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Statement of

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Before the

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Mr. Chairman, Vice Chairman Bilirakis, Ranking Member Evans, and members of the Committee, my name is Keith Kellogg, Senior Vice President for Homeland Security Solutions at Oracle Corporation. Thank you for the opportunity to testify here before you this morning.

Oracle is the largest enterprise software company in the world, providing information management solutions to organizations ranging from the Fortune 1000 to the federal government. In fact, we at Oracle are proud of the partnerships we have with the Department of Defense and the Department of Veterans Affairs on a wide range of mission-critical information management initiatives. We at Oracle also take great pride in the many men and women at Oracle who serve in the Guard or Reserves. Since September 11<sup>th</sup>, 24 Oracle employees have been called to active duty.

After 32 years in the United States Army, it seems fitting and ironic that my first formal testimony before Congress as a private citizen is before the House Veterans Affairs Committee. It is even more appropriate that I am here to talk about the employment of veterans in the private sector because that has been a central topic in my own household this past year. While I am certainly enjoying this new chapter as veteran and private citizen, the transition has had its share of dramatic diversions. I joined Oracle last summer, but within four months after my arrival, I was asked by the President of the United States to return to public service-- this time as Chief Operating Officer of the initial Coalition Provisional Authority in Iraq, where I served for four months before returning to Oracle.

Everyday seems to begin with yet another challenge for our US military forces. That is certainly true for the more than 120,000 young men and women who are serving our country in Iraq, but it is also true for the tens of thousands of brave and dedicated Americans who wear a military uniform in places like Bosnia, Afghanistan, and most recently Haiti. They are new heroes for a new century, and it was a great honor to work with all of them in Iraq. I was particularly impressed with the can-do spirit, teamwork, initiative and leadership demonstrated at every level of our military. And let us not forget the single most important characteristic shared by each and every member of our military: They volunteered. This level of commitment, this unsurpassed dedication shown by all branches of the military is something all Americans can be proud of.

As difficult as serving in the military can be, the transition from military to civilian life can prove to be far more daunting, especially for veterans injured in the line of duty. Sometimes the benefits of medical and psychological help are slow to take hold. This was very true for our Vietnam veterans, and will certainly be true for veterans of the Persian Gulf war, Iraq, Afghanistan or Bosnia. This will most certainly mean new demands on the Department of Veterans Affairs, and specifically, on the numerous programs it has available to assist veterans as civilians, including health benefits, vocational rehabilitation and employment services.

Oracle's long-standing partnership with the VA has not been limited to technology alone. In the 1990s, Oracle's corporate headquarters in Redwood Shores, California, partnered

with the local VA office and a nonprofit organization called the Next Step Center, which provided veterans with a place to live, and health and vocational services to turn their lives around for the better. The Next Step Center reached out to Oracle and other companies in the area to see if there were opportunities for veterans to get a new lease on life in the workforce. The folks in the manufacturing and distribution division at Oracle, which was chiefly responsible for packaging and shipping software to our customers, worked with the Next Step Center to provide many veterans with jobs in packaging and shipping. Although Oracle software is now shipped mainly through electronic means, several veterans who participated in the program are still working for Oracle today.

Mr. Chairman, if I could give one piece of advice for many of our younger members of the armed forces – those who may have volunteered for service right after high school or junior college – I would urge that they transition from the military to civilian life through a college or university, especially those institutions that provide the education and skills sets needed to be an innovator in the information technology industry. We at Oracle have a number of partnerships with institutions of higher learning through the Oracle Academic Initiative. This initiative partners with educators to deliver state-of-the-art Oracle software and curriculum resources to the college and university classroom. Our mission is to enable every student of higher education across the globe to acquire industry-relevant skills and an introduction to the Oracle certification pathway as part of a broader program of study.

Oracle also is in the third year of a scholarship partnership with the United Negro College Fund. Juniors and seniors who are enrolled in UNCF Schools and any other Historically Black Colleges and Universities are eligible to participate in an 8-week paid summer internship at an Oracle location in Redwood Shores, California or Reston, Virginia. Students are assigned summer projects in the areas of software engineering, marketing, business administration, finance, accounting and human resources. Upon successful completion of the internship, students are eligible to receive a \$10,000 scholarship to cover tuition and other school expenses.

When it comes to technical training, there is no substitute for a college education; however, there is no better training ground for leaders than the US Armed Forces. It is very clear that Oracle's CEO, Larry Ellison, sees former military officers as central to the company's current and future success. Former officers serve many leadership positions at Oracle, including:

- Our Chief Security Officer, Mary Ann Davidson, who served as a Commander in the US Navy.
- Our President, Charles Phillips, who is a graduate of the Air Force Academy.
- Kevin Fitzgerald, my boss, who runs Oracle Government, Education and Healthcare, and is a former pilot in the United States Air Force.
- Jack Pellicci, currently in charge of Government, Education and Healthcare business development and also a longtime contributor to Oracle's global government and spatial technology efforts, is a retired general in the US Army.

Mr. Chairman, those are just some of the more than 300 military veterans who work at Oracle Corporation. And it's fair to say there are hundreds and hundreds of Oracle employees, starting with our Chairman of the Board, who are the children of military veterans.

The value of former military personnel and leaders to Oracle is obvious and cuts across a number of levels. First, the Defense Department is one of Oracle's most valued customers and partners – a Department that has a complex and diverse set of mission requirements among all four service branches, the Reserves, and the Guard. These missions present their own information management challenges and opportunities – challenges in logistics, supply chain, personnel, and financial management. Who better to help Oracle better understand the complexities of these mission requirements, and who better to help Oracle apply and leverage technology to make these missions more effective and efficient than military veterans. Oracle's domain expertise is one reason why it has been a trusted technology adviser and provider to government agencies since its inception more than a quarter century ago.

The value of veterans extends beyond the direct partnership with DOD. In today's military, men and women are exposed to large-scale operations, and this background, coupled with the appropriate training in our academies, colleges and universities, makes them particularly useful as we move toward a more integrated, larger-scale information infrastructure that cuts across all levels of government.

Oracle also has benefited from its long-standing relationship with and sponsorship of the Armed Forces Communications and Electronics Association. AFCEA was created not long after the Second World War and has been a critical bridge between government requirements in communications and technology and industry capabilities. Of more importance and interest to this Committee given today's hearing, AFCEA maintains a tax-exempt educational foundation that provides annual scholarships, fellowships and awards to students who are studying the "hard" sciences in our five service academies, ROTC programs, graduate schools and other educational institutions. The foundation also operates a professional development center to help active military get the additional skills they need to further their military careers or to transition to the private sector. In fact, AFCEA continues to play an important role in identifying top talent within our military, as several of our veterans here at Oracle can attest.

Mr. Chairman, there is no question that we at Oracle look forward to working with you and the Department of Veterans Affairs to ensure that today's military leaders – young and old – can make a smooth transition to become tomorrow's citizen leaders, whether it be in business, education or innovation. Thank you again for the invitation to appear before you today.