

Oracle Award Program Oracle Cloud HCM HR Heroes Awards 2021

OFFICIAL RULES - STANDARD

By participating in this Oracle Award Program as a Nominee or Nominating Party, you agree to comply with all the terms and conditions below. If you do not agree with all of these terms and conditions or the terms contained within the nomination form, do not participate in this awards program and do not submit a nomination form.

AWARD DESCRIPTION

The Oracle Cloud HCM HR Heroes Awards (“Awards”) are to recognize the customers who have put forth extraordinary efforts to make work more human by leveraging Oracle Cloud HCM. HR Heroes recognize organizations that are keenly focused on employee well-being, inclusivity, improving workplace experiences, and helping their businesses succeed.

AWARD PERIOD

All times are Pacific Time based on the time zone set in the electronic system used to process and time stamp Awards submissions. The Awards Period is October 27, 2021 to May 31, 2022 and is comprised of 3 periods:

- The **Nomination Period** begins on October 27, 2021 at 12:01AM and ends on January 14, 2022 at 11:59PM.
- The **Judging Period** opens January 4, 2022 and closes on February 25, 2022.
- **Winners will be announced** in May 2022.
- For the winners' names, go to <https://www.oracle.com/human-capital-management/hr-heroes> in May 2022. A link to the results will be provided on the main index page. The Winner List will be available for a period of at least ninety (90) days thereafter.

IMPORTANT NOTICE: Each Nominee or Nominating Party is responsible for determining the corresponding time zone in her/his/their respective geographical location.

ELIGIBILITY OF NOMINATING PARTIES AND NOMINEES

Candidates may be submitted by self-nomination or nomination by other parties (customers, partners, Oracle employees, etc.) via the nomination process. All submissions must meet the following criteria:

- Nominations must be submitted by the deadlines as listed above. Late submissions are automatically disqualified;
- The Oracle award is open to Oracle customer organizations and partner organizations only;
- Specific Award Criteria: The HR Heroes are awarded to organizations that use Oracle Cloud HCM and highlight the individuals and teams in HR and IT that contributed to the win.;
- Individual or entity/organization must meet criteria of the specified award in addition to all of the following criteria:
 - No Individual may be nominated, become a finalist for an individual award, be highlighted or designated to accept an award on behalf of an organization, if they are not **18 years or older**;
 - Oracle customers, partners, or community members must be **in good standing with Oracle** at the time of submission and announcement of finalists/winners;
 - Persons in any of the following categories are **not eligible to participate as Nominees**:
 - (a) **employees or agents of Oracle (Sponsor) and** its parent, affiliate and subsidiary companies (collectively “Sponsor”), or of Sponsor's participating advertising and promotion agencies, and prize suppliers;
 - (b) **immediate family members** (defined as parents, children, siblings and spouse, regardless of where they reside) and/or those living in the same household as any person in (a) above;

- (c) nominees are not eligible to be an expert panelist or judge for the selection of finalists/winners
- (d) **competitor** to Oracle in the product or area of the related title;
- (e) employees of any company that has a **policy against and/or legally prohibits participation** in the Awards or the awarding of a prize/award/benefit to an employee; and
- (f) **employees, officers, or officials of any public sector entity**, located in the Latin America region including, but not limited to, any person acting in an official capacity for or on behalf of any national, state, provincial or local government, or any department or agency thereof.

NOMINATION PROCESS

To nominate a candidate (a "Nominee"), including yourself, go to <https://www.oracle.com/human-capital-management/hr-heroes> ("Website") and (1) fill out a nomination form for an Award. Enter Nominee's name and nomination details, complete the form, and agree to the terms and conditions. As part of the Nomination, you may elect to provide a short article that provides a detailed description or case study of the Nominee's accomplishments.

Alternative methods of nomination are not accepted. Incomplete nominations will not be considered. Nominations submitted after deadline will not be considered.

Each submission, including any article, case study or other supplemental material, will be considered one Nomination. Nominations, including case studies or articles, **must be in English**. You may submit multiple Nominations in multiple categories for separate individuals or stories/projects. Subject to all of the other terms in these Official Rules, you may receive assistance from others in developing your Nominations. Nominations may not contain:

- Any details or information that may identify the nominee, nominator, any other individual(s) or company/organization(s), this includes all attachments and supporting materials.
- Proprietary, confidential, or sensitive information (dollar value of deal, business issues they are trying to solve, proprietary or sensitive details of customer's configuration or if publically shared may cause negative business impact, etc.) when answering the questions related to the project, solution, or effort of the nominee.
- Trade secrets or other information that is inappropriate to share with the general public.
- Copyrighted materials (whether registered or unregistered) that are owned by third-parties, without permission from the copyright owner(s).
- Trademarks owned by parties other than Sponsor or the Nominee or Nominating Party submitting the Nomination (whether registered or unregistered), without permission of the trademark owner(s).
- Information that defames, misrepresents or contains disparaging remarks about Sponsor, Sponsor's products, any person, company or product.
- Messages or images inconsistent with the Sponsor's brand and company.

SELECTION OF WINNERS

After Nomination period closes, the submissions will be reviewed for eligibility and completion aligning with instructions on the Nomination form.

A panel of judges for each category selected by Sponsor will review all qualifying Nominations.

Criteria used by the panel judges to determine the finalists is based on the defined eligibility criteria for the award, and is not limited to usage of Oracle products. Other important factors include alignment of the customer story to the award categories and their descriptions as outlined below.

The Awards recognize contributions in 8 categories:

The Adapt Award for creating a flexible and agile work environment

In today's climate, the option for employees to have a choice in when and where they can work is a critical element for people and companies alike. Organizations in this category have created flexible options for work-life balance that allows their employees to be present at home while simultaneously being productive in the workplace. These organizations have adapted their workplace flexibility to ensure their employee's long-term success.

The Cultivate Award for thoughtful focus and design of the employee experience

The employee experience is constantly evolving and is unique to each individual. Organizations in this category have demonstrated a commitment to understanding the entire journey of an employee's career from the moment they are hired, through career growth, to the many life changing events that happen along the way. Organizations in this category are providing an employee experience that is supportive, intuitive, and tailored to each person at every phase of their career and life.

The Engage Award for creating a workplace with equal opportunities and a sense of belonging

Everyone deserves equal opportunity, pay, and a sense that they belong in the workplace. Organizations in this category have demonstrated that engaging people of different backgrounds, and listening to their unique voices are core values and have created goals that are shared, discussed and made visible to all. These HR teams are leading the way in achieving these goals by providing equal opportunities and attracting the best talent from a deep and diverse workforce.

The Innovate Award for demonstrating a new and remarkable vision for the future of work

The effects of the pandemic on businesses are still with us and will continue to resonate for years to come. The workplace changed dramatically in a short period of time and these HR teams are using technology to help their companies continue to evolve. Innovative organizations in this category are finding creative ways to help their organizations and people be resilient, flexible, and well-positioned for the future. They are changing the future of work with greater automation, productivity, and efficiency through the use of technology such as the Cloud, AI, and ML.

The Shift Award for helping to accelerate a move to the modern HCM cloud

Organizations in this category have realized the need to replace legacy technology to help improve the lives of their employees and strengthen their business. Being able to quickly pivot to a unified and complete HCM system, these organizations have been able to more rapidly realize benefits like reduced complexity, increased visibility, and easier collaboration.

The Thrive Award for putting employee's health, safety and well-being first

People are at the center of the work done by HR. Organizations in this category are exceptionally focused on helping their people thrive in the workplace by designing enhanced safety protocols, providing access to mental health resources, and developing new tools to manage overall well-being.

Partner Awards (2)

The Game Changer Award for HCM Service Delivery Partner of the Year

Service Delivery partners in this category have changed the game for our customers by helping them pivot to a unified and complete HCM system. These partners have helped implement Oracle Cloud HCM allowing organizations to rapidly realize benefits like reduced complexity and increased visibility while improving their employee experience.

The Visionary Award for HCM ISV Partner of the Year

The workplace has changed dramatically in a short period of time and HR teams are using technology to help their companies continue to shift to meet employee needs. It takes a true visionary to help organizations and people be resilient, flexible, and well-positioned for the future. These ISV partners are changing the way customers work with greater automation, productivity, and efficiency through the use of technology such as the

Cloud, AI, and ML. This award celebrates the most innovative solution that complemented Oracle Cloud HCM and transformed the customer experience.

Potential finalists/winners will be confidentially informed according to the Award Period noted above. Winners will be announced according to the Award Period schedule noted above.

When Sponsor notifies potential finalists/winner(s), each potential finalist/winner will be required to sign a legal affidavit of eligibility to receive the Award and release forms granting permission for Sponsor to announce the finalist/winner and reference finalist/winner as a customer of Sponsor in Sponsor's marketing materials. A Nominee will not be announced as an award finalist/winner without successful completion of the affidavit and release forms. If Sponsor is unable to reach a potential finalist/winner, or if the affidavit and release forms are not properly completed and returned to Sponsor, or if an award notification is returned as non-deliverable, or if a potential finalist/winner is found not to have complied with these Official Rules in any way, the award will be forfeited and an alternate winner will be selected. Potential finalist/winner(s) will be given a deadline to respond and return the completed affidavit and release forms.

All decisions by Oracle are final. Oracle reserves the right to modify or terminate the Oracle Award promotion at any time and at its sole discretion.

AWARD WINNER BENEFITS

Each of the Category winners are based on the criteria noted in the Selection of Winners section above. **Prizes are non-monetary benefits, as recognition is the basis of the award.** Winner benefits are the following:

1. Award Trophy
2. Published announcements of winner on Oracle.com, Oracle's social hubs and related Oracle Communities, and at any Oracle event if the Awards are announced virtually or in person.
3. Potential success story on Oracle.com as well as other marketing activities (articles; press releases; blogs; video's; webcasts, etc.).

Winners are responsible for any other expenses relating to the acceptance and use of prizes. Oracle has the option, at its sole discretion, of substituting a benefit if for any reason, including scheduling, a benefit becomes unavailable. Benefits cannot be transferred, substituted, or redeemed for cash value.

Awards and benefits will be provided if a sufficient number of eligible Nominations are received, but in no event will the Sponsor award more benefits than are provided for in these Official Rules.

RELEASE/DISCLAIMER OF LIABILITY

TO THE MAXIMUM EXTENT PERMITTED BY LAW, BY PARTICIPATING, NOMINEES, NOMINATING PARTIES, FINALISTS, POTENTIAL WINNERS AND WINNERS ("RELEASING PARTIES") WAIVE ANY RIGHT TO CLAIM AMBIGUITY IN THE RULES, AND RELEASE, INDEMNIFY AND HOLD HARMLESS, AND AGREE TO KEEP INDEMNIFIED AND HELD HARMLESS, SPONSOR AND ITS AFFILIATES AND SUBSIDIARIES, AND EACH OF THEIR RESPECTIVE AGENTS, REPRESENTATIVES, OFFICERS, DIRECTORS, SHAREHOLDERS AND EMPLOYEES (COLLECTIVELY, "RELEASED PARTIES") AT ALL TIMES FROM AND AGAINST ANY INJURIES, LOSSES, DAMAGES, CLAIMS, ACTIONS, DEMANDS, COSTS OR EXPENSES OR ANY LIABILITY OF ANY KIND (A) RESULTING FROM OR ARISING FROM PARTICIPATION IN THE AWARDS OR ACCEPTANCE, POSSESSION, USE, MISUSE OR NONUSE OF PRIZE(S)/BENEFITS THAT MAY BE AWARDED; OR (B) FOR OR IN RESPECT OF WHICH RELEASED PARTIES WILL OR MAY BECOME LIABLE BY REASON OF OR RELATED OR INCIDENTAL TO ANY ACT, DEFAULT, OMISSION, BREACH OR NON-OBSERVANCE, WHETHER NEGLIGENT OR OTHERWISE, BY A RELEASING PARTY UNDER THESE OFFICIAL RULES.

DATA PRIVACY

For the purposes of running Oracle Awards, we collect, use, disclose, transfer, process, and store personal data of both the nominator and the nominee needed to conduct award nominations, judge submissions, contact nominees to review stories, award, publicize finalists/winners and related activities. Oracle does not ask for any sensitive personal data or confidential information. Oracle will process personal information of nominators and nominees in accordance with the Oracle General Privacy Policy (<https://www.oracle.com/legal/privacy/privacy-policy.html>). Sponsor may use and share a Nominee or Nominating Party's personal data with third parties to the extent necessary to fulfill its obligation to administer and sponsor the Awards.

SEVERABILITY

If any provision(s) of these Official Rules are held to be invalid or unenforceable, all remaining provisions hereof will remain in full force and effect.

SPONSOR: Oracle America, Inc. , 500 Oracle Pkwy., Redwood Shores, CA 94065

Oracle reserves the right to cancel or modify the terms of this Awards program if fraud, technical failures or any other factor beyond Oracle's control impairs the integrity of this program, as determined by Oracle in its sole discretion. Oracle reserves the right in its sole discretion to disqualify any individual it believes has tampered with the entry or selection process or has acted in violation of these Official Rules. Any attempt by any person to deliberately damage or undermine the legitimate operation of this Awards program may be a violation of criminal and civil law, and, should such an attempt be made, Oracle reserves the right to seek damages from any such person to the fullest extent permitted by law. Oracle's failure to enforce any term of these Official Rules shall not constitute a waiver of that provision. Any attempts by an individual to access any web site associated with this Awards program via a bot script or other brute force attack or any other unauthorized means will result in the IP address becoming ineligible. Use of automated entry devices or programs is prohibited.