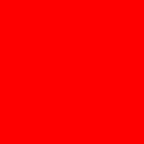




ORACLE®

**Maximise Your Talent with Oracle HCM's Unified Solution
PeopleSoft Human Capital Management**

Linda Hemsworth
Principal HCM Consultant



The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, and timing of any features or functionality described for Oracle's products remains at the sole discretion of Oracle.

Agenda

- Examining Current Trends
- What to Do Now
- Oracle Tools to Help You
- Questions

Cautious Recovery...

Global markets continue in the recession, but some indications of a cautious recovery are starting to emerge

Changing Workforce

Virtual



Mobile



Global



Diverse

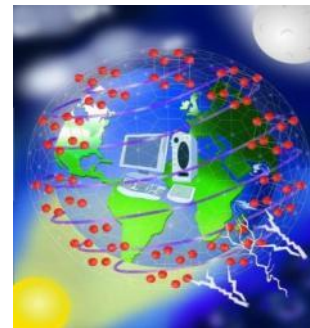
Continuing Technology Evolution



**Mainframe
Computers**



**PCs –
Client/Server**



**Web 1.0
The Internet**



**Web 2.0
The Internet**



Talent Challenges 2011 and Beyond

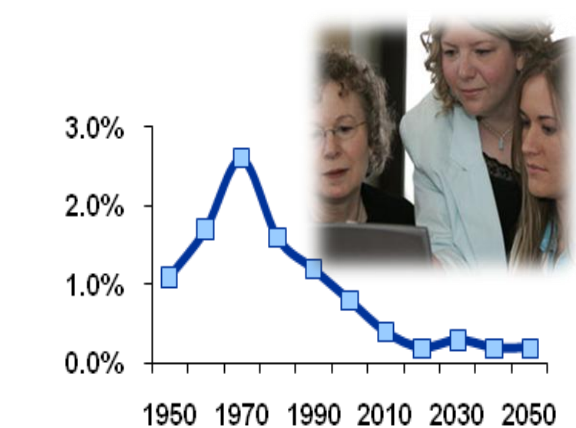
Retention



Engagement



Skills Gap



Workforce Dynamics



Michael I Roth
Chairman and CEO
Interpublic Group

“What you do in this environment is add to your talent base and reposition your talent to be more suited for the challenges that are ahead.”

Take an Active Approach to Talent Management

Tactical

Strategic & Visionary



“By excelling in Talent Management, the average Fortune 500 company can generate a nearly 15% improvement on earnings.”

Hackett Book of Numbers

Action Plan



Define Your Talent Strategy

- Align Talent with Organisational Objectives
- Identify Critical Skills
- Define Success Metrics



Focus on Existing Talent

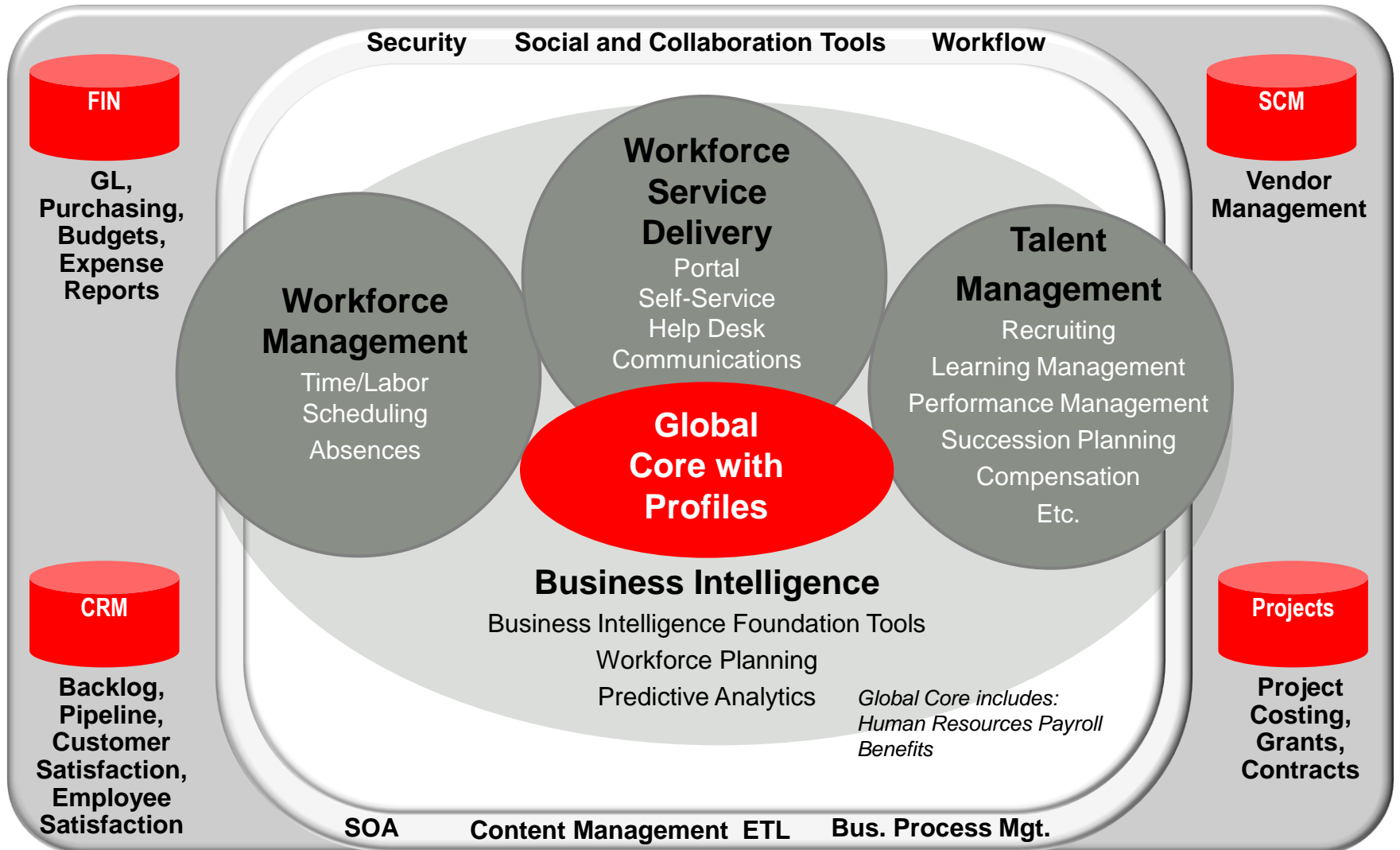
- Create an Accurate Picture of Your Workforce
- Understand What Motivates Your Employees and Take Action
- Pay Based on Performance Encourages Best Results



Plan for the Future

- Project Future Talent Needs & Acquire Talent
- Create & Execute Necessary Development Programs
- Complete Succession Planning

What Does a Unified Talent System Look Like?



Manage Talent with an Unified Process



Customer Value

Ensure success and longevity

Maintain competitive edge

Cut costs

Increase employee productivity and engagement

Reward the right people

Improve succession and leadership development

Improves employee & customer satisfaction

Integration – The Key to a Unified System



**Native integration comes explicitly with
a single vendor environment**

Action Plan – Define Your Talent Strategy



Define Your Talent Strategy

- Align Talent with Organisational Objectives
- Identify Critical Skills
- Define Success Metrics



Focus on Existing Talent

- Create an Accurate Picture of Your Workforce
- Understand What Motivates Your Employees and Take Action
- Pay Based on Performance Encourages Best Results



Plan for the Future

- Project Future Talent Needs & Acquire Talent
- Create & Execute Necessary Development Programs
- Complete Succession Planning

Define Your Talent Strategy

- Align Talent with Organisational Objectives
 - *Performance Management*
- Identify Critical Skills
 - *Competencies*
- Define Success Metrics
 - *HR Analytics*



Align with Organisational Objectives

Performance Management

Clearly communicate organisational direction by identifying objectives at all levels of the organisation

Empower employees to take action where it counts by publishing business objectives

Ensure key strategies are adequately supported by aligning individual goals to business objectives

Enable organisational agility with syndicated business objectives

Gain visibility of progress toward critical initiatives



Optimally Align, Develop, and Deploy Workforce ePerformance

Search for Business Objectives

First Name: Last Name: Department Title:

Finance and Administration
 Department: 13000
 Owner: Jean Parsons
 Title: Senior Vice President-F...
[Business Objectives](#)

```

    graph TD
      Root[Finance and Administration] --> Admin[Administration]
      Root --> Legal[Corporate Legal]
      Root --> Finance[Corporate Finance]
      Root --> Accounting[Corporate Accounting]
      Root --> Consolidations[Corporate Consolidations]
      Root --> Controlling[Corporate Controlling]
      Admin --- AdminBO[Business Objectives]
      Legal --- LegalBO[Business Objectives]
      Finance --- FinanceBO[Business Objectives]
      Accounting --- AccountingBO[Business Objectives]
      Consolidations --- ConsolidationsBO[Business Objectives]
      Controlling --- ControllingBO[Business Objectives]
    
```

Employee Access to Pull In Goals and Objectives

Identify and Visualise Organisational Goals

Managers Push Goals and Objectives to Employees

Performance Document

Copy from Business Objectives

Betty Locherty, Director-Finance
 Performance Document: 01/01/2009 - 12/31/2009

Below are the Business Objectives for your organization. You can copy any of these Objectives into the document by selecting the checkbox next to the goal and then the copy button or you can search for different objectives by selecting the link Use Different Objectives. To view more details about each objective, select the link on the objective name.

Business Objectives Criteria	
Business Objectives:	2009 Objectives for Information Systems Find Different Objectives
Section:	ANY

Business Objectives		Customize Find <input type="text"/> <input type="text"/> <input type="text"/> First 1-3 of 3 Last
Objectives	Section	
<input type="checkbox"/> Provide Exceptional Customer Service	Customer Loyalty	
<input type="checkbox"/> Provide Customers with Dependable High Quality Systems	Customer Loyalty	
<input type="checkbox"/> Effectively Manage Department Expense	Profitability	

[Select All](#) [Deselect All](#)



[Return to Performance Criteria](#)

Aligning Individual Goals with Business Objectives

Performance Document - Performance Document

Performance Criteria - Draft

Diane Palmer, Assistant-Administrative
Performance Document: 01/01/2009 - 12/31/2009

[Save](#)   [Return to Document Detail](#)

[Expand All](#) [Collapse All](#) [Expand Sections](#)

Section 1 - Employee Goals

Listed below is a set of goals to be rated. You can enter ratings and comments for each goal listed below. Employee Goals will be evaluated by: Employee, Manager

[Expand Items](#) [Collapse Items](#)


Goal 1: Increase customer contact

Description : Increase contact with customers via meetings, phone, and email by at least 25%

Employee Measurement : Assist managers with scheduling meetings, booking travel, maintaing appointments and facilitating finance events.

- Due Date : 12/31/2009
- Status: In Progress
- Percent Complete: 0
- Stretch Goal: No
- Start Date : 01/01/2009
- End Date : 12/31/2009

Aligns To Objectives: Always put customers first

 This Objective was modified on 2009-02-13

Created By: Diane Palmer 02/16/2009 12:34PM
Last Modified By: Diane Palmer 02/16/2009 12:49PM

[+ Add Goal](#) [Business Objectives](#)

Goal alignment clearly indicated in employee performance document

Clear visibility when organization objectives are updated or changed

Identify Critical Skills

Competency Management

- Track and evaluate employee competencies and accomplishments
- Get a complete view of skill needs and gaps through full integration with all critical talent functions
- Plan and adjust as skill needs change
- Part of Profile Management



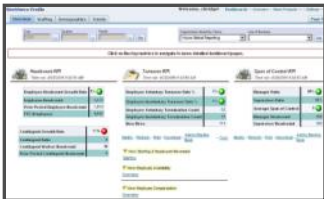
Define Success Metrics

Oracle HR Analytics



HR Performance

- Correlate financial with key workforce metrics to demonstrate HR's strategic value in the organisation and quantify the return of investment on HR and the workforce.



Operations

- Provide better workforce planning with easy visibility to global staffing, retention and contingent labor usage;
- Improve workforce performance by focusing on internal mobility and talent development.



Compensation

- Increase performance of organisation by understanding and leveraging pay and performance relationship. Decrease costly compensation errors.

Define Success Metrics

Oracle HR Analytics



Recruiting

- Better measure quality of hire; optimise candidate sourcing;
- Analyse recruitment pipeline and ‘hire-to-retire’ process efficiency;
- Monitor vacancies and reduce time to fill.



Learning Management

- Assess HR organisation’s learning offerings and how those programs affect employee performance and tenure;
- Monitor program enrollment and completion to understand how activity and completion affect quality of workforce.



Leave & Absence

- Monitor planned and unexpected absence events to gain greater insight into lost productivity;
- Measure absence events across time periods to highlight trends and exceptions.

Action Plan – Focus on Existing Talent



Define Your Talent Strategy

- Align Talent with Organizational Objectives
- Identify Critical Skills
- Define Success Metrics



Focus on Existing Talent

- Create an Accurate Picture of Your Workforce
- Understand What Motivates Your Employees and Take Action
- Pay Based on Performance Encourages Best Results



Plan for the Future

- Project Future Talent Needs & Acquire Talent
- Create & Execute Necessary Development Programs
- Complete Succession Planning

Focus on Existing Talent

- Create an Accurate Picture of Your Workforce
 - *Profile Management*
- Understand What Motivates Your Employees and Take Action
 - *Workforce Communications*
 - *Social Networking & Collaboration*
- Pay Based on Performance Encourages Best Results
 - *Compensation Management*
 - *Incentive Compensation*



Create An Accurate View of Your Workforce

Profile Management

Skills



Knowledge



Attributes



Licenses & Certificates



Experience



Company
Defined
Content



Group
Memberships



Profiles
Are
Key!



Learn What Motivates Your Employees & Take Action

Workforce Communications

HR Programs

- Targeted communication
- Multiple channels
- 2-way dialogue

Surveys

- Targeted surveys
- Personalised
- Confidential

Reports

- Review, analyse and quantify HR initiatives

Welcome

Jill Jackson, the HR Club Welcomes You!

The New Year is a time of reflection and when many people resolve to improve their health. We care about your health and wellness and are announcing a new program, the Fit Club, to help you achieve your health and wellness goals, and to stick with it.

What is the Fit Club?

The Fit Club is an online community and resource purpose-built to provide you with informative articles and content to assist you on the road to health and wellness. Fit Club members get exclusive access to: Promotions and discounts on fitness and health-oriented products and services

- Fit Club Communities, bringing you together with other Fit Club members that have similar health and wellness interests, providing you the exercise partner, the sports team or smoking cessation support that you need
- Fit Club outings and events
- Personalized Fit Club newsletters and alerts to keep you informed of programs, events, community updates and promotions on health and wellness topics that are important to you

Health and Wellness Survey

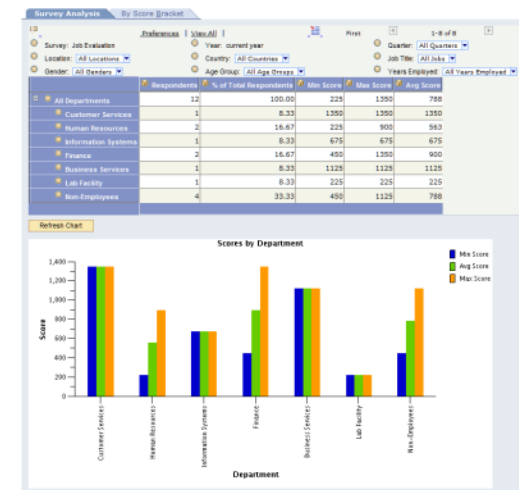
Congratulations for taking the next step to better health!

Please help us learn how to personalize your experience with the Fit Club by sharing with us your health and wellness goals and interests.

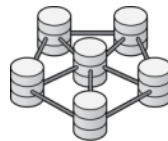
Which of the below health and wellness areas would you like to address or improve?

- Back Health
- Fitness
- Weight Loss
- Nutrition
- Company Sponsored Sports Teams
- Heart Health
- Stress Reduction
- Smoking Cessation

If you are interested in improving in an area that was not listed, please tell us about it.

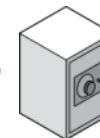


Communicate Carefully



Gather Important Feedback

Integrated and Secure



Understand & Act

Define Social Networking Objectives

Internal Usage

- Knowledge capture and sharing
- Informal learning
- Formal and informal collaboration
- Communication
- Engagement

External Usage

- Recruiting
- Branding
- Customer contact

Connect, Communicate and Collaborate

Pay for Performance for Best Results

Compensation

Allow managers to plan and allocate all compensation types based on budget and performance



Delegate authority and approvals to manager compensation processes



Provide managers with tools to help make the best compensation decisions for their teams



Leverage grid-like user interface for ease of use and greater flexibility

Embedded Analytics Help Ensure Accuracy

eCompensation

Update Compensation Proposals

John Sear

Instructions

Empl ID and Record: HXCMPMSS01_000 Currency Co

Name: John Sear
Status: Calculated

Submit Push Back Confirm

Organization Summary Data

Plan	Total Eligible Employees	Total Eligible Salaries	Total F Amount
Focal Hike	1	35,000.00	7,000.00
Adjustments	1	35,000.00	3,500.00
Bonus	2	70,000.00	400.00

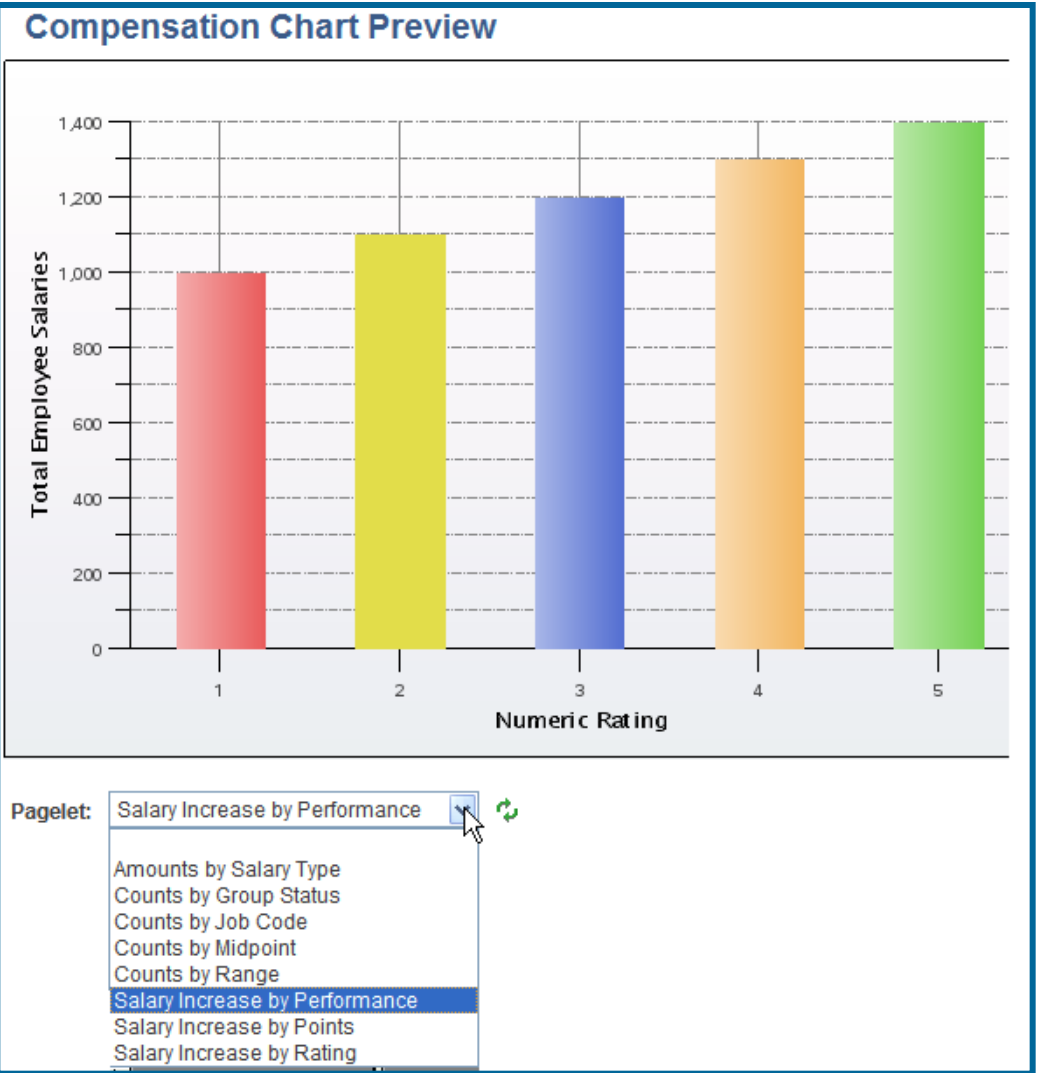
Focal Hike Adjustment Bonus

Direct Reports

Name	Exclude	Employee ID
Correa Jennifer	<input type="checkbox"/>	HXCMPMSS27
Dsouza Michael	<input checked="" type="checkbox"/>	HXCMPMSS28

[Return to Message & Alerts](#)

Compensation Plan review



End-to-End Incentive Compensation

Moving Beyond Administration to Strategic

GLOBAL COMPLEXITY

To Lower Cost &
Reduced Risk

**Manage globally and
reduce TCO**

- Retro Sales Crediting
- Shared service center support
- Copy plans via XML between environments
- Telco & Fin Serv templates
- PeopleSoft & Siebel integration
- Archive & Purge

SALES EFFECTIVENESS

To Be More Competitive

**Optimise plan
effectiveness**

- OBIEE Sales Performance analytics
- Scenario management
- “What if” plan modeling with greater financial predictability

ALIGNMENT

To Drive Desired Sales
Behavior

**Motivate with
incentive insight**

- Enhanced operational BI Publisher reports
- Web 2.0 gadgets for sales reps
- Commission Estimates

Incentive Insight ..a Day in the Life...

Empowering Sales & Motivating Behavior

Date	Customer	Product	Trx Amou	Credit	Earning
01/19	Ouh Jesse	ASS4888	\$ 15190.5C	\$ 15190.5C	\$ 60.76
01/19	Othman Alshamran	ASS4888	\$ 15190.5C	\$ 15190.5C	\$ 60.76
01/19	Othman Alghamdi	ASS4888	\$ 15190.5C	\$ 15190.5C	\$ 60.76
01/19	Othman ElAmri	ASS4888	\$ 15190.5C	\$ 15190.5C	\$ 60.76
01/19	Othman Jawah	ASS4888	\$ 15190.5C	\$ 15190.5C	\$ 60.76

Total Records: 100/100

Accurate Calculations, Recent Transactions Gadgets

Am I going to be paid correctly?
When am I going to get paid?

Compensation Plan Report
Report Date: 30 Sep 2009
PCB Sales Manager

Plan Details	
Plan Name	PCS-S Sales Manager
Description	PCS-S Sales Manager
Start Date	01-Jan-2002
End Date	
Number of Resources Assigned	1
Eligible Product Overlay	No

Plan Element Summary					
Name	Description	Calculation Sequence	Calculation Interval	Start Date	End Date
1	PCS Standard Computer Manager	Standard Computer	Year	01-Jan-2002	
2	PCS Configured Computer Manager	Configured Computer	Year	01-Jan-2002	

Club Qualifications
Sales Club qualification is discretionary, and based on sales excellence and additional factors. Selection is at the discretion of the Executive Vice President.

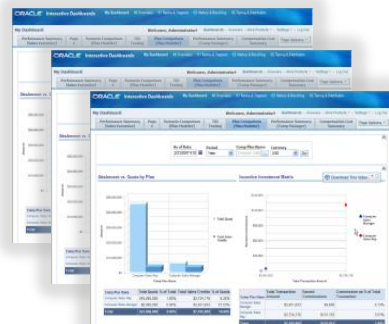
Eligibility
Sales Credit will be assigned to individuals who are meaningfully involved in closing the transaction, pursuant to the product eligibility outlined below. In all cases, in order to receive compensation credit, each eligible quota carrying sales representative must be broken and processed through order management.

Qualifications

- A. Sales Credit limited to 100% Prime and 100% Co-Prime credits, unless noted by a SPN (see below for more details).
- B. Sales Credit for indirect management, Channel/indirect sales (product reverse), and Overlay, will follow rights pursuant to the product roll-up-eligibility.
- C. Sales Credit is quota relevant and club eligible.
- D. All ending sales are pursuant to the Terms and Conditions of the Individualized Compensation Plan issued to the sales representative.

Note: Should there be any discrepancy between what is reflected below and the current FY Product Matrix, the current Product Matrix is the official "source of truth" and will override.

Reporting & Analytics



How am I doing so far?
How can I do better?



What's my role? How am I rewarded?

Compensation Plan Acceptance

Tell me what I should do next? Sell to whom & what?

What If Compensation Scenarios

Oracle Compensation Plan Scenario tool interface showing various tabs and data fields for scenario analysis.

Action Plan – Plan for the Future



Define Your Talent Strategy

- Align Talent with Organizational Objectives
- Identify Critical Skills
- Define Success Metrics



Focus on Existing Talent

- Create an Accurate Picture of Your Workforce
- Understand What Motivates Your Employees and Take Action
- Pay Based on Performance Encourages Best Results



Plan for the Future

- Project Future Talent Needs & Acquire Talent
- Create & Execute Necessary Development Programs
- Complete Succession Planning

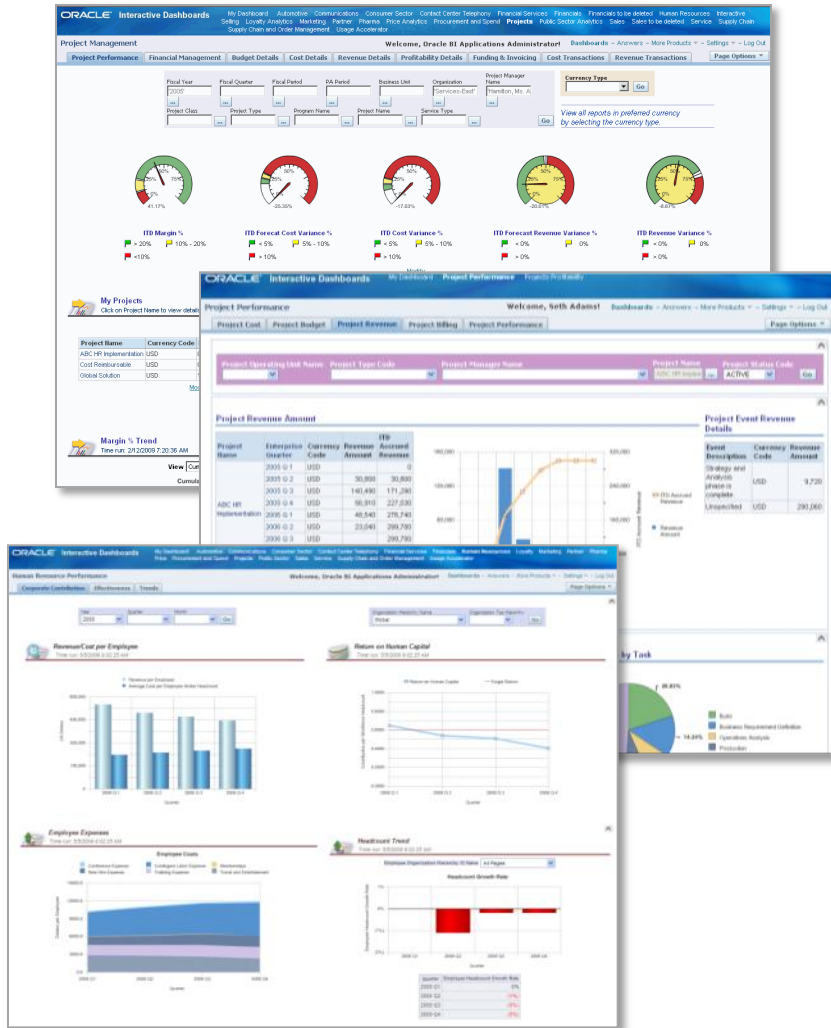
Plan for the Future

- Project Future Talent Needs & Acquire Talent
 - *HR Analytics*
 - *Recruiting*
- Create & Execute Necessary Development Programs
 - *Career Planning*
 - *Learning Management*
- Complete Succession Planning
 - *Succession Planning*



Project Future Talent Needs

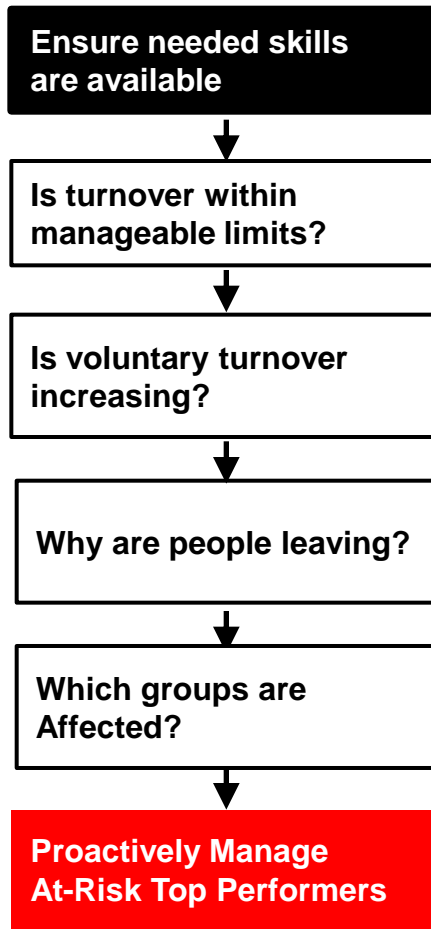
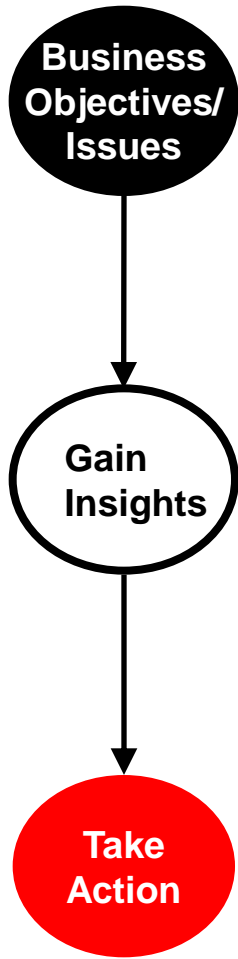
Human Resources Analytics



- Get visibility into the Workforce
- Make better informed decisions
- Receive early warning of potential problems that could impact their ability to meet business objectives
- Leverage Oracle's Market-leading BI Platform
- Integrated to PeopleSoft

Project Future Talent Needs

Human Resources Analytics



Turnover KPI
Time run: 4/28/2009 9:47:15 PM

Turnover KPI	Turnover Ratio	Current Period	Prior Period	% Change from Prior Period
Voluntary Terminations	9.2%	40	32	25.00%
Involuntary Terminations	1.7%	6	6	0.0%
All Terminations	10.9%	46	38	21.05%



At Risk Top Performers
Time run: 4/28/2009 10:43:29 PM

Supervisor Name: **Clark, Ms. Teresa**

Employee Location	Employee Name	Job Description	Job Level	Performance Band	Compa Ratio	# of Promotions	Length of Service (Years)
Boston Mfg Plant 2 used in Operations SoB	Dominguez, Mrs. Juanita	MGR500 Manager		80 Percent and Above	0.96	0	2.8
Chicago Subassembly Plant 1 used in Operations SoB	Nyman, Mrs. Snow	ANA400 Analyst		Unspecified	0.60	0	0.8

Drill to Detail

Acquire Talent

Recruiting Solutions

- Integrations
 - ↳ Microsoft Outlook Calendar
 - ↳ PeopleSoft Profile Manager
 - ↳ PeopleSoft Services Procurement
- Online Job Offers
 - ↳ Candidates View and Accept Job Offers via Candidate Portal
- Screening and Questionnaire Enhancements
 - ↳ Knock-out Questions
 - ↳ Default Question Sets
- Better Usability
 - ↳ Improvements for Both Candidates and Recruiters
 - ↳ Print Job Openings and Resumes



For Better and More Efficient Recruiting

Streamlined Recruiter Activities


Improved Job Offer Process

[Careers Home](#) [Job Search](#) [My Saved Jobs](#) [My Saved Searches](#) [My Career Tools](#) [Logout](#)

Job Offer

Posting Title: Event Coordinator-NC
Job Opening ID: 300076
Offer Date: 02/10/2009
Offer Expiration Date: 02/20/2009



Congratulations! We are delighted to extend this offer of employment to you.

Please review each of the documents carefully before responding to this offer. The documents marked with a  must be completed and returned to your recruiter. You may scan the completed forms and upload them below. You may also fax the completed forms and bring them with you on your first day of work.

If you have any questions, contact your recruiter for assistance.

Attachments

[Job Offer Documents](#) [Related Links](#) [Notes](#)

Document Description	Attached File	View
Offer Letter	2009-02-10-17.07.28.0000001010HRS_OFF_LET.rtf	
Proof of Citizenship Form	Proof_of_Citizenship.doc	

Acknowledgments

I acknowledge that I have reviewed and understand the job offer details for the position listed.

Comments

My Completed Documents

Description	Filename	Attachment Date Time
<input type="checkbox"/>	<input type="text"/>	<input type="text"/>

[Select All](#) [Deselect All](#)

Post Job Offer to Candidate Portal

Post offer-related documents online

Candidates accept or reject offers online

Create & Execute Necessary Development Programs

Career Planning

- Create career paths & plans
- Conduct employee career data reviews
- Review career progression interactively
- Career planning self service for employees & managers
- Integrated with Succession Planning

Improve retention

Improve morale and job satisfaction

Quantify Engagement plans

Effectively manage training needs

Improve organisation brand

Create & Execute Necessary Development Programs

eDevelopment

- Single self-service source to identify and track career aspirations and accomplishments
- Match jobs to skills and qualifications
- Identify and compare positions of interest
- Determine career steps, development goals and targeted learning into personal plans

Compare Results

*View Section:

Search Criteria	Consultant-Sr: 26%	Consultant-Sr: 26%	General Analyst: 23%
Competencies	Competencies	Competencies	Competencies
<u>Ability to prioritize tasks</u> :	0%	0%	0%
Target Proficiency: 3-Good	--	--	--
Critical: Yes	--	--	--
<u>Organize people and goal/tasks</u> :	0%	0%	0%
Target Proficiency: 3-Good	--	--	--
Critical: Yes	--	--	--
<u>Resource Planning</u> :	89%	89%	0%
Target Proficiency: 3-Good	5-Expert	5-Expert	--
Critical: Yes	Yes	Yes	--
<u>Persuasive</u> :	95%	95%	0%
Target Proficiency: 3-Good	4-Very Good	4-Very Good	--
Critical: No	No	No	--
<u>Strategically influences</u> :	0%	0%	0%
Target Proficiency: 3-Good	--	--	--
Critical: No	--	--	--
<u>Influences</u> :	0%	0%	0%
Target Proficiency: 3-Good	--	--	--
Critical: No	--	--	--
Degrees	Degrees	Degrees	Degrees
<u>Bachelor of Arts</u> :	0%	0%	50%
Country: United States			

ORACLE

Home | Worklist | MultiChannel Console | Add to Favorites | Sign out

Favorites | Main Menu > Self Service > Learning and Development > Training Summary

New Window | Customize Page | http

Training Summary

Betty Locherty

Select the Internal Training Course Name to view Details.

Internal Training			
Course Name	Course Start Date	Course End Date	Status
Time Management	10/22/2010	10/22/2010	Enrolled

Other Professional Training				
Course Name	Course Start Date	Course End Date	Status	Facility/School
Organizational behaviour	05/05/2002	05/05/2002	Completed	Sargam Prof School

- Go To: [Self Service](#)
[Learning and Development](#)
[Professional Training](#)
[Internal Training Enrollment](#)

Create & Execute Necessary Development Programs

Learning Management



- **Enhanced Talent Management Integrations**

- ePerformance
- Career and Succession Planning

- **Administrative Enhancements**

- New Configurable Surveys
- Notification Enhancements
- Search for Instructors by Availability
- ... and many more!

- **Better Usability**

- New Calendar Views
- Multiple, Distinct Learning Plans
- Learning Request User Enhancements



Integration with Other Talent Applications Ensures an Accurate Learning Experience

Section 4 - Learning Section

Learning			
Learning Name	Type	Status	Status Date
Learning Seminar	Supplemental	Enrolled	05/25/2006
Supplemental Learning Course II	Supplemental	Enrolled	06/08/2006
QA seminar	Supplemental	Enrolled	05/04/2006
The Negotiation Process	Activity	Enrolled	05/09/2003
Crafting A Deal	Activity	Completed	05/04/2006
Coping With Stress	Activity	Completed	05/04/2006
Communication Etiquette	Activity	Enrolled	06/08/2006

[Search for Learning](#)

Learning Section Summary

Rating:  

Summary Weight: 10 %

Completed and current learning viewable

Search for Learning from ePerformance

Learning Section can be part of scoring

Complete Succession Planning

Impact Business Results with the Right Talent



Create hierarchical succession plans to identify, track and manage key employees



Real-time visualisation of incumbents, successors and relevant profile data with configurable X-Y rating box grids



Integration with Profile Manager to support matching, ranking and skill gap identification



Ability to search internal and external candidate pools

Intuitive, graphical user interface with drag and drop capabilities, deployed via manager self service

Provide employees career planning resources including career change, career choice and career advancement

Succession Planning Talent Pools

Talent Pool Ratings Box Learning

Talent Pool ID: KUSPTP01

Talent Pool Details Find | View All First 1 of 1 Last

*Effective Date: 10/16/2008

Status: Active

Category: Key People for Finance

*Description: Key People in FIN

Short Description: Define Key People in Used for SP Candidate Searches

Position Number:

Business Unit: GBIBU Global Business Institute BU

Job Code:

Job Family:

Department:

Company:

Member Selection

Search Method: <Select From List> Find Members

Members Customize | Find | First 1-5 of 5 Last

Talent Pool Details Performance and Career Job Data Salary Plan

Select	Person ID	Name	Member Type	Status	Talent Pool Readiness	Impact of Loss	Risk of Leaving	Notes
<input type="checkbox"/>	KU0007	Betty Locherty	Person	Active	<input type="text"/>	High	High	
<input type="checkbox"/>	KU0036	Steve Religioso	Person	Active	<input type="text"/>	High	Medium	
<input type="checkbox"/>	KU0044	Daryl Reese	Person	Active	<input type="text"/>	High	High	
<input type="checkbox"/>	KU0046	Rosanna Channing	Person	Active	<input type="text"/>	High	High	
<input type="checkbox"/>	KU0101	Cynthia Adams	Person	Active	<input type="text"/>	High	Medium	

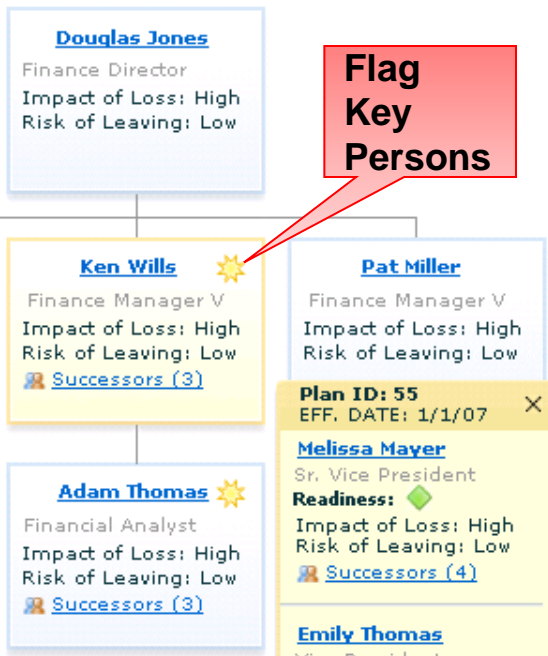
Employee Search

Succession 360

Search for: Person First Name: Last Name: Empl ID: Search Return to Advanced Search

Now 1-2 yrs 3-5yrs Emergency Retirement Key Person

View Organisational Hierarchy



Flag Key Persons

Incumbent Details - Ken Wills Display Selected Employee's Profile



Email: ken.wills@oracle.com Location: Corporate HQ Telephone: 303 943 3021 Address: 1900 Oracle Way, Reston, VA 20190

Years of Service: 5 Cost Center: L41 Talent Group: High Performer Impact of Loss: High Risk of Leaving: Low

Go To: Performance Appraisal

Identify Slate of Potential Successors

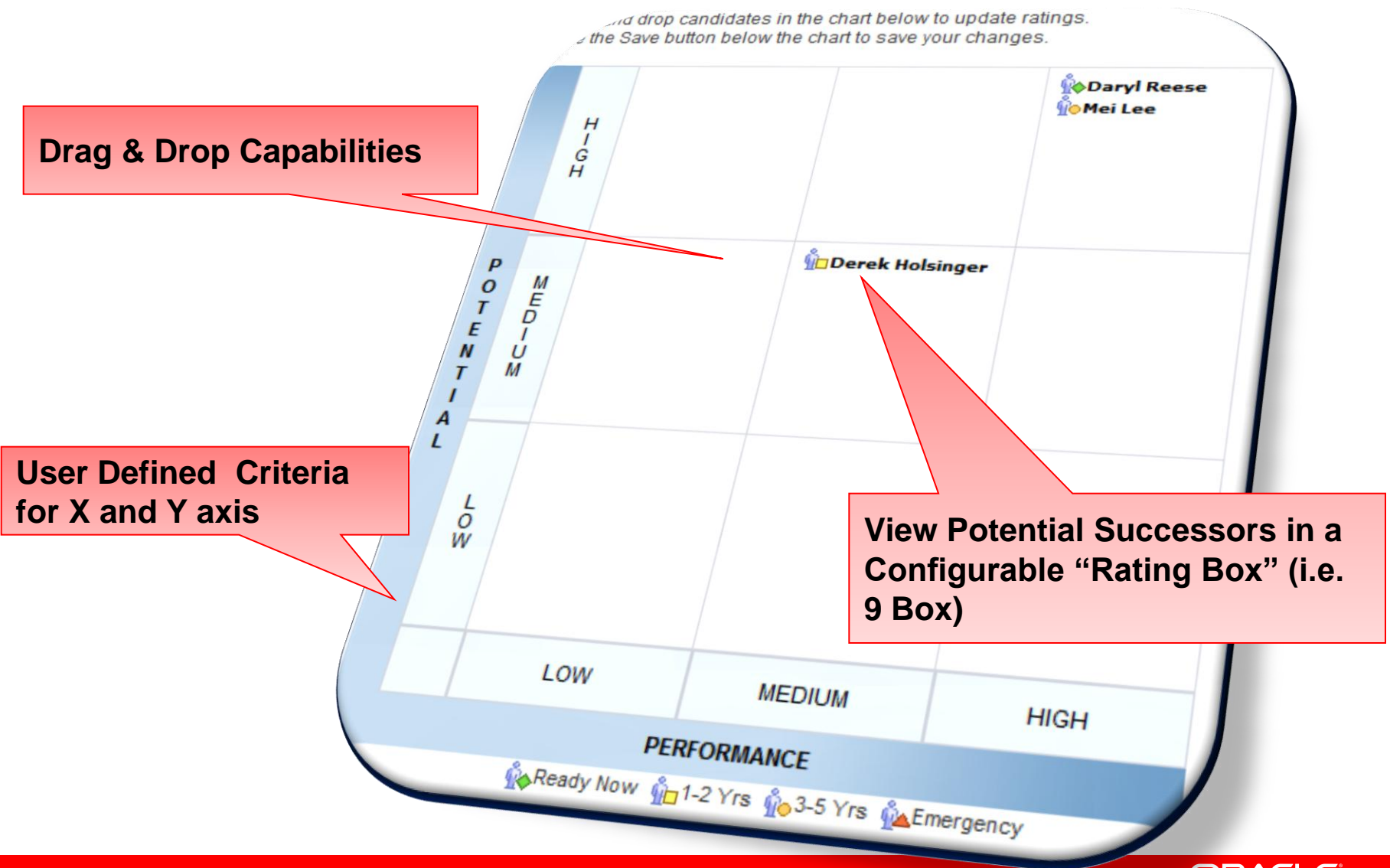
Collapse Sub-Sections As Needed

Successor Details - Ken Wills

Successors Compare to Incumbent Rating Box Succession Plan ID: 55 Effective Date: 1/1/2007 Succession Plan Type: Employee Plan Status: Proposed Total Successors: 4

Table with columns: Order, Name, Slate Status, Readiness, Impact of Loss, Risk of Leaving. Rows include Melissa Mayer (Inactive), Emily Thomas (Active), and Stephen Glass (Active).

9-Box” Ratings Make Planning Quick and Easy!



Maximise Your Investment in Talent Management



Reduce IT Costs with PeopleSoft Delivered Integrations

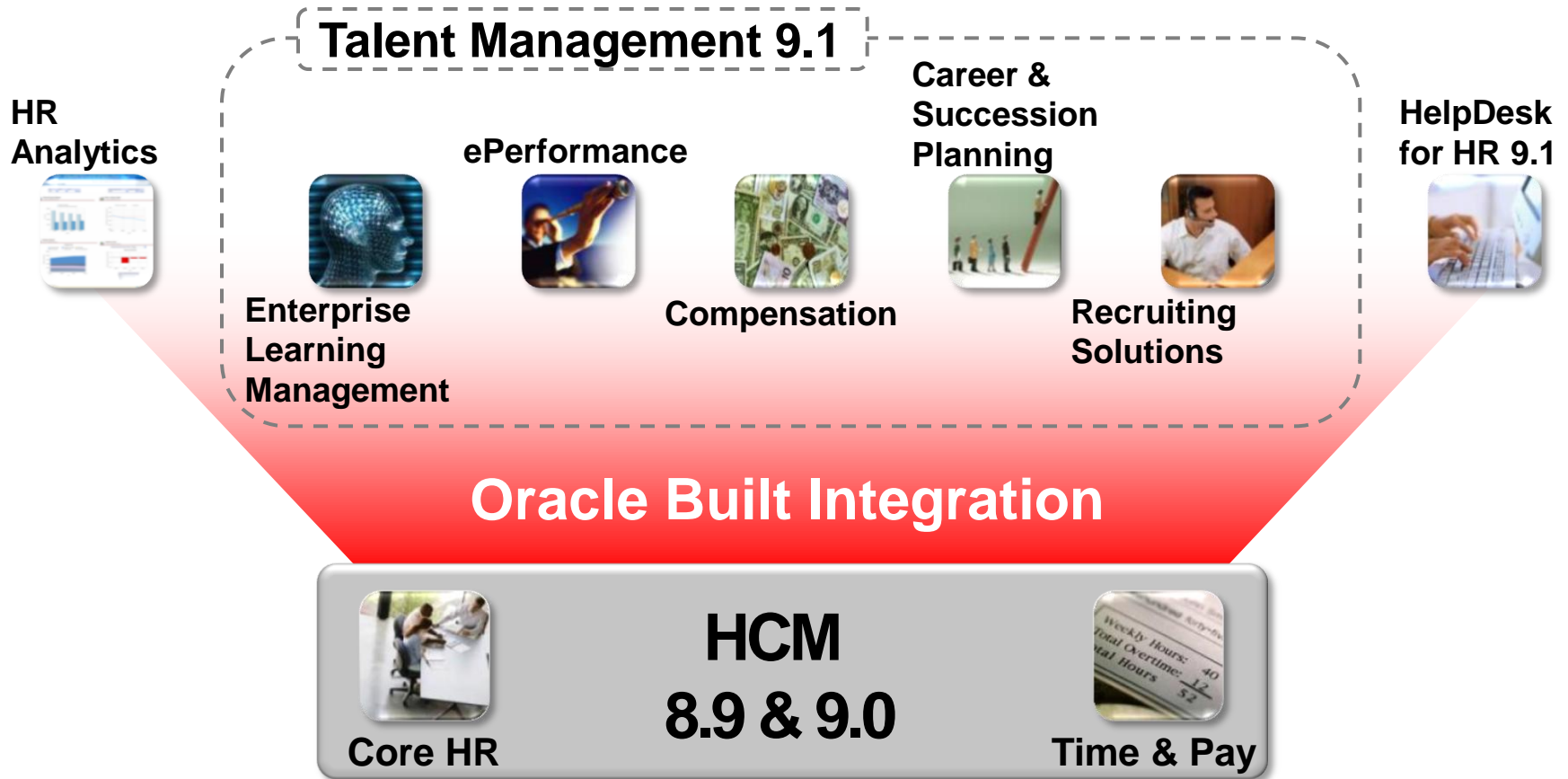
- PeopleSoft HCM to HCM
 - Recruiting Solutions with Profiles
 - Enterprise Learning Management to Profiles, ePerformance, Succession Planning and Career Development
- PeopleSoft HCM to PeopleSoft Applications
 - Greater Synchronisation and Integration between HCM and Financials with full Project ChartField Integrations
 - Recruiting Solutions with eProcurement
- PeopleSoft to Oracle and/or 3rd Party
 - Microsoft Outlook Recruiting Solutions
 - PeopleSoft HCM to Oracle Workforce Scheduling ...



Deploy New Solutions without Upgrading

Talent Management 9.1

Delivery of Greater Capabilities with More Flexibility and Less Disruption



Questions and Answers



Hardware and Software Engineered to Work Together

ORACLE®