



Oracle America, Inc.

500 Oracle Parkway
Redwood City
California 94065

September 14, 2026

Via Electronic Delivery

Employment Security Department
Received on 9/14/2026

Employment Security Department
Grants Management Office
Attention: WARN Team
P.O. Box 9046
Olympia, Washington 98507-9046
ESDGPlayoffassistance@ESD.WA.Gov

Re: Securing Timely Notification and Benefits for Laid-Off Employees Act Notice

Dear WARN Team:

Pursuant to the Washington Securing Timely Notification and Benefits for Laid-Off Employees Act, Oracle America, Inc. ("Oracle") hereby provides notice that it will be terminating affected employees who work remotely in Washington and at Oracle Seattle facilities (addresses include Russell Investments Center, 1301 2nd Ave. Seattle, Washington 98101-2930, and 2025 5th Ave, Seattle, Washington 98121 ("Seattle Sites")) due to a reduction in force and other terminations. The Seattle Sites are not closing. No bumping rights exist, and it is anticipated that these layoffs will be permanent. These layoffs are not the result of, nor is it expected to result in the relocation or contracting out of Oracle's operations or the affected employees' positions.

Oracle is individually notifying all affected employees on or before September 14, 2026. Affected employees will be separated from their positions on November 13, 2026.

A list of the affected employees is attached as Exhibit A.

More information on these employees is available on site for your inspection, if requested. Oracle is prepared to work with state and local government agencies to assist its employees during this time of transition. If you have any questions or would like any additional information concerning this matter, please contact Anje Dodson, Senior Vice President, Human Resources, at (650) 506-8093.

Sincerely,

Anje Dodson
Senior Vice President, Human Resources

EXHIBIT A

Name	Job Title	Address 1	Address 2	City	State	Zip code
	Software Developer 3				WA	98208
	Software Developer 4				WA	98029
	Software Developer 2				WA	98052
	Software Development Snr Manager				WA	98109
	Software Developer 4				WA	98012
	Software Development Director				WA	98011
	Regulatory Compliance Specialist 4				WA	98052
	Senior Support Engineer				WA	98106
	Program Manager 4				WA	98072
	Lead Principal Core Infrastructure Engineer				WA	98107
	Senior Core Infrastructure Engineer				WA	98034
	Program Management Director				WA	98074
	Program Manager 3				WA	98043
	Program Manager 4				WA	98052
	Program Manager 4				WA	99338
	VP, Core Infrastructure Engineering				WA	98052

	Supplier Sourcing Program Manager 3		WA	98012
	Software Developer 3		WA	98109
	Principal User Experience Designer		WA	98005
	Lead Principal Security Engineer		WA	98074
	Lead Principal Platform Software Engineer		WA	98272
	Staff Sales Consultant		WA	99003
	Systems Engineer 1		WA	98012
	Software Developer 3		WA	98021
	Software Developer 3		WA	98052
	Software Development Snr Director		WA	98296
	Core Infrastructure Engineering Architect		WA	98021
	Software Developer 3		WA	98104
	Software Developer 3		WA	98133
	Software Developer 2		WA	98101
	Software Development Snr Manager		WA	98075
	Principal Core Infrastructure Engineer		WA	98109
	Principal Data Scientist		WA	98036
	Program Manager 3		WA	98007

	Senior Application Software Engineer		WA	98029
	Principal Data Systems Software Engineer		WA	98118
	Senior User Experience Designer		WA	98056
	VP, Site Reliability Engineering		WA	98004
	Principal Service Excellence Engineer		WA	98208
	Lead Principal Applied Scientist		WA	98117
	Senior Manager, Platform Software Engineering		WA	98133
	Program Manager 4		WA	98122
	Lead Principal Site Reliability Engineer		WA	98115
	Principal Core Infrastructure Engineer		WA	98006
	Software Developer 3		WA	98034
	Senior Core Infrastructure Engineer		WA	98021
	Lead Principal Platform Software Engineer		WA	98101
	Program Management Snr Director		WA	98119
	Lead Principal Platform Software Engineer		WA	98102
	Program Management Snr Manager		WA	98177
	Platform Software Engineer 2		WA	98144

	Software Developer 2	WA	98036
	Software Developer 2	WA	98052
	Software Development Snr Manager	WA	98101
	Software Developer 2	WA	98052
	Senior Application Software Engineer	WA	98033
	Software Developer 3	WA	98052
	Facilities Specialist 5	WA	98012
	Senior Administrative Assistant	WA	98012
	Senior Security Engineer	WA	98146
	Program Manager 4	WA	98011
	Senior Security Engineer	WA	98294
	Principal Product Manager	WA	98037
	Lead Principal Site Reliability Engineer	WA	98006
	Application Software Engineer 2	WA	98059
	Applications Sales Representative V	WA	98391
	Principal Core Infrastructure Engineer	WA	98007
	Lead Principal Core Infrastructure Engineer	WA	98103
	Principal Platform Software Engineer	WA	98146
	Senior Director, Data Science	WA	98119

	Senior Core Infrastructure Engineer		WA	98008
	Business Analyst 4-Ops		WA	98375
	License Management Analyst 3-Fin		WA	98258
	Software Developer 4		WA	98059
	Principal Product Manager		WA	98052
	Program Management Director		WA	98072
	Software Developer 4		WA	98056
	Senior Manager, Core Infrastructure Engineering		WA	98037
	Director, Platform Software Engineering		WA	98074
	Software Developer 3		WA	98012
	Director, User Experience Design		WA	98166
	Director, User Experience Design		WA	98102
	Financial Analyst 4		WA	98074
	Program Manager 5		WA	98065
	Lead Principal Core Infrastructure Engineer		WA	98074
	Principal Product Manager		WA	98052
	Consulting Project Technical Manager		WA	98683
	Senior Director, Core Infrastructure Engineering		WA	98119
	Software Developer 3		WA	98109

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	Principal Data Systems Software Engineer	WA	98607
	Financial Analyst 5	WA	98133
	Program Manager 4	WA	98367
	Core Infrastructure Engineer 1	WA	98101
	Software Developer 5	WA	98074
	Facilities Specialist 5	WA	98005
	User Experience Designer 2	WA	98107
	Senior Director, Application Software Engineering	WA	98333
	Senior Director, Site Reliability Engineering	WA	98604
	Lead Principal Data Systems Software Engineer	WA	98225
	Program Manager 4	WA	98012
	Lead Principal Core Infrastructure Engineer	WA	98074
	Lead Principal Systems Software Engineer	WA	98826
	Director, Core Infrastructure Engineering	WA	98074
	Senior Application Software Engineer	WA	98092
	Core Infrastructure Engineer 1	WA	98310
	Senior Applied Scientist	WA	98109
	Core Infrastructure Engineer 2	WA	98087
	Lead Principal Site Reliability Engineer	WA	98275

TAINS PII

	Software Developer 4		WA	98122
	Program Manager 5		WA	99353
	Software Developer 2		WA	98012
	Lead Principal Application Software Engineer		WA	98685
	Software Developer 3		WA	98012
	Director, User Experience Design		WA	98144
	Software Developer 3		WA	98105
	Software Development Snr Director		WA	98074
	Lead Principal Core Infrastructure Engineer		WA	98115
	Software Developer 5		WA	98033
	Regulatory Compliance Snr Director		WA	98125
	VP, User Experience Design		WA	98133
	Cloud Solution Engineer 5		WA	98499
	Principal Site Reliability Engineer		WA	98118
	Program Manager 3		WA	98597
	Lead Principal Technical Program Manager		WA	98008
	Senior Platform Software Engineer		WA	98199
	Product Management Architect		WA	98375
	VP, Product Management		WA	98008
	Program Manager 4		WA	98072

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	Lead Principal Security Engineer		WA	98122
	Core Infrastructure Engineer 1		WA	98104
	Supplier Sourcing Program Manager 4		WA	98335
	Senior Manager, Platform Software Engineering		WA	98296
	Lead Principal User Assistance Developer		WA	98671
	VP, Platform Software Engineering		WA	98117
	Software Developer 3		WA	98021
	Software Developer 1		WA	98101
	Software Developer 3		WA	98052
	Director, Product Management		WA	98021
	Program Manager 4		WA	98272
	Program Manager 4		WA	98005
	Software Developer 4		WA	98102
	Lead Principal Platform Software Engineer		WA	98103
	Software Developer 4		WA	98029
	Principal Core Infrastructure Engineer		WA	98225
	Technical Program Management Architect		WA	98008
	Software Developer 2		WA	98052
	Software Developer 3		WA	98102

	Software Developer 3		WA	98109
	Senior Core Infrastructure Engineer		WA	98121
	Principal Core Infrastructure Engineer		WA	98053
	Software Developer 3		WA	98109
	Site Reliability Engineer 2		WA	98155
	Software Developer 3		WA	98033
	Senior Manager, Platform Software Engineering		WA	98011
	Lead Principal Product Manager		WA	98199
	Software Developer 3		WA	98103
	Platform Software Engineering Architect		WA	98053
	Principal Platform Software Engineer		WA	98058
	Lead Principal Product Manager		WA	98012
	Core Infrastructure Engineering Architect		WA	98105
	Software Developer 3		WA	98052
	Lead Principal Core Infrastructure Engineer		WA	98029
	Program Manager 5		WA	98075
	Lead Principal Technical Program Manager		WA	98005
	Software Developer 3		WA	98004
	Client Success Specialist V		WA	98028

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Applications Sales Representative III
Principal Site Reliability Engineer
Principal Application Software Engineer
Principal User Experience Designer
Core Infrastructure Engineer 1
Software Developer 3
Principal Core Infrastructure Engineer
Platform Software Engineer 1
Lead Principal Site Reliability Engineer
Program Manager 5
Principal Support Engineer
Lead Principal Technical Program Manager
Cloud Solution Engineer 3
Program Manager 4
Principal Technical Program Manager
Program Manager 4
Program Manager 4
Senior Platform Software Engineer
VP, Product Management
Lead Principal Technical Program Manager

WA	98122
WA	98802
WA	98040
WA	98029
WA	98052
WA	98021
WA	98391
WA	98101
WA	98087
WA	98033
WA	98006
WA	98023
WA	98422
WA	98006
WA	98662
WA	98008
WA	98391
WA	98103
WA	98072
WA	98103

	Principal Site Reliability Engineer		WA	98146
	Platform Software Engineering Architect		WA	98296
	Lead Principal Core Infrastructure Engineer		WA	98117
	Program Management Snr Director		WA	98072
	Senior Platform Software Engineer		WA	98110
	Program Manager 4		WA	98058
	Principal Security Engineer		WA	98258
	Senior Security Engineer		WA	98036
	Senior Platform Software Engineer		WA	98390
	Principal Platform Software Engineer		WA	98052
	Senior Director, User Experience Design		WA	98103
	Lead Principal Site Reliability Engineer		WA	98033
	Senior Manager, Site Reliability Engineering		WA	98671
	Senior Site Reliability Engineer		WA	98682
	Principal Product Manager		WA	98033
	Cloud Solution Engineer 4		WA	98053
	Principal Technical Program Manager		WA	98053
	Sales Performance Mgmt Snr Manager		WA	98524
	Program Manager 5		WA	98021

	Program Management VP		WA	98004
	Lead Principal Platform Software Engineer		WA	98101
	Lead Principal Site Reliability Engineer		WA	98006
	Director, Core Infrastructure Engineering		WA	98112
	Software Developer - Architect		WA	98166
	Senior Advanced Services Engineer		WA	98119
	Senior Director, Core Infrastructure Engineering		WA	98036
	Senior Application Software Engineer		WA	98074
	Software Developer 1		WA	98101
	Cloud Solution Engineer 5		WA	98230
	Senior Director, Application Software Engineering		WA	98038
	Principal Platform Software Engineer		WA	98118
	Software Developer 2		WA	98055
	Manager, Core Infrastructure Engineering		WA	98115
	Program Manager 5		WA	98029
	Lead Principal Platform Software Engineer		WA	98110
	Principal Core Infrastructure Engineer		WA	98006
	Software Developer 3		WA	98004

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	Software Developer 3		WA	98012
	Software Developer 3		WA	98052
	Senior Platform Software Engineer		WA	98033
	Program Manager 4		WA	98074
	Senior Application Software Engineer		WA	98075
	Software Developer 1		WA	98109
	Principal Core Infrastructure Engineer		WA	98075
	Lead Principal Site Reliability Engineer		WA	98012
	Software Development Director		WA	98012
	Principal Platform Software Engineer		WA	98052
	Senior Core Infrastructure Engineer		WA	98012
	Director, Product Management		WA	98074
	User Experience Designer 2		WA	98103
	User Experience Designer 2		WA	98122
	Program Manager 4		WA	98007
	Program Manager 5		WA	98053
	Product Management Architect		WA	98053
	Program Management Director		WA	98116
	Program Management Snr Manager		WA	98374

	Principal Technical Program Manager		WA	98021
	Technology Sales Representative III		WA	99349
	Lead Principal Outbound Product Manager		WA	98335
	Network Developer 3		WA	98034
	Senior Director, Product Management		WA	98070
	Software Developer 3		WA	98007
	Senior Manager, Core Infrastructure Engineering		WA	98058
	Software Developer 3		WA	98072
	Program Management Snr Director		WA	98056
	Software Developer 3		WA	98270
	Director, Platform Software Engineering		WA	98052
	Director, User Experience Design		WA	98065
	GVP, Platform Software Engineering		WA	98034
	Lead Principal Product Manager		WA	98029
	Applications Developer 3		WA	98103
	Lead Principal Core Infrastructure Engineer		WA	98005
	Senior Manager, Core Infrastructure Engineering		WA	98012
	Lead Principal Core Infrastructure Engineer		WA	98074

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	Lead Principal Product Manager		WA	98008
	Sales Operations Analyst 3		WA	98074
	Lead Principal Product Manager		WA	98074
	Principal Core Infrastructure Engineer		WA	98110
	Lead Principal User Experience Researcher		WA	98275
	Software Developer 3		WA	98052
	Principal Advanced Services Engineer		WA	98011
	Consulting Project Technical Manager		WA	98029
	Principal User Experience Designer		WA	98116
	Program Manager 3		WA	98052
	Software Developer 3		WA	98034
	Principal Core Infrastructure Engineer		WA	98034
	Software Developer 3		WA	98006
	Software Developer 3		WA	98109
	Software Developer 3		WA	98034
	Software Developer 3		WA	98109
	Senior Site Reliability Engineer		WA	98006
	Lead Principal Application Software Engineer		WA	98031

	Software Developer 3		WA	98052
	Program Manager 3		WA	98271
	Cloud Solution Engineer 5		WA	98422
	Director, Product Management		WA	98258
	Business Analyst 3-Ops		WA	98133
	Senior Director, Site Reliability Engineering		WA	98008
	Software Developer 3		WA	98034
	Software Developer 2		WA	98109
	Software Developer 4		WA	98019
	Lead Principal Application Software Engineer		WA	98053
	Director, Core Infrastructure Engineering		WA	98075
	Software Developer 3		WA	98012
	Software Developer 3		WA	98005
	Software Developer 4		WA	98109
	Senior Platform Software Engineer		WA	98052
	Lead Principal Product Manager		WA	98021
	Core Infrastructure Engineering Architect		WA	98027
	Senior Manager, Core Infrastructure Engineering		WA	98115
	Product Manager/Strategy 5-ProdDev		WA	98012
	Services Sales Director		WA	98660

	Lead Principal Support Engineer		WA	98029
	VP, Platform Software Engineering		WA	98006
	Director, Security Operations		WA	98045
	Senior Network Engineer		WA	98144
	Technology Sales Representative V		WA	98011
	Senior Platform Software Engineer		WA	98052
	Lead Principal Technical Program Manager		WA	98075
	Program Manager 4		WA	98034
	Principal Application Solution Developer		WA	98115
	Senior Network Developer		WA	98036
	Program Manager 5		WA	98052
	Program Manager 5		WA	98115
	Software Developer 3		WA	98029
	Director, Product Management		WA	98006
	Senior Manager, Core Infrastructure Engineering		WA	98146
	Program Manager 4-ProdDev		WA	98019
	VP, Platform Software Engineering		WA	98053
	Software Developer 2		WA	98109
	Software Developer 4		WA	98036

	Principal Core Infrastructure Engineer		WA	98033
	Principal Site Reliability Engineer		WA	98023
	Senior Manager, Applied Science		WA	98053
	Software Developer 3		WA	98121
	Principal User Experience Designer		WA	98103
	Lead Principal User Assistance Developer		WA	98023
	Senior Platform Software Engineer		WA	98052
	Network Engineering Architect		WA	98339
	Principal Core Infrastructure Engineer		WA	98125
	Software Developer 4		WA	98059
	Software Developer 3		WA	98007
	VP, Application Software Engineering		WA	98027
	Program Manager 3		WA	98027
	Principal Product Manager		WA	98177
	Software Developer 3		WA	98087
	Principal Platform Software Engineer		WA	98075
	Software Developer 3		WA	98101
	Senior Platform Software Engineer		WA	98109
	Software Developer 3		WA	98052

	Software Developer 3	WA	98007
	Program Manager 3-ProdDev	WA	98033
	Director, Core Infrastructure Engineering	WA	98027
	Lead Principal Platform Software Engineer	WA	98052
	Program Manager 4	WA	98056
	Software Developer 2	WA	98034
	Senior Platform Software Engineer	WA	98028
	Software Developer 3	WA	98004
	Software Developer 3	WA	98029
	Software Developer 4	WA	98105
	VP, Site Reliability Engineering	WA	98110
	Platform Software Engineer 2	WA	98005
	Principal Platform Software Engineer	WA	98042
	Product Manager 1	WA	98102
	Software Developer 3	WA	98112
	Principal Platform Software Engineer	WA	98033
	Application Software Engineer 2	WA	98006
	Software Developer 2	WA	98208
	Principal Core Infrastructure Engineer	WA	98074
	Software Developer 2	WA	98109
	Software Developer 3	WA	98004
	Software Developer 3	WA	98011