

Oracle Taleo Service Descriptions and Metrics

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METRIC DEFINITIONS

Hosted Named User: is defined as an individual authorized by you to access the hosted service, regardless of whether the individual is actively accessing the hosted service at any given time.

Hosted Employee: is defined as (i) all of your full-time, part-time, and temporary employees, and (ii) all of your agents, contractors and consultants who have access to, use, or whose roles are tracked by the hosted service ordered (collectively, "Employees") The quantity of the required access rights is determined by the number of Employees and not the actual number of users. In addition, if you elect to outsource any business function(s) to another company, the following must be counted for purposes of determining the number of Employees: all of the other company's full-time employees, part-time employees, temporary employees, agents, contractors and consultants that (i) are providing the outsourcing services and (ii) have access to, use or whose roles are tracked by the hosted service.

Hosted Trainee: is defined as an employee, contractor, student or other person who is authorized by you to access the hosted service, regardless of whether the individual is actively accessing the hosted service at any given time.

Per Posting: is defined as the transmission of job requisition information to a job board or other location, other than any 'free' locations for which transmission may be provided at no cost by the job posting service, as specified in its service description.

New Customer Setup: is defined as the set up of a new 'zone' (instance) of subscription services for you including any associated staging or test zones. No additional set up fees are incurred when you add an additional subscription service to an existing zone. If the same customer entity contracts for multiple production zones, for example to provide independent services to different subsidiaries, each such instance of the subscription service will incur a separate New Customer Setup fee.

Per Partner Setup: is defined as the initial activation of each Oracle Taleo Business Edition (TBE) partner's product for use on a given customer's cloud service 'zone' (instance). If a customer activates more than one partner's product in a zone, then each such activation will incur the Per Partner Setup fee. Similarly if a customer has contracted for multiple production zones, for example to provide independent services to different subsidiaries, and chooses to activate a given partner on multiple zones, then the Per Partner Setup fee will be incurred for each such activation.

Destination System: is defined as an integration to an external system. Destination System fees are incurred based on the number of external systems and types of integration protocols. The integration to a single external system using a single protocol may transmit data of different types. Integrations to different network locations or utilizing different protocols will incur additional fees per network location or protocol.

Test Environment: is defined as a single test environment provided to Customer as part of the Cloud Services. A test environment is used for testing and validating changes prior to promotion to the production environment as well as for recreating events and duplicating issues occurring in the production environment for the purposes of troubleshooting and facilitating incident resolution.

VPN Connection: is defined as each Oracle virtual private network connection installed between the Oracle data center and Customer.

APPENDIX (DEPRECATED PRODUCTS)

ORACLE TALENT ACQUISITION CLOUD SERVICES

Oracle Talent Acquisition Cloud Service - Hosted Employee

Applicable Part # B84256

Users of the Oracle Talent Acquisition Cloud Service are authorized to access the following modules or functionalities:

- Sourcing
- Recruiting
- Onboarding
- Transactional Business Intelligence Reporting
- Integration framework
- Test Environment (1)
- Database Encryption

Your use of the Oracle Talent Acquisition Cloud Service is subject to the following:

Usage Limits

User Defined Fields (per applicable entity)	250
Maximum Number of Attachments (per applicable entity)	10
Maximum Attachment File Size	1 MB
Maximum Report Size (rows)	100,000

Integration Limits:

Client app & bulk API transfers

Number of export records per day	500,000
Number of import records per day	50,000
Maximum Integration file size	256 MB
Maximum import file row limit	Unrestricted
Maximum export file row limit	100,000

Synchronous - real time API transfers

Request calls per day	25,000
Number of records per day	250,000
Number of export records per call	200
Number of import records per call	1
Number of export fields per call	100
Maximum response size per export call	2MB

Oracle Cloud Policies

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts

Oracle Taleo Assessment Delivery Cloud Service - Hosted Employee

Applicable Part # B84263

Users of the Oracle Taleo Assessment Delivery Cloud Service are authorized to access the following modules or functionalities:

- Assessment Delivery engine
- Assessment Authoring

Your use of the Oracle Taleo Assessment Delivery Cloud Service is subject to the following:

Usage Limits

The Oracle Taleo Assessment Delivery Cloud Service is subject to usage limits specified under the Oracle Talent Acquisition Cloud Service (or the Oracle Taleo Platform Cloud Service if applicable).

Oracle Cloud Policies

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts

Oracle Taleo Scheduling Cloud Service-Hosted Employee

Applicable Part # B82310

Users of the Oracle Taleo Scheduling Cloud Service are authorized to access the following modules:

- Oracle Taleo Scheduling Center which provides capabilities for interview self-scheduling by job applicants

Your use of the Oracle Taleo Scheduling Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Scheduling Cloud Service is subject to usage limits specified under the Oracle Taleo Cloud Platform Cloud Service. Additional storage capacity may be purchased for additional fees. Notwithstanding any contrary provision in the applicable Oracle Cloud Policies, the following terms are applicable to the Oracle Taleo Scheduling Center: (1) maintenance for this solution may be conducted from 12:00 am to 3:00 am (U.S. Eastern Time) each day; and (2) interview scheduling data will be retained in the solution for ninety (90) days after the date of the interview or the date the interview invitation expires.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Hosted Connect Integration Cloud Service- Hosted Named User

Applicable Part # B68186

The Oracle Taleo Integration Cloud Service provides the infrastructure for building, monitoring and maintaining customer integrations with Oracle Talent Management Applications.

Your use of the Oracle Taleo Hosted Connect Integration Cloud Service is subject to the following:

Taleo SD 071725

Integration Limits:

Client app & bulk api transfers

Maximum Number of export records per day	500,000
Maximum Number of import records per day	50,000
Maximum Integration file size	256MB
Maximum import file row limit	unrestricted
Maximum export file row limit	100,000

A one-time custom Statement of Work is required when ordering this Cloud Service offering.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

TALEO LEARN CLOUD SERVICES

Oracle Taleo Learn Cloud Service - Hosted Trainee

Applicable Part # B84257

Users of the Oracle Learn Cloud Service are authorized to access the following module:

- Oracle Taleo Learn

Usage Limits:

- One (1) instance will be allocated to the customer
- One (1) Test Environment will be allocated to the customer
- Total Learning Content Storage (shared by all Trainees and External Trainees): 50 GB
- One (1) URL through which the software will be made available
- Reporting
 - 65,000 row limit per report
 - 10 MB max size for RTF layout
 - 90 day online storage for historical reports
- REST API
 - 1000 records returned as a single page maximum
 - Call endpoints no more than once per 400 milliseconds

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Learn External User Cloud Service - Hosted Trainee

Applicable Part # B84258

Users of the Oracle Taleo Learn External User Cloud Service are authorized to access the following module:

- Oracle Taleo Learn

Usage Limits:

- One (1) instance will be allocated to the customer
- Total Learning Content Storage (shared by all Trainees and External Trainees): 50 GB
- One (1) URL through which the software will be made available
- Reporting
 - 65,000 row limit per report
 - 10 MB max size for RTF layout
 - 90 day online storage for historical reports
- REST API
 - 1000 records returned as a single page maximum
 - Call endpoints no more than once per 400 milliseconds

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

OPTIONAL SERVICES

Additional Test Environment for Oracle Taleo Cloud Service - Test Environment

Applicable Part #: B84262

An Oracle Additional Test Environment provides for the hosting and maintenance of an additional Test Environment, which is a reasonably similar replica of Your Production Service Environment for non-production use such as development, training and testing activities but not for Production operations or stress testing. Certain programs and optional services may not be able to run in the Additional Test Environment. The maintenance or upgrade schedule for the Additional Test Environment is the same as the schedule for Your Stage Service Environment.

Each Additional Test Environment must be contracted for a minimum of twelve (12) months and associated to a new or existing Oracle Cloud Ordering Document. Additional Test Environments will automatically terminate at the end of the Service Period.

Usage Limits: The Oracle Additional Test Environment for Oracle Taleo Cloud Services defined above are subject to usage limits based upon:

- a maximum number of two hundred and fifty (250) Authorized Users with no more than twenty (20) concurrent users accessing the system at any one time
- Future expansions of Your Oracle Cloud Services may be subject to additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Learn Cloud Service Storage

Applicable Part Number: B78015

Oracle Taleo Learn Cloud Service Storage enables users of the Oracle Taleo Learn Cloud Service to purchase an additional 500 gigabytes of data storage for their Production Environment. You may purchase up to ten (10) instances of this part for a total of five (5) additional terabytes of data storage beyond what is provided with the Oracle Taleo Learn Cloud Service.

Your purchase of Oracle Taleo Learn Cloud Service Storage applies for the duration of the Service Period of the Oracle Taleo Cloud Service under the Ordering Document.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Virtual Private Network for Oracle Taleo Enterprise Cloud Service-VPN Connection

Applicable Part # B70798

Oracle offers a LAN-to-LAN IPSEC based software VPN Connection allowing for the encryption of all data between Oracle's data center firewalls, where Oracle Cloud Services are hosted, and Your firewall.

Usage Limits: The Oracle Virtual Private Network for Oracle Taleo Cloud Services is subject to usage limits based upon:

- A maximum number of VPN Connections as defined in Your order

Oracle Virtual Private Network Setup Fee Cloud Service

Applicable Part # B70817

This is a per vpn-tunnel fee related to Oracle Virtual Private Network Cloud Service to setup and configure the software based VPN solution between Your facilities and Oracle facilities.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud- Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Enterprise for United States Government Cloud Service

Applicable SKU: B78151

Available in United States Only

The Oracle U.S. Government Cloud Service provides customers with a software-as-a-service offering targeted to the control requirements of the Federal Risk and Authorization Management Program (FedRAMP) Moderate baseline.

The cloud service is hosted within U.S. data centers which provide an isolated hosting environment that aligns to U.S. Federal information security framework as defined by FISMA including NIST SP 800-37, NIST SP 800-53, and FIPS 199. Physical access requires 5 layers of security including biometric hand readers and visual verification by security guards. Oracle Global Support is included with this offering.

ATO support from an U.S. Cloud Operations public sector compliance analyst is included with this offering to assist customers who seek to complete the initial FedRAMP Agency ATO process. Thereafter, Oracle will work with customers to maintain the cloud service in compliance with the FedRAMP requirements and good practices for managing and structuring FedRAMP authorization documentation packages. Oracle may, at its discretion, reuse suitable documentation to leverage prior assessments and FedRAMP authorization results and reserves the right to manage the cloud service as appropriate to meet FedRAMP requirements.

Encryption at rest is included with this offering.

The Oracle Cloud Service does not include any customizations. Any customizations will require a separate order for additional services.

Oracle Cloud Policies

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Enterprise for United Kingdom Government Cloud Service

Applicable SKU: B78153

Available in United Kingdom Only

For this Oracle Taleo Enterprise for United Kingdom Government Cloud Service, Your Content is hosted within a UK based data center for both primary and DR data centers.

Oracle's access to Your transactional data stored in the cloud service will be restricted to UK Nationals who are residing in UK unless You provide prior written consent. UK Nationals with access to Your transactional data will also have SC Clearance provided that (i) Oracle has the continued ability to sponsor applications for SC clearance; and/or (ii) a central government department has agreed to sponsor individuals for SC clearance if requested to do so.

Oracle shall only restrict access to individuals with SC Clearance where (a) Oracle has the continued ability to sponsor applications for such SC Clearance; or (b) if Oracle is not able to sponsor such applications, the Authority works with Oracle to ensure that Oracle has sufficient SC Cleared resources to meet its obligations under this Order and the Authority sponsors individuals for SC Clearance where required by Oracle.

The Oracle Taleo Enterprise for United Kingdom Government Cloud Service includes support from a U.K. Cloud Operations public sector compliance analyst to assist You with Your initial assessment against the Supplier Assurance Framework and Cloud Security Principles. Oracle will maintain this Cloud Service to meet the requirements of ISO 27001 and in alignment with the Cloud Security Principles.

This offering includes the following

- Oracle Transparent Data Encryption (TDE)
- ISO 27001 Certification
- Cyber Essentials Plus Certification

Oracle Cloud Policies

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

ORACLE TALENT CLOUD FOR MIDSIZE

Oracle Talent Acquisition for Midsize Cloud Service - Hosted Employee

Applicable Part # B84260

Users of the Oracle Talent Acquisition for Midsize Cloud Service are authorized to access the following modules or functionalities:

- Oracle Recruiting for Midsize (TBE/Taleo Business Edition)
- Oracle Candidate Sourcing for Midsize (TBE/Taleo Business Edition)
- Oracle New Hire Onboarding for Midsize (TBE/Taleo Business Edition)
- Reporting
- Integration capability

Your use of the Oracle Talent Acquisition for Midsize Cloud Service is subject to the following:

Usage Limits

User Defined Fields (Flexfields)	250
Maximum Attachment File Size	4 MB
Recourse Manager File size	1 MB
Maximum Report Size (rows)	20,000

Integration Limits

Bulk Import

Maximum Integration Import file size	4 MB
Maximum import file row limit	5,000
Maximum export file row limit (via Insight Reports)	20,000

Synchronous

Max simultaneous active connections	20
Number of export records per call	200
Number of import records per call	1

Oracle Cloud Policies

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Talent Management for Midsize Cloud Service - Hosted Named User

Applicable Part # B84261

Users of the Oracle Talent Management for Midsize Cloud Service are authorized to access the following modules or functionalities:

- Oracle Performance Management for Midsize (TBE/Taleo Business Edition)
- Oracle Compensation Planning for Midsize (TBE/Taleo Business Edition)
- Reporting
- Integration capability

Your use of the Oracle Talent Management for Midsize Cloud Service is subject to the following:

Usage Limits

User Defined Fields (Flexfields)	250
Maximum Attachment File Size	4 MB
Recourse Manager File size	1 MB
Maximum Report Size (rows)	20,000

Integration Limits

Bulk Import - Manual

Maximum Integration Import file size	4 MB
Maximum import file row limit	5,000
Maximum export file row limit (via Insight Reports)	20,000

Synchronous

Max simultaneous active connections	20
Number of export records per call	200
Number of import records per call	1

Oracle Cloud Policies

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

SERVICE DESCRIPTIONS-TALEO BUSINESS EDITION - INTEGRATIONS

Oracle TBE Integration Cloud Service – Per Destination System

Applicable Part # B78039

The Oracle TBE Integration Standard Cloud Service provides ongoing integration between Oracle TBE or Oracle TBE Learn and a customer's systems such as Human Resources, Payroll, or Benefits Administration. This service provides standard integration models including batch user integration, flat file integration, and web services integration.

Usage Limits:

- Limited to integration from Oracle TBE or Oracle TBE Learn to one (1) endpoint system with one integration protocol
- Up to 50K API requests per day

A one-time custom Statement of Work is required when ordering this Cloud Service offering.

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Additional Test Environment for Oracle Taleo Business Edition Cloud Service-Test Environment

Applicable Part # B77399

An Oracle Additional Test Environment provides for the hosting and maintenance of an additional Test Environment, which is a reasonably similar replica of Your Production Service Environment for non-production use such as development, training and testing activities but not for Production operations or stress testing. Certain programs and optional services may not be able to run in the Additional Test Environment. The maintenance or upgrade schedule for the Additional Test Environment is the same as the schedule for Your Stage Service Environment.

Each Additional Test Environment must be contracted for a minimum of twelve (12) months and associated to a new or existing Oracle Cloud Ordering Document. Additional Test Environments will automatically terminate at the end of the Service Period.

Usage Limits: The Oracle Additional Test Environment for Oracle Taleo Business Edition Cloud Services defined above are subject to usage limits based upon:

- a maximum number of two hundred and fifty (250) Authorized Users with no more than twenty (20) concurrent users accessing the system at any one time
- Future expansions of Your Oracle Cloud Services may be subject to additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud- Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Learn Cloud Service Storage

Applicable Part Number: B78015

Oracle Taleo Learn Cloud Service Storage enables users of the Oracle Taleo Learn Cloud Service to purchase an additional 500 gigabytes of data storage for their Production Environment. You may purchase up to ten (10) instances of this part for a total of five (5) additional terabytes of data storage beyond what is provided with the Oracle Taleo Learn Cloud Service.

Your purchase of Oracle Taleo Learn Cloud Service Storage applies for the duration of the Service Period of the Oracle Taleo Cloud Service under the Ordering Document.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

ORACLE ADVANCED CUSTOMER SUPPORT

Oracle Cloud Business Help Desk

Part # B85992 Oracle Cloud Business Help Desk: Base Fee

Part # B85991 Oracle Cloud Business Help Desk

DESCRIPTIONS FOR THIS PART CAN BE FOUND AT WWW.ORACLE.COM/CONTRACTS UNDER THE HEADING ORACLE

CLOUD ADVANCED CUSTOMER SUPPORT SERVICE

(Direct link is: <http://www.oracle.com/us/corporate/contracts/cloud-business-help-desk-3070587.pdf>)

Oracle Cloud Priority Support for SaaS

Applicable Part # B86668, B86669

DESCRIPTIONS FOR THIS PART CAN BE FOUND AT WWW.ORACLE.COM/CONTRACTS UNDER THE HEADING ORACLE

CLOUD ADVANCED CUSTOMER SUPPORT SERVICE

(direct link is <http://www.oracle.com/us/corporate/contracts/cloud-priority-support-for-saas-3703482.pdf>)

Oracle TBE New Customer Setup Cloud Service

Applicable Part # B69470

The Oracle TBE New Customer Setup Cloud Service is fully described in the Statement of Work attached to the Ordering Document.

Oracle TBE Smart Sourcing Base Cloud Service

Applicable Part # B68228

Users of the Oracle TBE Smart Sourcing Base Cloud Service are authorized to access the following module:

- Oracle TBE Smart Sourcing

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Solution Learning Library by MindLeaders Cloud Service

Applicable Part # B68365

Users of the Oracle TBE Solutions Learning Library by MindLeaders Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Technical Learning Library by MindLeaders Cloud Service

Applicable Part # B68366

Users of the Oracle TBE Technical Learning Library by MindLeaders Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Business Learning Library by Skillsoft Cloud Service

Applicable Part # B68367

Users of the Oracle TBE Business Learning Library by Skillsoft Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Office Essentials Learning by Skillsoft Cloud Service

Applicable Part # B68368

Users of the Oracle TBE Office Essentials Learning Library by Skillsoft Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Desktop Learning Library by Skillsoft Cloud Service

Applicable Part # B68369

Users of the Oracle TBE Office Desktop Learning Library by Skillsoft Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Technical Learning Library by Skillsoft Cloud Service

Applicable Part # B68370

Users of the Oracle TBE Technical Learning Library by Skillsoft Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Legal Compliance Library by Skillsoft Cloud Service

Applicable Part # B68371

Users of the Oracle TBE Legal Compliance Library by Skillsoft Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Environmental, Safety and Health Learning Library by Skillsoft Cloud Service

Applicable Part # B68372

Users of the Oracle TBE Environmental, Safety, and Health Learning Library by Skillsoft Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Business Learning Library by EJ4 Cloud Service

Applicable Part # B68374

Users of the Oracle TBE Business Learning Library by EJ4 Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Financial Compliance Learning Library by EJ4 Cloud Service

Applicable Part # B68375

Users of the Oracle TBE Financial Compliance Learning Library by EJ4 Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Legal Compliance Learning Library by EJ4 Cloud Service

Applicable Part # B68376

Users of the Oracle TBE Legal Compliance Learning Library by EJ4 Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE HR Compliance Learning Library by Vivid Learning Cloud Service

Applicable Part # B68377

Users of the Oracle TBE HR Compliance Learning Library by Vivid Learning Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Workplace Essentials Learning Library by Vivid Learning Cloud Service

Applicable Part # B68378

Users of the Oracle TBE Workplace Essentials Learning Library by Vivid Learning Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE OSHA Basic Library Learning by Vivid Learning Cloud Service

Applicable Part # B68379

Users of the Oracle TBE OSHA Basic Library Learning by Vivid Learning Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Full OSHA Basic Library Learning by Vivid Learning Cloud Service

Applicable Part # B68380

Users of the Oracle TBE Full OSHA Basic Library Learning by Vivid Learning Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Compliance Learning Library by NetLearning Cloud Service

Applicable Part # B68381

The Oracle TBE Compliance Learning Library by NetLearning Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Clinical Skills Learning Library by NetLearning Cloud Service

Applicable Part # B68382

Users of the Oracle TBE Clinical Skills Learning Library by NetLearning Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Continuing Education Learning Library by NetLearning Cloud Service

Applicable Part # B68383

Users of the Oracle TBE Continuing Education Learning Library by NetLearning Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Complete Learning Library by Care2Learn Cloud Service

Applicable Part # B68384

Users of the Oracle TBE Complete Learning Library by Care2Learn Cloud Service require a license of the following online course modules:

- Oracle TBE Learn Cloud Service
- Oracle TBE Learn External User Cloud Service

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Additional Zone

Applicable Part Number: B68805

The Oracle Taleo Additional Zone provides for the hosting and maintenance of an additional zone that shall be available to you at all times and that is a reasonable replica of the production site for training and testing purposes. Each additional zone can be licensed for a fixed yearly fee. The permanent zone may be refreshed, at the customer's request, no more than once per quarter. Performance metrics set forth in the Agreement are not applicable to the additional zone. Additional zones are subject to the volume restrictions set forth in the standard program documentation for such additional zones. Certain programs and optional services, as determined by Oracle, are not available to be enabled in the additional zone.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Onboarding Cloud Service-Hosted Named User

Applicable Part # B68189

Users of the Oracle Taleo Onboarding Cloud Service are authorized to access the following module:

- Oracle Taleo Onboarding

Your use of the Oracle Taleo Onboarding Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Onboarding Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service. Additional storage capacity may be purchased for additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Smart Sourcing Per Posting Cloud Service for eQuest-Per Posting

Applicable Part # B71874

Each instance of the Oracle TBE Smart Sourcing Per Posting Cloud Service for eQuest allows customers to make one posting to an external job board or similar service via eQuest.

Your use of the Oracle TBE Smart Sourcing Per Posting Cloud Service for eQuest is subject to the following:

Usage Limits:

- One (1) posting to an external job board or similar service via eQuest

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Smart Sourcing Per Posting Cloud Service for Broadbean-Per Posting

Applicable Part # B71875

Each instance of the Oracle TBE Smart Sourcing Per Posting Cloud Service for Broadbean allows customers to make one posting to an external job board or similar service via Broadbean.

Your use of the Oracle TBE Smart Sourcing Per Posting Cloud Service for Broadbean is subject to the following:

Usage Limits:

- One (1) posting to an external job board or similar service via Broadbean

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Analytics Cloud Service- Hosted Named User

Applicable Part # B68185

Users of the Oracle Taleo Analytics Cloud Service are authorized to access the following module:

- Oracle Taleo Analytic Dashboard

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Community Connect Cloud Service-Hosted Named User

Applicable Part # B71228

Users of the Oracle Taleo Community Connect Cloud Service are authorized to access the following modules:

- Oracle Taleo Community Connect Platform
- Oracle Taleo Alumni Referrals

Your use of the Oracle Taleo Community Connect Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Community Connect Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service. Additional storage capacity may be purchased for additional fees. The Oracle Alumni Referrals capability is delivered by the Talentvine platform. These capabilities are strictly limited for use by alumni users referring candidates as part of their

Community Connect network under the Oracle Taleo Community Connect Cloud Service. The separate purchase of Oracle Taleo Social Sourcing Cloud Service is required for any use of the TalentVine platform by employees or by any other users or user populations.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Recruiting Standard Active User Cloud Service-Hosted Named User

Applicable Part # B68225, B68822

Users of the Oracle TBE Recruiting Standard Active User Cloud Service are authorized to access the following module:

- ORACLE TBE Recruiting

Your use of the Oracle TBE Recruiting Standard Active User Cloud Service is subject to the following :

Usage Limits:

- 1 instance will be allocated to the customer for up to 200 Hosted Named Users.
- Up to 3 career websites
- Up to 100 custom fields
- No access to Web API and Outlook plug-in
- Storage and Bandwidth – See table below for usage limits allocated per User type:

Oracle TBE Recruiting Standard Active User Cloud Service	Per User in MB
	File Storage
Hosted Named User	4 MB per attachment

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Recruiting Premium Active User Cloud Service- Hosted Named User

Applicable Part # B68226

Users of the Oracle TBE Recruiting Premium Active User Cloud Service are authorized to access the following module:

- Oracle TBE Recruiting
-

Your use of the Oracle TBE Recruiting Premium Active User Cloud Service is subject to the following :

Usage Limits:

- 1 instance will be allocated to the customer for up to 200 Hosted Named Users
- Up to 250 custom fields
- Up to 50K API requests per day
- Storage and Bandwidth – See table below for usage limits allocated per User type

Oracle TBE Recruiting Premium Active User Cloud Service	Per User in MB
	File Storage
Hosted Named User	4 MB per attachment

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Recruiting Premium Cloud Service- Hosted Employee

Applicable Part # B68230

Users of the Oracle TBE Recruiting Premium Cloud Service are authorized to access the following module:

- Oracle TBE Recruiting

Your use of the Oracle TBE Recruiting Premium Cloud Service is subject to the following:

Usage Limits:

- 1 instance will be allocated to the customer
- Up to 250 custom fields
- Up to 50K API requests per day
- Storage and Bandwidth – See table below for usage limits allocated per User type:

Oracle TBE Recruiting Premium Cloud Service	Per User in MB
	File Storage
Hosted Employee	4 MB per attachment

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Recruiting Manager Cloud Service

Applicable Part # B68227

Users of the Oracle TBE Recruiting Manager Cloud Service are authorized to access the following module:

- Oracle TBE Recruiting

Your use of the Oracle TBE Recruiting Manager Cloud Service is subject to the following:

Usage Limits:

- 1 instance will be allocated to the customer for up to 200 Hosted Named Users.
- Usage limits governed by limits of either Oracle TBE Recruiting Standard Active User Cloud Service or Oracle TBE

Recruiting Premium Active User Cloud Service

- Storage and Bandwidth – See table below for usage limits allocated per User type:

Oracle TBE Recruiting Manager Cloud Service	Per User in MB
	File Storage
Hosted Named User	4 MB per attachment

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Onboarding Cloud Service-Hosted Employee

Applicable Part # B68233

Users of the Oracle TBE Onboarding Cloud Service are authorized to access the following module:

- Oracle TBE Onboarding

Your use of the Oracle TBE Onboarding Cloud Service is subject to the following:

Usage Limits:

- 1 instance will be allocated to the customer
- Up to 50K API requests per day
- Storage and Bandwidth – See table below for usage limits allocated per User type:

Oracle TBE Onboarding Cloud Service	Per User in MB
	File Storage
Hosted Employee	4 MB per attachment

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Learning Credits

Applicable Part # D12150, D12734

Learning Credits may be used to acquire education products and services offered in the Oracle University online catalogue posted at <http://www.oracle.com/education> under the terms specified therein. Learning credits may only be used to acquire products and services at the list price in effect at the time you order the relevant product or service, and may not be used for any product or service that is subject to a discount or a promotion when you order the relevant product or service. The list price will be reduced by applying the discount specified to you by Oracle. Notwithstanding anything to the contrary in the previous three sentences, learning credits may also be used to pay taxes, materials and/or expenses related to your order; however, the discount specified above will not be applied to such taxes, materials and/or expenses. Learning credits are valid for a period of 12 months from the date your order

is accepted by Oracle, and you must acquire products and must use any acquired services prior to the end of such period. You may only use learning credits in the country in which you acquired them, may not use them as a payment method for additional learning credits, and may not use different learning credits accounts to acquire a single product or service or to pay related taxes, materials and/or expenses. Learning credits are non-transferable and non-assignable. You may be required to execute standard Oracle ordering materials when using learning credits to order products or services.

Oracle Taleo Social Sourcing Cloud Services-Hosted Employee

Applicable Part # B71229

Users of the Oracle Taleo Social Sourcing Cloud Service are authorized to access the following modules:

- Oracle Taleo Social Job Distribution
- Oracle Taleo Talent Community
- Oracle Taleo Employee Referrals
- Oracle Taleo Facebook Application

Your use of the Oracle Taleo Social Sourcing Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Social Sourcing Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service. Additional storage capacity may be purchased for additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Store Manager Assessment Content Cloud Service- Hosted Named User

Applicable Part # B68197

The Oracle Taleo Store Manager Assessment Content Cloud Service provides store manager assessments that are designed and developed by Oracle's own Industrial/Organizational Psychology staff. You agree that each assessment must be validated, via a separate statement of work with Oracle, prior to use of such assessment. You agree to provide Oracle with the data and the access to your employees needed to perform a validation that meets Oracle's standards. Oracle disclaims all liability arising from use of an assessment that has not been validated by Oracle in accordance with Oracle's standards.

Usage Limits:

The Oracle Taleo Store Manager Assessment Content Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Hourly Assessment Content Cloud Service- Hosted Named User

Applicable Part # B68196

The Oracle Taleo Hourly Assessment Content Cloud Service provides retail/hourly assessments that are designed and
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developed by Oracle's own Industrial/Organizational Psychology staff. You agree that each assessment must be validated, via a separate statement of work with Oracle, prior to use of such assessment. You agree to provide Oracle with the data and the access to your employees needed to perform a validation that meets Oracle's standards. Oracle disclaims all liability arising from use of an assessment that has not been validated by Oracle in accordance with Oracle's standards.

Usage Limits:

The Oracle Taleo Hourly Assessment Content Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Recruiting Cloud Service-Hosted Employee

Applicable Part # B68187

Users of the Oracle Taleo Recruiting Cloud Service are authorized to access the following module:

- Oracle Taleo Enterprise Recruiting

Further, Users of the Oracle Taleo Recruiting Cloud Service are authorized to access the following features of the Oracle Taleo Recruiting module:

- Dynamic Approval Routing
- Resume Parsing
- Conceptual Search
- Candidate Communication Agent

Your use of the Oracle Taleo Recruiting Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Recruiting Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service. Additional storage capacity may be purchased for additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Onboarding Cloud Service-Hosted Employee

Applicable Part # B76600

Users of the Oracle Taleo Onboarding Cloud Service are authorized to access the following module:

- Oracle Taleo Onboarding

Your use of the Oracle Taleo Onboarding Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Onboarding Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Taleo SD 071725

Service. Additional storage capacity may be purchased for additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Sourcing Cloud Service-Hosted Employee

Applicable Part # B82325

Users of the Oracle Taleo Social Sourcing Cloud Service are authorized to access the following modules:

- Oracle Taleo Sourcing which provides capabilities for employee referrals, social media, candidate engagement and other sourcing activities

Your use of the Oracle Taleo Social Sourcing Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Social Sourcing Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service. Additional storage capacity may be purchased for additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Learn Cloud Service-Hosted Trainee

Applicable Part # B68194

Users of the Oracle Taleo Learn Cloud Service are authorized to access the following module:

- Oracle Taleo Learn

Your use of the Oracle Taleo Learn Cloud Service is subject to the following:

Usage Limits:

- One (1) Staging/Test Environment is available with each Production Environment but will be provisioned only upon request
- Total Learning Content Storage (shared by all Trainees and External Trainees): 50 GB
- One (1) URL through which the software will be made available

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Learn External User Cloud Service-Hosted Trainee

Applicable Part # B68195

Users of the Oracle Taleo Learn External User Cloud Service are authorized to access the following module:

- Oracle Taleo Learn

Your use of the Oracle Taleo Learn External User Cloud Service is subject to the following:

Usage Limits:

- One (1) Staging/Test Environment is available with each Production Environment but will be provisioned only upon request
- Total Learning Content Storage (shared by all Trainees and External Trainees): 50 GB
- One (1) URL through which the software will be made available

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Archive Environment for Oracle Taleo Enterprise Cloud Services –Hosted Employee

Applicable Part #: B82295

An Oracle Archive Environment provides a non-production environment to store a copy of data intended for read-only access rather than to support new transactions. This environment is not for production operations or stress testing. Certain programs and optional services may not be able to run in the Archive Environment.

The maintenance or upgrade schedule for the Archive Environment is the same as the schedule for your Test Environment(s). In general service level objectives do not apply to Archive Environments, and maintenance windows may be scheduled on any day of the week with appropriate notice.

Each Archive Environment must be contracted for a minimum of twelve (12) months and associated to a new or existing Oracle Cloud Ordering Document. Archive Environments will automatically terminate at the end of the Service Period.

Usage Limits: The Oracle Archive Environment for Oracle Taleo Enterprise Cloud Services defined above are subject to usage limits based upon:

- a maximum number of twenty (20) Authorized Users with no more than five (5) concurrent users accessing the system at any one time
- Future expansions of Your Oracle Cloud Services may be subject to additional fees.

Oracle Cloud Policies

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Base Platform Cloud Service – Hosted Named User

Applicable Part # B68230, B77400

Oracle TBE Base Platform Cloud Service requires purchase of one or more associated cloud service options.

- **Usage Limits:**
 - 250 User Defined Fields (Flexfields)
 - 4MB Maximum Attachment File Size
 - 1 MB Recourse Manager File size
 - No limit on FTP site if provided
 - 20,000 Maximum Report Size (rows)

- **Integration Limits:**
 - Bulk Import - Manual
 - 4MB Maximum Integration Import File Size
 - Up to 5000 Import File Rows
 - (20,000) Export File Rows via Insight Reports
 - Synchronous
 - Up to 20 simultaneous active connections
 - 200 Export Record per Call
 - 1 Import Record(s) per Call

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud SaaS Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Onboarding Cloud Service - Hosted Employee

Applicable Part # B77402

Users of the Oracle TBE Onboarding Cloud Service are authorized to access the following module:

- Oracle TBE Onboarding

Usage Limits:

The Oracle TBE Recruiting Cloud Service is subject to usage limits specified under the Oracle TBE Platform Cloud Service.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud SaaS Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Performance Management Cloud Service - Hosted Named User

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Applicable Part # B77403

Users of the Oracle TBE Performance Management Cloud Service are authorized to access the following module:

- Oracle TBE Performance Management

Usage Limits:

The Oracle TBE Recruiting Cloud Service is subject to usage limits specified under the Oracle TBE Platform Cloud Service.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud SaaS Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Compensation Cloud Service-Hosted Named User

Applicable Part # B71876

Users of the Oracle TBE Compensation Cloud Service are authorized to access the following module:

- Oracle TBE Compensation

Usage Limits:

- 1 instance will be allocated to the customer
- Up to 50K API requests per day
- Storage and Bandwidth – See table below for usage limits allocated per User type

Oracle TBE Compensation Cloud Service	Per User in MB
	File Storage
Hosted Named User	4 MB per attachment

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Learn Cloud Service-Hosted Trainee

Applicable Part # B68240, B77404

Users of the Oracle TBE Learn Cloud Service are authorized to access the following module:

- Oracle TBE Learn

Usage Limits:

- One (1) instance will be allocated to the customer
- Total Learning Content Storage (shared by all Trainees and External Trainees): 50 GB
- One (1) URL through which the software will be made available

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Learn External User Cloud Service-Hosted Trainee

Applicable Part # B68241, B77405

Users of the Oracle TBE Learn External User Cloud Service are authorized to access the following module:

- Oracle TBE Learn

Usage Limits:

- One (1) instance will be allocated to the customer
- Total Learning Content Storage (shared by all Trainees and External Trainees): 50 GB
- One (1) URL through which the software will be made available

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Additional Test Environment for Oracle Taleo Enterprise Cloud Service-Test Environment

Applicable Part #: B70791

An Oracle Additional Test Environment provides for the hosting and maintenance of an additional Test Environment, which is a reasonably similar replica of Your Production Service Environment for non-production use such as development, training and testing activities but not for Production operations or stress testing. Certain programs and optional services may not be able to run in the Additional Test Environment. The maintenance or upgrade schedule for the Additional Test Environment is the same as the schedule for Your Stage Service Environment.

Each Additional Test Environment must be contracted for a minimum of twelve (12) months and associated to a new or existing Oracle Cloud Ordering Document. Additional Test Environments will automatically terminate at the end of the Service Period.

Usage Limits: The Oracle Additional Test Environment for Oracle Taleo Enterprise Cloud Services defined above are subject to usage limits based upon:

- a maximum number of two hundred and fifty (250) Authorized Users with no more than twenty (20) concurrent users accessing the system at any one time

- Future expansions of Your Oracle Cloud Services may be subject to additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud- Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Recruiting High Volume Cloud Service- Hosted Employee

Applicable Part # B68188

Users of the Oracle Taleo Recruiting High Volume Cloud Service are authorized to access the following modules:

- Oracle Taleo Scheduling Center
- Oracle Taleo Assessments Platform
- Oracle Taleo Assessments Authoring
- Oracle Taleo Contingent Hiring

Your use of the Oracle Taleo Recruiting Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Recruiting High Volume Cloud Service is subject to usage limits specified under the Oracle Taleo Cloud Platform Cloud Service. Additional storage capacity may be purchased for additional fees.

Notwithstanding the general maintenance and support terms set forth in the Agreement, the following terms are applicable to Scheduling Center:

- (1) maintenance for this solution may be conducted from 12:00 am to 3:00 am (U.S. Eastern Time) each day; and
- (2) interview scheduling data will be retained in the solution for ninety (90) days after the date of the interview or the date the interview invitation expires.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Platform Base Cloud Service-Hosted Named User

Applicable Part # B68184

Users of the Oracle Taleo Platform Base Cloud Service are authorized to access the following modules or functionalities:

- Transactional Business Intelligence Reporting
- Integration framework
- Anywhere access
- Staging/Test Environment (1)
- Database Encryption Solution

Your use of the Oracle Taleo Platform Base Cloud Service is subject to the following:

Usage Limits

Staging/Test Environments	1
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User Defined Fields (per applicable entity)	250
Maximum Number of Attachments (per applicable entity)	10
Maximum Attachment File Size	1 MB
Maximum Report Size (rows)	100,000

Integration Limits

Client app & bulk api transfers

Number of export records per day	500,000
Number of import records per day	50,000
Maximum Integration file size	256MB
Maximum import file row limit	unrestricted
Maximum export file row limit	100,000

Synchronous - real time api transfers

Request calls per day	25,000
Number of records per day	250,000
Number of export records per call	200
Number of import records per call	1
Number of export fields per call	100
Maximum response size per export call	2MB

For both integration limits, other restrictions may exist depending on the environment version. Please consult with a technical representative or the appropriate documentation.

Note: Each subscription of any of the Taleo Cloud Service Options requires a user subscription of Taleo Platform Cloud Service.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Premium File Attachments Limits Cloud Service-Hosted Named User

Applicable Part Number: B69839

Oracle Taleo Premium File Attachments Limits Cloud Service consists of the following additional quantities for file attachments beyond the standard amount of the Oracle Taleo Cloud Service: (i) an increase of fifteen (15) attachments per file, and (ii) an additional four (4) megabytes of file attachments per applicable user type of the Oracle Taleo Cloud Service.

Your purchase of Oracle Taleo Premium File Attachments Limits Cloud Service applies for the duration of the term of the Oracle Taleo Cloud Service under the ordering document.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Premium Data Limits Cloud Service-Hosted Named User

Applicable Part Number: B69840

Oracle Taleo Premium Data Limits Cloud Service consists of the following additional quantities for data records beyond the standard amount of the Oracle Taleo Cloud Service: (i) an increase of 4,500,000 in the daily limit for exported integration records, (ii) an increase of 300,000 in the daily limit for imported integration records, and (iii) an additional 35,000 reports rows per applicable user type of the Oracle Taleo Cloud Service.

Your purchase of Oracle Taleo Premium Data Limits Cloud Service applies for the duration of the term of the Oracle Taleo Cloud Service under the ordering document.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Recruiting Cloud Service - Hosted Employee

Applicable Part # B77401

Users of the Oracle TBE Recruiting Premium Cloud Service are authorized to access the following module:

- Oracle TBE Recruiting

~~Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.~~

Usage Limits:

The Oracle TBE Recruiting Cloud Service is subject to usage limits specified under the Oracle TBE Platform Cloud Service.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Performance Management Cloud Service- Hosted Named User

Applicable Part # B68235, B77403

Users of the Oracle TBE Performance Management Cloud Service are authorized to access the following module:

- Oracle TBE Performance Management

Your use of the Oracle TBE Performance Management Cloud Service is subject to the following:

Usage Limits:

- 1 instance will be allocated to the customer
- Up to 50K API requests per day
- Storage and Bandwidth – See table below for usage limits allocated per User type

Oracle TBE Performance Management Cloud Service	Per User in MB
	File Storage

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Performance Management Cloud Service - Hosted Named User

Applicable Part # B68190

Users of the Oracle Taleo Performance Management Cloud Service are authorized to access the following module:

- Oracle Taleo Performance Management

Your use of the Oracle Taleo Performance Management Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Performance Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service. Additional storage capacity may be purchased for additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Goal Management Cloud Service - Hosted Named User

Applicable Part # B68191

Users of the Oracle Taleo Management Cloud Service are authorized to access the following module:

- Oracle Taleo Goal Management Workflow

Your use of the Oracle Taleo Goal Management Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Goal Management Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service. Additional storage capacity may be purchased for additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Succession Planning Cloud Service - Hosted Named User

Applicable Part # B68192

Users of the Oracle Taleo Succession Planning Cloud Service are authorized to access the following module:

- Oracle Taleo Succession Planning

Your use of the Oracle Taleo Succession Planning Cloud is subject to the following:

Usage Limits:

The Oracle Taleo Succession Planning Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service. Additional storage capacity may be purchased for additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Development Planning Cloud Service - Hosted Named User

Applicable Part # B68193

Users of the Oracle Taleo Development Planning Cloud Service are authorized to access the following module:

- Oracle Taleo Development Planning

Your use of the Oracle Taleo Development Planning Cloud Service is subject to the following:

Usage Limits:

The Oracle Taleo Development Planning Cloud Service is subject to usage limits specified under the Oracle Taleo Platform Cloud Service. Additional storage capacity may be purchased for additional fees.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Enterprise Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle TBE Integration Custom Cloud Service –Per Destination System

Applicable Part # B68239

The Oracle TBE Integration Custom Cloud Service provides ongoing integration between Oracle TBE or Oracle TBE Learn and a customer's systems such as Human Resources, Payroll, or Benefits Administration. This service provides custom integration models that are not included in the Oracle TBE Integration Standard Cloud Service and that are used to handle more complex integration scenarios.

Usage Limits:

- Limited to integration from Oracle TBE or Oracle TBE Learn to one (1) endpoint system with one integration protocol
- Up to 50K API requests per day

A one-time custom Statement of Work is required when ordering this Cloud Service offering.

Your order for this Oracle Cloud Service is subject to Auto Renewal under the terms of the Agreement.

Oracle Cloud Policies:

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Cloud Priority Service

Applicable Part # B70519, B77074

Oracle Cloud Priority Service consists of:

1. Support Delivery Management. An Oracle Technical Account Manager (“TAM”) will be assigned to you for the duration of the service period set forth in the ordering document. The TAM will serve as your primary contact for the administration of the services and will communicate with you in a local language (except as noted below).
 - a. Your TAM shall provide the following support services:
 1. Prepare and maintain quarterly service delivery progress reports;
 2. Document the contact details for key Oracle and your appropriate technical contacts (“Customer Contacts”) and Oracle’s escalation procedures (“Joint Contacts and Escalation Guide”); and
 3. Provide access to a customer-specific web portal.
 - b. Your TAM will also assist with the following:
 1. Conduct an orientation for your Customer Contacts;
 2. Conduct a delivery planning session;
 3. Maintain the service delivery plan;
 4. Perform quarterly service delivery plan reviews;
 5. Maintain the Joint Contacts and Escalation Guide;
 6. Review all Oracle Support Services activity, including service request (“SR”) activity in connection with individual SRs logged by you or your Customer Contacts. The review may consist of status reports, next steps, if any, and review of your SR priorities;
 7. Serve as your designated point of contact for Severity 1 and mutually agreed upon Severity 2 SR (collectively, “Critical SRs”) and Oracle Cloud services incidents (“Incidents”). The TAM will provide assistance in managing Critical SRs and Incidents as follows:
 - i. SR and Incident management, prioritization and escalation;
 - ii. Communicate the status of your priority SRs and Incidents to your Customer Contact(s); and
 - iii. Facilitate communications between Oracle and your Customer Contacts.
 8. Facilitate your access to monthly web conference sessions delivered in English featuring Oracle products.
2. Prioritization.
 - a. Oracle will give you priority access to change windows related to your Oracle Cloud services;
 - b. Oracle will prioritize your SRs and Incidents above SRs and Incidents of the same severity level submitted by other Oracle Cloud services customers. Oracle will respond to your SRs and Incidents per the following guidelines (“Service Request Response Guidelines”):
 1. 90% of Severity 1 SRs and Incidents within one (1) hour (24x7);
 2. 90% of Severity 2 SRs and Incidents within two and one half (2.5) local business hours;
 3. 90% of Severity 3 SRs and Incidents within the next local business day; and
 4. 90% of Severity 4 SRs and Incidents within the next local business day.
 - c. Oracle will initiate internal escalations for Severity 1 and Severity 2 SRs and Severity 1 and Severity 2 Incidents according to the Service Request Response Guidelines; and
 - d. Oracle will communicate SRs and Incidents to Oracle Product Development, as appropriate.
3. Other.
 - a. If you renew Oracle Cloud Priority Service, your renewal fee for such services will be based on the Oracle Cloud Priority Service pricing policies in effect at the time of renewal.
 - b. Oracle Cloud Priority Service may not be available for all programs.

Oracle Taleo Enterprise for United States Department of Defense Cloud Service

Applicable SKU: B78152

Available in United States Only

The Oracle Department of Defense Cloud Service provides customers with a software-as-a-service offering targeted to the control requirements of the Department of Defense Enterprise Cloud Service Broker (ECSB) Cloud Security Model Impact Level 4 SaaS baseline.

The cloud service is hosted within U.S. data centers which provide an isolated hosting environment that aligns to the Risk Management Framework as defined by NIST SP 800-37, NIST SP 800-53, and FIPS 199. Physical access requires 5 layers of security including biometric hand readers and visual verification by security guards. Oracle Global Support is included with this offering.

ATO support from an U.S. Cloud Operations public sector compliance analyst is included with this offering to assist customers who seek to complete the initial FedRAMP and ECSB Agency ATO process. Thereafter, Oracle will work with customers to maintain the cloud service in compliance with the FedRAMP and ECSB requirements and good practices for managing and structuring FedRAMP and ECSB authorization documentation packages. Oracle may, at its discretion, reuse suitable documentation to leverage prior assessments and FedRAMP and ECSB authorization results. Oracle reserves the right to manage the cloud service as appropriate to meet FedRAMP and ECSB requirements.

Encryption at rest is included with this offering.

The Oracle Cloud Service does not include any customizations. Any customizations will require a separate order for additional services.

Oracle Cloud Policies

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.

Oracle Taleo Archive Environment Cloud Services – Hosted Employee

Applicable Part #: B84259

An Oracle Archive Environment provides a non-production environment to store a copy of data intended for read-only access rather than to support new transactions. This environment is not for production operations or stress testing. Certain programs and optional services may not be able to run in the Archive Environment.

The maintenance or upgrade schedule for the Archive Environment is the same as the schedule for your Test Environment(s). In general service level objectives do not apply to Archive Environments, and maintenance windows may be scheduled on any day of the week with appropriate notice.

Each Archive Environment must be contracted for a minimum of twelve (12) months and associated to a new or existing Oracle Cloud Ordering Document. Archive Environments will automatically terminate at the end of the Service Period.

Usage Limits: The Oracle Archive Environment for Oracle Taleo Enterprise Cloud Services defined above are subject to usage limits based upon:

- a maximum number of twenty (20) Authorized Users with no more than five (5) concurrent users accessing the system at any one time
- Future expansions of Your Oracle Cloud Services may be subject to additional fees.

Oracle Cloud Policies

Your order for this Oracle Cloud Service is subject to the Oracle Cloud Hosting and Delivery Policies, which may be viewed at www.oracle.com/contracts.