specified budget).

• *New Hire Orientation:* Orientation provides information regarding the benefits package, badge, and other Oracle benefits. For more information, please visit our HR site http://my.oracle.com/site/hr/new_hires/U.S.NewHires/orientation/orientation

• *Work Authorization*: Most students needing eligibility to work in the United States start with OPT (Optional Practical Training) certificate. OPT is work authorization sponsored by the school for training in the field of study. The students must apply for OPT authorization through their schools.

• *H1:* If an H1 is needed, you will be notified by the RPM to start the Visa process once the student has turned in written acceptance of the offer. Apply early! *Note*: All candidates must have valid work authorization before they start working. For information on the visa process visit http://my.oracle.com/site/hr/us_immigration/work_authorization/index.htm

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SUMMER INTERN PROGRAM:

Just as for standard full-time hires, College Recruiting selects intern candidates and introduces them to hiring groups. Participation in our summer internship program offers many advantages. Headcount is provided to the hiring group. College Recruiting also pays for all expenses, such as housing, airfare, etc. Hiring groups are only responsible for the intern's three-month salary.

Please note that these interns are only placed to work during the summer. Although College Recruiting provides the headcount, we have no control over who is assigned an intern headcount. If you want an intern and have not been assigned one, please check with your management before the intern slot assignment which occurs in **mid November to early December** for the following summer.

PARTICIPATING IN OUR PROJECTS AT ORACLE BOOK:

Projects at Oracle is a recruiting tool. It provides a current and comprehensive look at Oracles ongoing projects. It is an important vehicle for managers to gain visibility for their group as well as their projects among candidates. This book provides recruits with an inspiring overview of the different projects and opportunities that Oracle has now and will have in the future.

Visit http://www.oracle.com/us/corporate/careers/college/work-at-oracle/index.html to download the ***Projects at Oracle*** book and other "recruiting collateral."

PARTICIPATING IN COLLEGE RECRUITING SPONSORED FUNCTIONS:

College Recruiting hosts a variety of on-campus events and participates in many school-sponsored campus activities such as career fairs, on-campus interviews, technical talks, etc. Specific recruiting managers are responsible for managing Oracle's relationship with each

school. If you have any questions regarding any of these schools, or you would like to attend any of these College Recruiting activities on behalf of Oracle, please contact the appropriate recruiting manager listed in the table below. Specific schools are listed in the "supports" column.

COLLEGE RECRUITING CONTACTS:

Name	Role	E-mail	Phone	Supports
Larry Lynn	VP	larry.lynn@oracle.com		
Chantal Dumont	Director	chantal.dumont@oracle.com	650.506.4015	
Les Cundall	Senior Manager	les.cundall@oracle.com		
Wendy Lee	Team Lead	wendy.l.lee@oracle.com	650.506.5556	[redacted]
Satarupa Bhattacharya	CRM	satarupa.bhattacharya@oracle.com	650.633.5761	[redacted]
Liz Lee	SRPM	liz.lee@oracle.com	650.506.5219	[redacted]
Milton Liu	Team Lead	milton.liu@oracle.com	650.506.0097	[redacted]
Jane Tu	RPM	jane.tu@oracle.com	650.506.0241	[redacted]
Florence Wadley	SRPM	florence.wadley@oracle.com	650.506.6214	[redacted]
Mallory Brook	RPM	mallory.brook@oracle.com	650.506.5606	
Hong Trinh	RS	duhong.trinh@oracle.com	650.506.0636	[redacted]
Amra Kuduzovic	RC	amra.kuduzovic@oracle.com	650.506.2988	
Sandy Do	RC	my.do@oracle.com	650.506.6164	
James Cabalu	RPM	james.cabalu@oracle.com	650.506.5805	[redacted]
Dei Ashcraft	CRM	dei.ashcraft@oracle.com		*Currently on leave*

FREQUENTLY ASKED QUESTIONS:

1. **I need a position filled that calls for a specific skill set. Is the purpose of College Recruiting to find the right candidate for my open position?**

No. According to our process, we hire the best and the brightest students from top schools to fill product development positions. We do **not** find specific candidates for open positions.

Also, it is important to note that Larry Lynn's approval is required before engaging in any type of recruitment or interview activity with a potential College Recruiting candidate.

If you would like to refer a candidate for the College Recruiting program, email your referral to larry.lynn@oracle.com. Please include unofficial transcripts when requesting Larry Lynn's approval.

2. **I need to hire a hardware engineer. Do I still need Larry Lynn's approval?**

   Yes. Any candidate who fits the College Recruiting profile must be processed through the College Recruiting program and therefore must be approved by Larry Lynn.

3. **If I see a resume on the distribution list that I am interested in, can I contact the student directly?**

   No. If you are interested in a particular candidate that you become familiar with through the Distribution List, simply reply with your group description. We will then pass your description on to the college recruit along with the other descriptions that other hiring managers have sent. The college recruit will then review the descriptions and choose which groups to interview with. If there is mutual interest, you will be contacted and asked to set up an interview.

4. **How can I gain visibility for my group among the college recruiting candidates?**

   To gain visibility for your group among the college recruits, it is very important to reply to resumes with a description of your group that is geared towards the college audience. Aim to make your description engaging, and of course, true to the job.

5. **How do I submit a description of my group's work to the Projects at Oracle Book?**

   The Projects at Oracle Book is a College Recruiting publication. When we start production on the book, we will be in contact with several division heads who will then delegate to their groups the task of submitting a group description to us.

6. **What if I ultimately want to hire my intern? Do we have to go through the entire college recruiting process?**

   If you are interested in hiring your intern, let the College Recruiting representative know and the appropriate recruiting manager will be in touch with your intern to confirm mutual interest in joining your group. Upon mutual interest, College Recruiting will then be in touch with you to begin the offer approval process.

7. **Who do I contact to initiate relocation for my new hire?**

   An email detailing the relocation process will be sent to you by the College Recruiting representative who handles the candidate after the candidate accepts the offer. Note: Relocation is initiated by the manager and it can be paid up to 45 days prior to the candidate's start date.

8. **I would like to attend a College Recruiting sponsored activity. Who do I contact?**

   If you would like to participate in a College Recruiting sponsored activity, please refer to the College Recruiting Contacts section and contact the recruiting manager who handles the school for which you would like to volunteer.