

ORACLE
AI World

Connected Employee Engagement

Theater: Oracle Communicate & Employee Events

Ali Moosvi

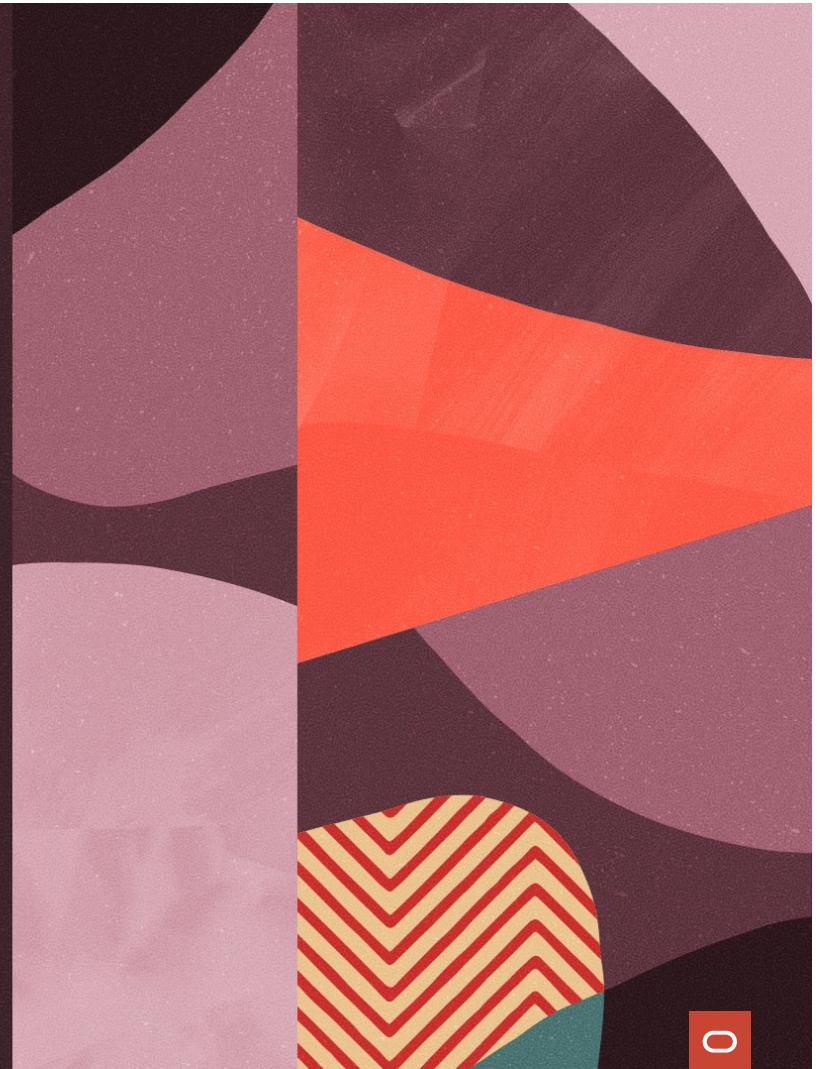
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HCM, Oracle Communicate

October 14, 2025



Safe harbor statement

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, timing, and pricing of any features or functionality described for Oracle's products may change and remains at the sole discretion of Oracle Corporation.



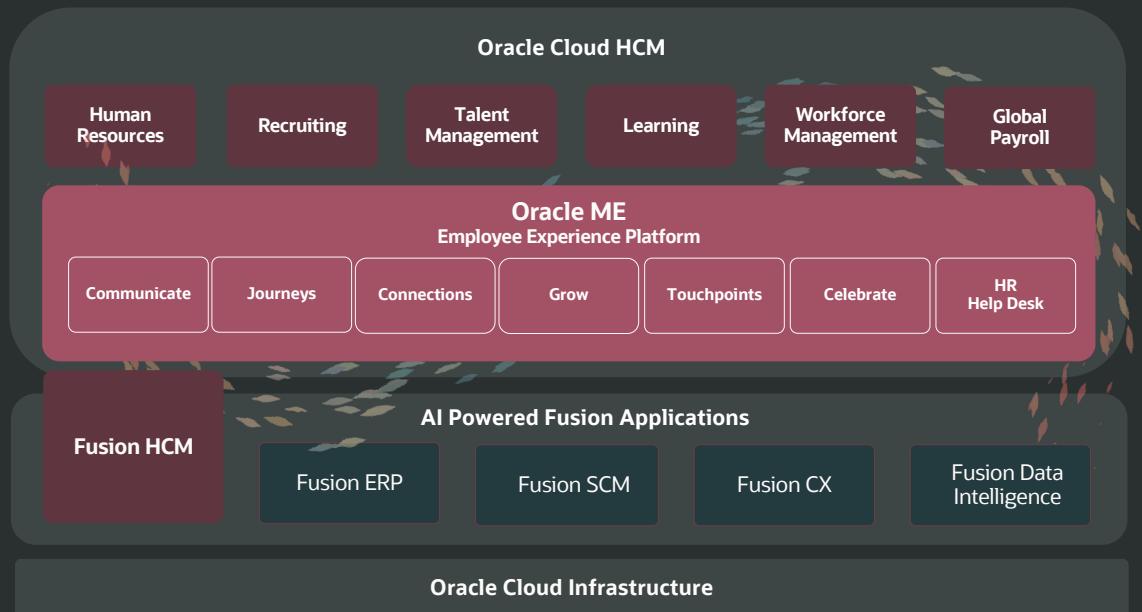
Agenda

- 1** Oracle Communicate Overview
- 2** Drive Outcomes with Communicate
- 3** Communicate at StandardAero
- 4** What's Next

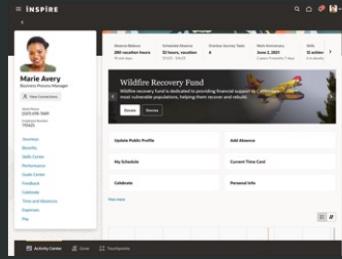


Oracle ME

The **only** complete employee experience platform that empowers talent to connect, grow, and thrive.

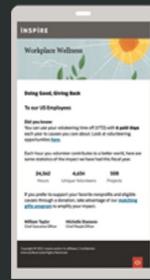


Communicate to engage workforces



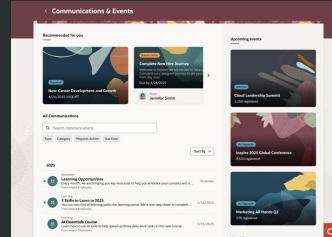
Own your audience

Use the wealth of employee and organization data to finely target and re-target campaign audiences



Expand your reach

Reach workers seamlessly across channels – SMS, email, events, and in-system posts - to drive awareness and activity



Inspire belonging

Voice of the employer connecting employees to resources, growth opportunities, and each other



Measure outcomes

Embedded analytics facilitate re-targeting, measure campaign effectiveness, and drive organizational outcomes

Driving Business Outcomes with Oracle Communicate



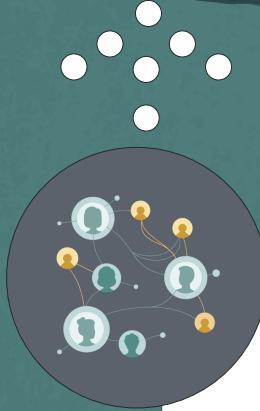
**Cultivate
Outcomes
At
Every
Level**



Inform



Activate



Transform

Drive more value out of your key processes with Oracle Communicate



Benefits

- Kick off open enrollment and drive signups
- Educate your employees on new benefits



Performance

- Kick off performance season, communicate changes
- Drive participation



Compliance

- Drive compliance education completion
- Retarget comms employees falling behind or out of compliance



Change Management

- Educate and empower users
- Communicate Policy, new procedures, Q&A
- Targeted events around changes

Communicate at StandardAero



STRATEGICALLY LOCATED GLOBAL FOOTPRINT

GLOBAL NETWORK AND SCALE POSITION STANDARAERO TO WIN ACROSS CUSTOMERS AND GEOGRAPHIES

50+

Facilities Globally

55

Global
Test Cells

6

Continents

~6MM ft²

Total Production
Area Globally

★ Headquarters: Scottsdale, AZ
● Major Operating Locations

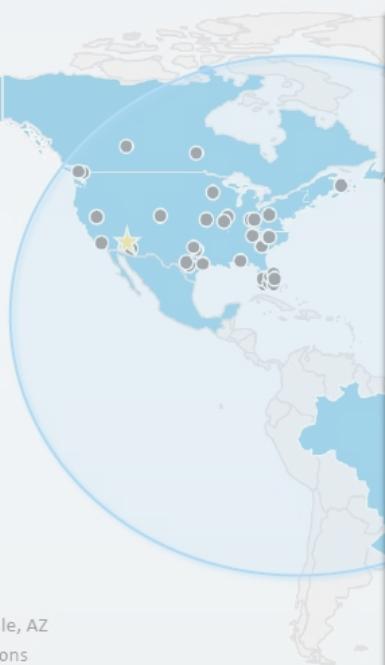
~8,000 Employees Across Global Network of 50+ Locations to Support All Geographies

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Total Production Area Globally

~8,000 Employees Across Global Network of 50+ Locations to Support All Geographies

Example 1 – Self Identification

Problem:

The Compliance Function needs to send and track email requests to self-identify disabilities

Targeted Audience:

- ✓ U.S. employee's ~ 4,500 ee's
- ✓ 2/3rd of population are shop floor

Solution: Embed a person-specific Fusion Journey

- ✓ Maps the assigned Journey audience
- ✓ Includes a Deep link to the specific Journey for the person
- ✓ Traces Journey Progress

Eligibility Criteria

View ▾ Detach

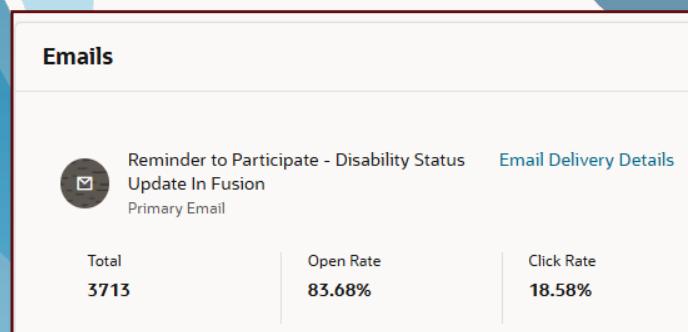
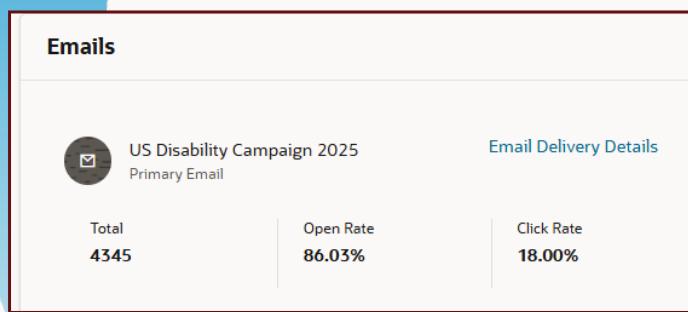
Profile Criteria

- Personal
 - Person Type
 - Employee -- Employee
- Employment
 - Assignment Status
 - Active - No Payroll
 - Active - Payroll Eligible
 - Suspended - No Payroll
 - Suspended - Payroll Eligible
- Legal Employer

Example of audience criteria

Example 1 – Self Identification cont....

Tracking and Tracing



Can follow-up based on Journey Status

US Disability Campaign 2025 Completed

US Disability Campaign 2025

Basic Info **Audience** **Emails and SMS** **Metrics**

Emails and SMS

+ Create

Follow-up Email

Name Required

Audience Segment

- Entire audience
- Primary Email**
 - Primary email opened
 - Primary email not opened
- Journey**
 - Journey complete
 - Journey overdue
 - Journey in progress

US Disability Campaign 2025
Primary Email
Audience Segment
Journey in progress

Delivery Date
4/28/25

Example 2 – Finance Function

Problem:

Finance needs to get answer on where to deliver credit card to....
tracking open, responses, follow-ups

Solution: Collection a Response Communication

- ✓ Create a point-in-time audience
- ✓ Trace the emails and the feedback
- ✓ Includes a Deep link to Fusion to update the address

Example 2 – Finance Function cont

Setting Question and Responses

New Campaign

Purpose

What's this campaign for?

Campaign Purpose: Collect Responses

Duration: One-time

What do you want to ask?

Question: Where would you like your credit card to be sent

Show Individual Responses: Yes

+ Add Response

Response Choices

Response: Home

Response Destination Page: Default

Response: Office at Work

Response Destination Page: Default

Last updated 15 seconds ago

Cancel Save and Close Continue Submit

Email with two responses

Dear Corporate Cardholder,

We are in the process of replacing the existing **Corporate Card Program** with a New **Program**. New cards under the new **program** will be mailed to your home address listed in Fusion.

Could you please provide your response on how would you prefer the card to be sent to you?

1- Office at Work

2- Home

If you select Home, and to ensure the new card reaches you, we ask that you please take a few minutes to verify your home mailing address information in Fusion is correct and accurate, on the [link](#)

For Instructions on how to edit your address if needed, please click on the [link](#)

Expenses will be fed into and you will complete your expense report as you do today. We will be providing additional communications regarding the transition to the new card program over the next couple of weeks. Please feel free to reach out directly with any questions or concerns you may have to the email:

@standardaero.com

Kind Regards,

Example 2 – Finance Function - Continued

Getting Responses in Communicate – Also available in OTBI

The screenshot shows a user interface titled 'View Responses' for a dataset named 'Test_Responses_Oct1_2025v1'. The interface includes a search bar and filters for 'Business Unit', 'Work Location', 'Response Choice', and 'Filters'. The main area displays 6 results with columns for Employee Name, Work Location, Business Unit, and Response Choice. The 'Response Choice' column is highlighted with a blue border.

Employee Name	Work Location	Business Unit	Response Choice
John	US-AZ-Scottsdale	HRD HR/Training-OTHER	Office at Work
Walter	US-AZ-Scottsdale	ADM Finance-OTHER	Home
Robert	CA-MB-Winnipeg	HRD HR/Training-OTHER	Office at Work
Ricardo	CA-MB-Winnipeg	HRD HR/Training-OTHER	Home
Mark	CA-MB-Winnipeg	HRD HR/Training-OTHER	Home
Morgan	US-AZ-Scottsdale	HRD HR/Training-OTHER	Home

Example 2 – Finance Function - Continued

Tracking and Tracing

The screenshot shows the 'Responses' section of a campaign named 'Test_Responses_Oct1_2025v1'. It displays two categories: 'Where would you like your credit card to be sent' and 'Emails'.

Responses:

- Where would you like your credit card to be sent
 - Home: 4
 - Office at Work: 2

Emails:

- Test_Response_Oct12025 (Primary Email)
 - Total: 6
 - Open Rate: 100.00%
 - Click Rate: 100.00%

Can follow-up based on Responses

The screenshot shows the 'Emails and SMS' section of the same campaign. A modal window is open for creating a 'Follow-up Email'.

Follow-up Email:

- Name: [Empty field]
- Audience Segment: Entire audience
- Primary Email: Test_Response_Oct12025 (Primary email opened)
- Delivery Date: 10/1/25
- Responses:
 - Office at Work
 - Home
 - No Response from Recipient

Buttons in the modal: Cancel, Save, Sent.

What's next?



Oracle Employee Events

Empower **HR, managers and employees** to create events and communications that help drive engagement and business outcomes.

Drive **attendance to events** as part of **multichannel awareness campaigns** that engage and enrich your workforce.

Empower grassroots participation by **enabling employees and managers to create events**.

View **all communications and employee events in a central hub** within a single tool to improve event participation and the employee experience.



Create event landing pages



Target and invite audiences



Track registrations
Measure success

The screenshot shows a mobile device displaying the Oracle Inspire platform. The top navigation bar has a menu icon and the word "INSPIRE". Below it, there's a header with a back arrow, the event title "New at Inspire: Career Development, Grow, and AI", the date "8/25/2025 at 10:00 AM PT", and a "Register" button. To the right is a decorative graphic of a hand holding a stylized flower. The main content area is titled "Event Details" and lists the following information:

Start Date	Start Time	Availability
8/25/2025	10:00 AM PT	3,244 of 4,000 seats available
End Date	End Time	Format
8/25/2025	12:00 PM PT	Virtual
Location	Register to view meeting details	

Below this is a "About" section with a note: "You may have noticed some changes with your information and self-service pages in Inspire. This new experience sets the stage for the fall, where we'll introduce tools that make it easier to track your performance process. The Inspire team is excited to share the latest tools and technology that make it easier to set goals and capture feedback and achievements to have more productive career conversations with your managers and reviewers. Going beyond performance season, we'll also share what's next after completing the performance process, including new AI coaching that's part of the new Grow home page to help advise you on development opportunities to grow your skills and your future career, right here at Inspire."

Agenda

- What's new for employees



Roadmap



Campaign Enhancements

- HTML Template Import
- Tune Campaign Audience
- Excel Based Campaign Audience



Additional Channels

- Microsoft Teams
- Slack



Groups

- Create & Manage Groups
- Discover Groups



AI & Agents

- Events Recommendations
- Communication Creation Assistant

Take Action



Connecting the Workforce Session

Session Time: Wednesday October 15 at 2:15 PM

Presenters: Samir Khosla (Oracle), Mark Burgess (StandardAero)



Unlocking AI Success: Inspire the Future with Communicate

Customer Connect Session: November 17, 2025

**Your feedback is
important.**

**Scan this QR Code or use
the Mobile App to share
your thoughts on this
session.**



ORACLE

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