

## Overview and Frequently Asked Questions

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### Overview

#### Oracle Buys SelectMinds

#### Adds Social Talent Sourcing Capabilities to Oracle's Talent Management Cloud

On September 17, 2012, Oracle announced that it has entered into an agreement to acquire SelectMinds, a provider of cloud-based social talent sourcing and alumni management applications.

The transaction has closed.

Organizations are looking for new ways to address the escalating costs of recruiting quality candidates. By leveraging their employees' and alumni professional networks, employers are better able to find and fill critical talent as well as create a continuous pipeline of higher quality referrals for future opportunities. SelectMinds applications enable organizations to empower recruiters, hiring managers and employees to leverage social connections to distribute job opportunities, source higher quality referrals, market their employment brand and manage corporate alumni relationships.

Together, Oracle and SelectMinds expect to create a comprehensive recruiting, candidate sourcing, and talent management solution for organizations to reach quality referrals through social recruitment. The addition of SelectMinds is expected to further extend Oracle's social and mobile initiatives into talent management and is already fully integrated with Oracle Cloud Recruiting, Performance Management and Human Capital Management solutions.

More information about the combination of Oracle and SelectMinds can be found at [www.oracle.com/selectminds](http://www.oracle.com/selectminds).

### PRODUCT OVERVIEW AND STRATEGY

#### Why did Oracle select SelectMinds?

Oracle selected SelectMinds for its complementary social sourcing and alumni management capabilities. SelectMinds' cloud-based solution is already fully integrated with Oracle Cloud Recruiting, Performance Management, and Human Capital Management solutions. The combination of Oracle and SelectMinds products is expected to create the most comprehensive cloud-based talent management solution.

#### Why are organizations increasingly looking to social media for talent sourcing and recruiting?

With the escalating costs of traditional job boards and advertising, organizations are turning to social media as a lower cost, alternative channel for engaging directly with customers and potential candidates. By incorporating tools such as status updates, sharing, and job pages into their existing social media presence, organizations can build and promote their recruitment brand to their existing customers, fans, and brand loyalists.

Social media has also proven to be an ideal means of enhancing traditional employee referral programs which have consistently proven to be one of the best sources for quality hires. By tapping into their employees' and alumni's vast professional networks, organizations can greatly expand the reach of their recruitment marketing efforts and dramatically increase the flow of ongoing referrals.

### What does SelectMinds sell?

SelectMinds provides cloud-based social talent sourcing and recruiting applications. SelectMinds solutions include the following:

- Social Employee Referral – automate and socialize employee referral programs
- Social Job Distribution – market open jobs on email, Facebook, LinkedIn, and Twitter
- Social Career Site – promote viral job sharing directly from the careers site
- Facebook Job Page – create branded, searchable job page within Facebook, company or careers pages
- Mobile – automatically optimizes all jobs for mobile search and sharing
- CommunityConnect – leading alumni and talent management solution

### How will SelectMinds contribute to Oracle’s Human Capital Management and Cloud Product Strategy?

SelectMinds’ social talent sourcing and alumni management offerings are highly complementary to Oracle. Social referrals, social job distribution and talent pipeline are important elements of a comprehensive talent management offering. SelectMinds’ leading social sourcing capabilities, when combined with Oracle’s solutions, will further extend Oracle’s social and mobile initiatives into talent management.

### How will the acquisition impact SelectMinds’ product roadmap?

SelectMinds’ products are complementary to Oracle’s product offerings. Oracle plans to support customers’ investments in SelectMinds’ products. Oracle plans to continue to invest in SelectMinds technology, evolving the solutions organically and deepening the integration capabilities with Oracle technology. Any updates to product plans will be communicated through regular channels.

## CUSTOMERS AND PARTNERS

### What are the benefits of the acquisition for Oracle customers and partners?

Oracle customers and partners can gain immediate access to SelectMinds products, which are expected to help employers and organizations source high quality talent through social channels. SelectMinds products are already fully integrated with Oracle Cloud Recruiting, Performance Management and Human Capital Management solutions and are expected to further benefit from Oracle’s continued investments.

### How is the transaction expected to benefit SelectMinds customers?

SelectMinds customers are expected to benefit from Oracle’s global service and support reach, and research and development investments in SelectMinds solutions are expected to increase.

## BUSINESS CONTINUITY

### Will customers still be able to purchase SelectMinds products?

Yes. Please contact your existing SelectMinds sales representative to assist you, or visit [www.selectminds.com](http://www.selectminds.com) for contact information.

### Should SelectMinds customers continue to contact SelectMinds for ongoing support?

Yes. SelectMinds customers should continue to rely on their existing relationships. SelectMinds customers should continue to use SelectMinds’ contacts for support, professional services and sales to address immediate and ongoing needs.

### Will training on SelectMinds products continue?

Yes. Oracle plans to combine SelectMinds’ education program with Oracle University. We want to ensure customers’ software provides the best possible service for organizations, and we know excellent training is critical to reach that goal.

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## How does Oracle plan to maintain SelectMinds' industry and domain expertise?

SelectMinds' management and employees are expected to join Oracle. The acquisition of SelectMinds demonstrates Oracle's long-term commitment to investing in cloud solutions that benefit the needs of customers in talent management and HCM. SelectMinds employees will bring additional industry, product, and services knowledge and expertise and are part of Oracle's plans to continue to grow.

## Where can I find out more information about the Oracle and SelectMinds combination?

For more information, please visit [www.oracle.com/selectminds](http://www.oracle.com/selectminds).

Oracle is currently reviewing the existing SelectMinds product roadmap and will be providing guidance to customers in accordance with Oracle's standard product communication policies. Any resulting features and timing of release of such features as determined by Oracle's review of SelectMinds' product roadmap are at the sole discretion of Oracle. All product roadmap information, whether communicated by SelectMinds or by Oracle, does not represent a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. It is intended for information purposes only, and may not be incorporated into any contract.

### Cautionary Statement Regarding Forward-Looking Statements

This document contains certain forward-looking statements about Oracle and SelectMinds including statements that involve risks and uncertainties concerning Oracle's acquisition of SelectMinds, anticipated customer benefits and general business outlook. When used in this document, the words "anticipates", "can", "will", "look forward to", "expected" and similar expressions and any other statements that are not historical facts are intended to identify those assertions as forward-looking statements. Any such statement may be influenced by a variety of factors, many of which are beyond the control of Oracle or SelectMinds, that could cause actual outcomes and results to be materially different from those projected, described, expressed or implied in this document due to a number of risks and uncertainties. Potential risks and uncertainties include, among others, the possibility that, the anticipated synergies of the combined companies may not be achieved after closing, the combined operations may not be successfully integrated in a timely manner, if at all, general economic conditions in regions in which either company does business may deteriorate and/or Oracle or SelectMinds may be adversely affected by other economic, business, and/or competitive factors. Accordingly, no assurances can be given that any of the events anticipated by the forward-looking statements will transpire or occur, or if any of them do so, what impact they will have on the results of operations or financial condition of Oracle or SelectMinds. You are cautioned to not place undue reliance on forward-looking statements, which speak only as of the date of this document. Neither Oracle nor SelectMinds is under any duty to update any of the information in this document.