ORACLE®

Oracle America, Inc.   1001 Sunset Blvd.

Rocklin

California 95765

February 1, 2024

<u>Via Cerfied Mail and Electronic Delivery</u>

WARN Act Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
P.O. Box 1087
Jefferson City, MO 65102
ETT.DWD@dhewd.mo.gov

Re: <u>WARN Act Notice Notification</u>

Dear WARN Act Coordinator:

Pursuant to the federal Worker Adjustment and Retraining Notification ("WARN") Act, Oracle America, Inc. ("Oracle") hereby provides notice that it will be terminating employees at CoxHealth ("Client") located at 1115 E. Primrose Street, Springfield, Missouri ("Springfield Client Location"). Client is transitioning the health information technology operations that have been provided by Oracle back to the Client. The Springfield Client Location is not shutting down, but Oracle's ITWorks operations at the Springfield Client Location are shutting down as part of this reduction in force. It is anticipated that these layoffs will be permanent. No bumping rights exist as part of this cessation of operations.

Oracle is individually notifying all affected employees as on February 1, 2024. Affected employees will be separated from their positions as of April 1, 2024. It is our understanding that the Client has already made offers of employment to all of the affected employees.
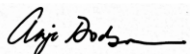
The job titles and number of affected employees at the Springfield Client Location are as follows:

Job Title	Number of Employees
Administrative Assistant A3	1
Associate Clinical Consultant	8
Associate Instructor-Training	1
Business Analyst 1-Ops	2
Business Analyst 3-Ops	5
Business Analyst 4-Ops	1
Business Support Administrator A2	1
Business Support Administrator A3	2
Buyer 1-Fin	2
Consulting Technical Manager	1
Course/Curriculum Dev 2-Training	1
Customer Service Admin Support A2	3

Database Administrator 1-IT	1
Internal Customer Tech Support 1-IT	2
Internal Customer Tech Support A3-IT	4
Internal Customer Tech Support A4-IT	3
IT Director	2
IT Manager	9
IT Snr Manager	4
IT Supervisor	1
Network/Telecom Systems Analyst 1-IT	3
Network/Telecom Systems Analyst 2-IT	3
Network/Telecom Systems Technician A1-IT	1
Network/Telecom Systems Technician A2-IT	1
Product Support Manager	1
Project Manager 1	1
Project Manager 2	1
Project Manager 3	2
Project Mgmt Manager-Ops	1
Senior Clinical Consultant	2
Snr Staff Clinical Consultant	1
Software Developer 1	3
Software Developer 2	1
Staff Clinical Consultant	1
Supply Chain Supervisor	1
Systems Analyst 1-IT	21
Systems Analyst 2-IT	9
Systems Analyst 3-IT	6
Systems Analyst 4-IT	4
Technical Analyst 1-Support	6
Technical Analyst 2-Support	1

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, Vice President, Human Resources, at (650) 506-8093.

Sincerely,

Anje Dodson
Senior Vice President, Human Resources