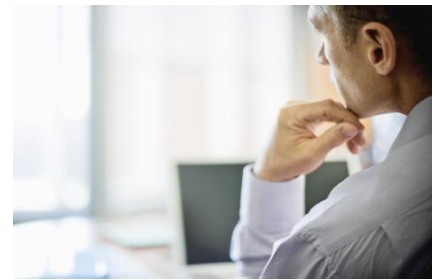


Important Information and Disclosure Notices

NOTICES	STATE-CITY
<ul style="list-style-type: none"> » COBRA » Medicare Part D Notice » HIPAA Privacy Notice » Marketplace Notice » Children's Health Insurance Program (CHIP) » Federal Contractor Sick Leave Poster » Family Medical Leave Act Poster » USERRA Poster 	All Cities and States
<ul style="list-style-type: none"> » Arizona Paid Sick Leave Notice & Poster 	Arizona
<ul style="list-style-type: none"> » CA Voting Time Off Poster » CA Healthy Workplace/Family Paid Sick Leave Poster » CA COVID-19 Supplemental Paid Sick Leave Poster » CA Employee Designation Person Form » Voluntary Disability (VDI) & Paid Family Leave Plan » Rights & Obligations as a Pregnant Employee (Notice A) » Family Care & Medical Leave and Pregnancy Disability (Notice B) » CA Sick Leave » State Disability Insurance (SDI) » Disability Insurance Provisions » Bay Area Commuter Program (CA Bay Area Counties) » Berkeley Paid Sick Leave Poster » Emeryville Paid Sick Leave » Emeryville Paid Sick Leave Poster » Los Angeles Paid Sick Leave Poster » Los Angeles COVID-19 Paid Sick Leave Poster » Oakland Paid Sick Leave » Oakland COVID-19 Paid Sick Leave » San Diego Paid Sick Leave Poster » San Diego Paid Sick Leave Notice » San Diego Employer to Employee Notice (English) » San Francisco Health Care Ordinance Poster » San Francisco Fair Chance Ordinance 	California



IMPORTANT

Be sure to review the important documents. These documents were mailed to your home address and can also be accessed online.

- » [COBRA](#)
- » [HIPAA Privacy](#)
- » [Prescription Coverage & Medicare](#)

In addition, certain city and state laws apply to certain residential and/or work areas of the country. It is important for you to identify if any apply to you – and read the required notices carefully (if applicable). If you need a printed copy of these documents please contact benefits_us@oracle.com

Other Posters

To see other Federal and State posters, visit the [Human Resources Poster site](#) for more information.

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<ul style="list-style-type: none"> » San Francisco Paid Sick Leave Poster » San Francisco Paid Parental Leave Poster » San Francisco Public Health Emergency Leave » Lactation Accommodation Policy for Employees Working in San Francisco » Santa Monica Paid Sick Leave Poster (English) » Santa Monica Paid Sick Leave Poster (Spanish) » West Hollywood Paid Leave Poster (English) » West Hollywood Paid Leave Poster (Spanish) 	
<ul style="list-style-type: none"> » CO Workplace Public Health Rights Poster » CO Family and Medical Leave Insurance Program Notice 	Colorado
<ul style="list-style-type: none"> » Connecticut Paid Sick Leave Poster (English) » Connecticut Paid Sick Leave Poster (Spanish) 	Connecticut
<ul style="list-style-type: none"> » DC Paid Family Leave » DC Paid Family Leave – Notice To Employees » DC Family Leave Poster » DC Paid Sick Leave Poster 	District of Columbia
<ul style="list-style-type: none"> » Hawaii Family Leave Poster » Hawaii Temporary Disability Insurance Poster 	Hawaii
<ul style="list-style-type: none"> » Illinois Essential Health Benefit Listing » Illinois Pregnancy Rights Poster » Illinois Paid Leave for All Workers Act Notice » Chicago Labor Laws (Minimum Wage, Paid Leave and Paid Sick Leave, and Wage Theft) - English » Chicago Labor Laws (Minimum Wage, Paid Leave and Paid Sick Leave, and Wage Theft) - Korean » Chicago Labor Laws (Minimum Wage, Paid Leave and Paid Sick Leave, and Wage Theft) - Mandarin » Chicago Labor Laws (Minimum Wage, Paid Leave and Paid Sick Leave, and Wage Theft) - Polish » Chicago Labor Laws (Minimum Wage, Paid Leave and Paid Sick Leave, and Wage Theft) - Spanish 	Illinois

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<ul style="list-style-type: none"> » Chicago Labor Laws (Minimum Wage, Paid Leave and Paid Sick Leave, and Wage Theft) - Tagalog » Cook County Paid Leave Ordinance 	
<ul style="list-style-type: none"> » Louisiana Military Leave Poster 	Louisiana
<ul style="list-style-type: none"> » Maine Paid Leave Poster 	Maine
<ul style="list-style-type: none"> » Maryland Paid Sick Leave-Notice To Employees » Pregnancy Accommodation Law » Montgomery County Sick & Safe Leave Law 	Maryland
<ul style="list-style-type: none"> » MA Sick Leave Ordinance » MA Paid Family Leave and Medical Leave » MA COVID-19 Paid Sick Leave » MA Parental Leave Act Poster (Oracle) » Massachusetts Parental Leave language » Massachusetts Paid Family Leave Poster » MA 2023 Notice for Employers with 25 or More Covered Individuals 	Massachusetts
<ul style="list-style-type: none"> » Michigan Paid Sick Leave Poster 	Michigan
<ul style="list-style-type: none"> » Minnesota Parental Leave Poster » Duluth Paid Sick Leave Poster » Oracle – Minneapolis Paid Sick Leave Notice » MN Employee Designation Person Form » Earned Sick And Safe Leave (Bloomingtondale) » St. Paul Paid Sick Leave Poster 	Minnesota
<ul style="list-style-type: none"> » Nevada Paid Sick Leave Poster (English) » Nevada Paid Sick Leave Poster (Spanish) 	Nevada
<ul style="list-style-type: none"> » New Hampshire Discrimination Poster 	New Hampshire
<ul style="list-style-type: none"> » New Jersey Family Leave Poster » New Jersey Temporary Disability Poster » Pregnancy Accommodation Law » Family Leave Insurance » New Jersey Sick Leave Poster 	New Jersey

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<ul style="list-style-type: none"> » Bernalillo Paid Leave Poster (English) » Bernalillo Paid Leave Poster (Spanish) 	New Mexico
<ul style="list-style-type: none"> » NY Voting Poster » NY Prenatal Leave » NY Paid Family Leave Notice (Oracle) » 2025 Oracle America Notice of Compliance – NYDBL » 2025 Oracle America Notice of Compliance – NYPFL » 2025 Oracle Research LP Notice of Compliance – NYDBL » 2025 Oracle Research LP Notice of Compliance – NYPFL » 2025 Oracle Systems US LP Notice of Compliance – NYDBL » 2025 Oracle Systems US LP Notice of Compliance -- NYPFL » Pregnancy Accommodation Law (New York City) » Sick Leave Ordinance (New York City) » NYC Paid Sick Leave Mandatory Notice » Lactation Accommodation Policy for Employees working in New York City » Know Your Right at Work (New York City) 	New York
<ul style="list-style-type: none"> » Oregon Paid Sick Leave Poster » Oregon Family Leave Poster » Oregon Paid Family Leave Poster 	Oregon
<ul style="list-style-type: none"> » Philadelphia COVID-19 Pandemic Paid Sick Leave Notice » Philadelphia COVID-19 Pandemic Paid Sick Leave Guide » Philadelphia Pregnancy Accommodation Law » Philadelphia Paid & Unpaid Leave » Allegheny County Paid Sick Leave Notice » Pittsburgh Paid Sick Leave Poster (English) » Pittsburgh Paid Sick Leave Poster (Spanish) 	Pennsylvania
<ul style="list-style-type: none"> » Rhode Island Parental & Family Leave and Paid Sick Leave » Rhode Island Temporary Disability Poster 	Rhode Island
<ul style="list-style-type: none"> » Vermont Sick Leave Poster » Vermont Parental Leave & Family Leave Poster 	Vermont
<ul style="list-style-type: none"> » VA Human Rights Act Reasonable Accommodations for Pregnancy » Pregnancy and Lactation accommodation policy for employees working in Virginia 	Virginia

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» Washington Paid Sick Leave Poster » Washington Family Leave Poster » Seattle Paid Sick Leave Poster » Tacoma Paid Sick Leave Ordinance	Washington
» Wisconsin Family Leave Poster	Wisconsin

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