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7 Steps to Recession-Proof Your Business

Positioning for upside during a slow down

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Positioning for upside during a slow down

As the prices of consumer commodities edge ever higher, it's become clear that this bout of inflation isn't transitory causing a level of concern for business leaders on the outlook of the economy this year. According to the economic experts at the World Economic Forum project, the global economy is projected to be smaller by 2.3% in 2024 than it would have been without the pandemic, which is just one of

the many statistics fueling business leaders' concern about the rising risk of recession.

This business guide offers seven steps CFOs and their companies can take now. Even if a recession never materialises, many of these measures can make your business more resilient and ready for nearly any circumstance.



7 Steps to Recession-Proof Your Business

Start now with these seven steps, and set your company up to weather whatever may come next.

1. Assess Your Cash Flow and Implement Rolling Forecasts.

COVID-19 drove many finance teams to fine-tune their cash management processes, but a recession presents a different set of challenges, from depleted available capital to delayed payments to decreases in order size and frequency. Preparing for a downturn starts with a cash flow analysis to assess your working capital and continues with establishing rolling forecasts that will help you dynamically adapt to market and economic changes.

In addition to the standard cash flow statement, it's useful in a recession to keep a particularly close eye on free cash flow, which excludes non-cash expenses and interest payments and adds in changes in working capital. That gives you a clearer view of operating cash flows.

Once you have a handle on cash, implement a [rolling forecast methodology](#) that allows you to continuously update your assumptions.

Rolling forecasts rely on an “add/drop” approach that creates new periods on a rolling or continuous basis over a set duration. For example, if a company's rolling forecast period stretches 12 months into the future, as each month ends, the numbers recorded that month are used to recalculate each month's spending and revenue expectations and to add another month to the forecast — January 2022 ends and January 2023 is “added on.” Thus, the forecast horizon continues to roll forward, based on the most current income data available.

The defined period should vary based on conditions. Common options include forecasting for the next 12, 18 or 24 months. In a recession, shorter is better to reliably project outcomes — your focus is on getting accurate cash flow projections for the next quarter or two.

Companies also need to:

- Take immediate steps to maximise cash on hand. If you're a smaller company, identify ways to reduce your burn rate that you can implement as needed;

more on that in a moment. Your goal is to have enough capital reserves to make up the difference between various levels of reduced earnings and the income needed to maintain operations for that length of time, as we'll discuss.

- Know their liquidity options. Businesses that line up capital sources before they need to access funding are better positioned to get favourable terms. Sources may include revolving loans and other credit lines, owner infusions, alternative financing, private equity and government resources.
- Bake customer and supplier health into the cash calculation. In a recession, understanding the financial prospects of customers and suppliers is more important than ever. Begin quarterly business analyses of all, or at least your largest, customers. Identify where you may need to enforce contracts to control your exposure and which clients might be slow or unable to pay. Consider adjusting terms or throttling lines of credit where appropriate. Some companies use downturns as an impetus to “fire” unprofitable or risky customers.

Work to negotiate payment plans with suppliers while offering incentives to customers for early payments or bulk orders. This not only improves cash flow but may create goodwill that lingers when the recession abates. More on customer and supplier health in a bit.

- Be realistic about venture funding and valuations during a recession. For VC-backed companies, the game has changed. Valuations are often based on comparable publicly traded companies. In the tech industry, valuations nearing or exceeding 100 times earnings were common in 2020 and 2021 because technology was a solution for pandemic woes. Those same companies' valuations are far lower today, often near or below the 18 times earnings average of an S&P 500 company. That means that your startup's current valuation took a similar hit. Investors now need companies to either be profitable or show a short path to profit. Prerevenue companies in particular need to extend their cash runways through cuts because VC funding will cost a much bigger piece of the company — if you can even get it.

Still, startups with revenue, and especially those with some profits, shouldn't panic. Remember that some of today's most successful companies rose during tough times. Stay in touch with your funders, and model tiered revenue scenarios with associated operating expense and headcount plans. It's going to be difficult to raise new capital, so prepare a lower cost structure to position your business to navigate a dry period and default alive — that is, become profitable before you run out of your current funding.

- Calculate, and aim to improve, your burn multiple. For businesses that depend on annual recurring revenue, it's useful to analyse your burn multiple, which correlates a company's burn rate to its ability to add new ARR. The lower your burn multiple, the more efficient your company. Here's the simple formula popularised by venture capitalist David Sacks:

$$\text{Burn Multiple} = \frac{\text{Net burn}}{\text{Net new ARR}}$$

We offer a [handy, free spreadsheet](#) that will enable you to calculate various burn multiples based on your business reality. Companies with a burn multiple over 2.0 should expect very tough scrutiny from VCs.

Ideally, your company has 12 to 18 months of cash and debt capacity to cover the gap between income and expenses. As you explore these scenarios, how many months of runway you have will dictate your margin for error and commensurate advisable expense and headcount reductions. Remember, in downturns, revenue and therefore cash levels always fall faster than expenses.

For larger firms, financial planning and analysis (FP&A) teams should continue the forecasting practices they established during the depths of the pandemic, adding analysis of how recessionary risks could affect the broader business.



2. Develop Tiered Forecasts With Proactive Yet Surgical Cuts.

Leaders who weathered the Great Recession of 2008 may recall a profound level of uncertainty: How deep will it go, and how long will it last?

While CFOs can't answer these questions definitively, they can make spending plans aligned with likely economic conditions and their own cash flow realities. And in fact, many are already doing so: In our NetSuite Spring 2022 Outlook Survey, the No. 1 priority for finance execs over the next 18 months is managing costs.

One approach is as simple as compiling tiered forecasts representing cuts to respond to revenue reductions of 10%, 20% and 30%. Keep all line items on the table, and include enough specificity that you know you'll achieve expected savings.

Reductions are Response 101 when facing a recession, and now you have percentages to aim for. But go too far, and you'll leave the company at a disadvantage. Aim for cuts that you can dial back as conditions improve. Layoffs, for instance, are not easily reversed, particularly given persistently low unemployment.

For some historical perspective, leaders who weathered the 2008 recession may recall a report called "Roaring Out of Recession" that Harvard Business Review released in 2010. It looked at data from 4,700 public companies during the three years before the recession, the three years after and the recession years themselves.

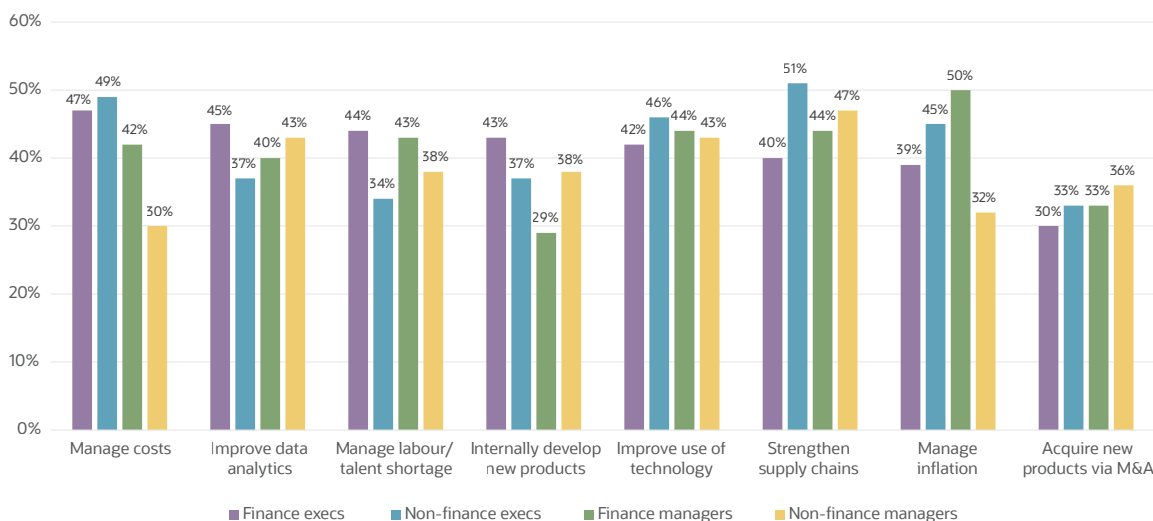
HBR researchers found that 17% of those companies went bankrupt, were acquired or became private. The majority had not yet regained their prerecession growth rates three years after the official end of the downturn. Only about 9% prospered after the slowdown, defined as outperforming both their own previous performance and that of their rivals by at least 10% in terms of sales and profit growth.

What did those leaders do right?

Turns out, massive cost reductions don't predict success. In fact, companies that made deep cuts had the lowest probability, 21%, of pulling ahead of the competition when times got better.

Increases aren't the answer either; businesses that invested more than their rivals during the recession had only a slightly better, 26%, chance of becoming leaders after a downturn.

Besides Improved Revenue and Profit, Choose Top Priorities Over the Next 18 Months



Data: NetSuite Spring 2022 Survey (500 respondents)



The key is determining which cuts to make, when. In their book “Cut Costs, Grow Stronger,” Shumeet Banerji, Paul Leinwand and Cesare Mainardi address the idea of reducing costs without negatively impacting performance through a concept called “capabilities-driven cost reduction.” In this framework, companies first identify their key capabilities, defined by the authors as “the interconnected people, knowledge, systems, tools and processes that establish a company’s right to win in a given industry or business.”

Your business’s capabilities are strengths, usually around two to five, that provide a clear advantage in reaching and serving the customers you care about most.

Then, rate activities to ensure spending nurtures these capabilities. This rating process is typically based on three questions:

1. What do I need to keep the lights on? For example, sales and general and administrative expenses.
2. Where am I spending that will make a difference over time in terms of winning in the market?
3. How do I keep the rest as lean as possible?

Once you’ve identified what matters, consider using a modified version of zero-based budgeting, where expenses are justified one by one and budget owners must show how spending is aligned with identified key capabilities.

Zero-based budgeting had a mini popularity boom during the pandemic, as CFOs looked for strategic, targeted savings opportunities. It can be time- and labour-intensive, but it’s often worth the effort for companies with many fixed costs, duplicative spending across the organisation or budget silos that limit visibility.

T&E spending is generally the first area to see deep cuts. Outsourcing certain high-cost functions may also be an option, as is slowing or stopping speculative projects until the economy picks back up. One quick way to get staff to rethink their habits: Require executive approval for most discretionary spending. There’s nothing like justifying expenses to the CEO to make requesters assess the criticality of any outlay. New controls, policies, approval workflows, more visibility through better software — all can help keep a lid on spending.

Employee layoffs, real estate consolidation and other asset sales, along with eliminating product or service offerings, are more drastic efforts that will have a greater long-term impact.

For companies not highly susceptible to recession losses, here are examples of tiered scenarios with associated responses:

Scenario 1: A short recession and quick bounce-back.

In this scenario, resembling the V-shaped recovery we saw in some industries mid-pandemic, the recession lasts about three months. If your company has less than six months of cash and debt capacity, operating expenses should be reduced on the order of 5%, with a particular focus on reining in variable, nonessential costs such as travel.

Extend payment terms with vendors to the extent possible. Delay hires not absolutely critical to the functioning of the business. Headcount reductions are likely not necessary now, though salary reductions may be instituted for a temporary, preset period to extend your runway. Make the cuts needed to extend your cash runway beyond six months, minimum.

Scenario 2: A four-to-six-month recession and gradual recovery.

In this scenario, resembling a swoosh-shaped recovery, the recession lasts four to six months but the economy takes longer to bounce back. If your total projected revenue, cash and debt capacity does not exceed nine months, then beyond the moves recommended in Scenario 1, map out headcount reductions and steeper cuts in operating expenses, in the 10% to 15% range. Make the moves needed to take your cash burn to nine months.

Scenario 3: Lowered revenue extends past six months, and recovery is sluggish.

In this scenario, business drops then flatlines for six months or more. Operating expenses must be reduced beyond the relatively modest cuts in the two scenarios above, on the magnitude of 20% to 25%. Make further headcount and other reductions to preserve a cash runway of at least nine months, ideally 12.

8 Dos and Don'ts of Cost Cutting

Do

Don't

Address operational inefficiencies by identifying redundant positions or processes that can be eliminated or restructured.

Cut strong talent. Smart, committed employees are hard to find and even harder to retain.

Consider cutting initiatives that are not core functions of your business and products or services that are underperforming. Profitability comes to the front of the queue, even for growth-oriented firms.

Cut marketing too deeply. Consider social and other inexpensive brand-awareness drivers popular with startups. Customers and potential customers shouldn't be allowed to forget about you.

Consider taking payments off autopilot to better control timing, and thus cash flow and discounts. Cancel underutilised subscriptions.

Cut technology that helps your team work efficiently. Automation is a lifesaver when headcount reductions are needed.

Be transparent with employees if pay or benefits need to be frozen or temporarily cut. Consider scaling back salaries or hours worked while keeping benefits intact.

Cut areas generating positive cash flow. And be judicious with cuts to sales, SEO or digital ad spend.

3. Launch a Customer Segment Analysis Exercise.

Consider how customer demand and supply availability will change as the economy slows. Are certain products extravagances versus necessities? Modeling likely buyer behaviour will provide insights into how you might adjust production.

As you do these analyses, be mindful that some segments may suffer more than others. While no company is completely immune to a downturn, many industries and business models are recession-resistant, meaning they fare well even when other companies are slashing costs and struggling to survive.

On an individual level, customer analysis is critical. Look at how client businesses weathered the pandemic, how many are at risk and at what level and what percentage of your revenue comes from those that might not survive an extended downturn.

Your ERP can generate data to gauge the financial health of customers. Consider running per-client business reviews of metrics including current accounts receivable, return on sales (ROS)/operating margin and sales growth rates to spot changes in buying patterns that could indicate a decrease — or an increase — in demand for the customer's products or services.

Also mine this data to see which clients might benefit from proactive outreach, whether to head off slow payments or upsell those that could benefit from more of your product or service.

Can you adjust the rates on some service offerings to keep cost-conscious buyers from canceling? Examples of enticements include product bundling and unbundling, installment plans and the ability to add or remove features. In recessionary times, value sells. How can you give the customer more while still meeting margin goals?

Learn More

[Cash Flow Analysis: Basics, Benefits and How to Do It.](#) Cash on hand determines a company's runway — the more cash on hand and the lower the cash burn rate, the more room a business has to maneuver.

[Zero-Based Budgeting Revisited: A Practical Guide.](#) ZBB is a budgeting process that starts with a completely blank slate. Fans say it's helpful. Critics say it's unrealistic. We identify common pitfalls and detail how to avoid them.

[9 Ways CFOs Can Maximize Liquidity Now.](#) By understanding your current liquidity profile and forecasting future needs, you can preserve cash in the short term while positioning your company for growth.

[Financial Planning & Analysis \(FP&A\): Practices, Roles, Responsibilities, and Functions.](#) The FP&A function is becoming increasingly forward-looking, using best practices to focus not only on what's happening but on why and what is likely to happen in the future.

4. Reevaluate Your Supply Chain — Again.

When recessions hit, customers may stop buying, while suppliers cancel orders and delay deliveries. You're left with idle production lines and some orders you can't fulfil even as other inventory piles up. Understanding upstream and downstream supply chain risks is more critical than ever.

Here are four steps to assess supplier risk.

1. Run a supply chain mapping exercise. Build a map or flowchart of all suppliers, no matter how small. Keep the map updated as you add new partners and stop working with others. Use it to flag duplicate and single-source suppliers. Then, go a step deeper and evaluate suppliers to your most important suppliers. If you purchase components that include semiconductors, where is the supplier getting its chips?

In some ERP systems, all information related to each supplier is located within a central vendor management record, so decision-makers can easily keep track of relationships and inform supply chain mapping efforts. Look for a vendor scorecard function to track supplier performance — and keep in mind that it won't deliver insights without at least a couple of years' worth of data.

2. Apply a weighted ranking. Devise a list of risk factors, like disruptions, financial dependence, credit history or susceptibility to recessionary pressure. Give each of those factors a weighted importance and each supplier a score of 1-5 for each, with 5 representing the highest risk. Then, calculate the weighted average of those numbers to come up with a score that represents a supplier's total risk. Consider the criticality of high-risk suppliers to your business.

3. Identify areas for diversification. Once you understand the risk attached to each supply chain partner, rate the areas where you need to add diversity by, for example, finding redundant sources for key parts and materials. One silver lining of a recession: You may find suppliers that were once overbooked will welcome your business.
4. Take deeper advantage of your vendor management software. If your ERP offers a central record of all information related to each vendor, mine it to see if favoured suppliers could provide components or materials that you currently purchase from a one-off supplier, thereby providing an opportunity to drive down costs and complexity.

One side benefit of this customer and supplier analysis? An improved ability to renegotiate contracts.

Meanwhile, a global economic downturn won't necessarily ease supply chain issues.

Most companies strengthened their supply chains over the past few years, but a recession introduces new variables, like customers opting for the lowest cost over speed of delivery or higher quality. In response, CFOs may want to advocate for a shift in focus, favouring value pricing or supplier financial health over the ability to deliver materials quickly.

Oh, and all those years spent making the supply chain as lean as possible? Some of that will need to be undone, if it hasn't already been, in the name of resilience. Losing a sole-source or major component supplier or one that offers a custom-made part can seriously disrupt production — just when you need cash flowing.

Businesses may consider spending to increase supply chain flexibility, even going so far as to acquire suppliers, particularly if they're struggling. Smaller organisations without the buying power of their larger competitors may evaluate partnerships with an eye to increasing their clout. That trend is called collaborative planning, forecasting and replenishment, and it involves close coordination of purchasing, both among departments and with external partners.

Collaboration can also help your company establish stronger relationships with existing suppliers. Increased purchasing volume protects against supply chain disruptions and could make you a favoured customer. Barring that, longer contracts and a willingness to be flexible can potentially win you better terms and preference when stock is low.

Businesses that have a deep understanding of existing contracts and where there is room for adjustments ahead of a recession are in a strong position to act.

Review contracts for enforceability and other potential risks, such as dispute resolution, early termination or price review mechanisms and adjustable service-level agreements.

CFOs should also reevaluate the term flexibility that their sales teams are empowered to offer clients. Any favourable payment provisions you extend will likely be stretched out during a recession, and that can prove costly. Again, requiring executive approval on special terms will incentivise sales to limit use of discounts and other incentives.

However, it does make sense to offer rewards in return for contracted sales volume. Businesses should also evaluate if they can provide inexpensive value-adds or added flexibility in exchange for faster payments. In addition to enhancing variables that help stabilise revenue streams, being flexible can create goodwill and repeat customers.



Metrics That Matter More During a Recession

First, watch the unit economics of your products and services: The triple whammy of inflation, supply chain issues and reduced demand can send profitable products into the red, and you might not even notice unless your unit costs are well-understood and monitored.

Next, in addition to the usual indicators like average order value and days sales outstanding, add in more granular data points, such as:



Churn by customer segment: The best use of scarce company resources is often to hang on to recurring revenue or reliable repeat business versus investing more in new customer acquisition, so watch for attrition among valued customers.



Customer acquisition cost (CAC) payback period: The CAC payback period is the time it takes, usually reported in months, for a business to earn what it spent acquiring a customer.

Also watch external indicators, including:



Confidence indexes: B2B businesses can monitor business confidence surveys and investor surveys in APAC, while B2C retailers should track the consumer sentiment surveys.



Macroeconomic data: Metrics to watch include jobless rate and hours worked, the Leading Economic Index (LEI) and gross domestic product.

5. Reevaluate Inventory Management Strategies.

Hanging on to excess inventory can be even more costly during a recession because slowed demand may make goods more susceptible to obsolescence, theft and damage and increase storage and carrying costs.

On the other hand, some extra inventory is a buffer against supply chain issues.

Having more data on your inventory, from a financial standpoint, can have a big impact on cash flow. Information about the location of products, their turnover rates and exact status — on order, in transit, allocated to an existing customer — is tied to reorder dates, and thus to predicting future cash needs. When will the procurement team need money, and how much?

Thus, demand planning becomes more important. Slowdowns may be uneven across product lines. If you plan to decrease the use of incentives and specials, it's time to focus on core offerings while watching inventory turnover.

Your demand planning process should identify less popular, less profitable items. Begin reducing production and inventory there, turning to sales or volume discounters to get that stock out of the warehouse and off the books. Have systems and processes in place to zero in on the minimum inventory you need to reliably accommodate predicted swings in customer demand or supplier delays/outages.

Reassess how inventory impacts your cash flow and profitability. The supply chain disruptions and rising prices and demand we've seen over the past year likely made your company hyper-focused on having enough stock to meet demand, with less emphasis on tight cash management. How does that calculation change in a recession? For one, financial management needs to be more prominent in your inventory management and material requirements planning strategies.

Three areas to assess:

1. Ordering too much stock when demand is cooling increases carrying costs and ties up in inventory cash that you may need elsewhere. Stay on top of demand planning.
2. Adjust your economic order quantity (EOQ) formula to recalculate all fixed orders that are triggered when stock reaches a predetermined minimum.

$EOQ = \sqrt{2DS / H}$

Where: D = Demand in units per year
S = Per-purchase order cost
H = Holding cost per unit, per year
3. Other inventory planning metrics you can track using your ERP include carrying costs, daily sales or movement of inventory and forecast and system accuracy to quantify how precisely your system reflects physical stock.



6. Use Automation To Refocus Workers on Higher-Value Tasks.

The job market is incredibly tight, and salaries are still on the rise. While a recession will likely ease the talent squeeze and bring labour costs down, or at least level them off, payroll remains the biggest expense on a typical company's balance sheet. Given these labour realities, it's less expensive to upskill existing staff than to find and onboard new workers, even at a lower payscale and especially if you need to train them.

This is also a great time to invest in technology that can automate manual tasks and, in the process, free up headcount for that upskilling and more strategic work. Whether in the warehouse, finance department or customer self-service, automation can negate the need to fill some empty positions while providing a path for existing workers to gain new skills.

Automation also gives businesses breathing room to reevaluate workflows, fine-tune processes and implement new technology. Robust systems provide

real-time data and reporting dashboards, including KPIs, enabling leaders to closely monitor results and react quickly.

In fact, automation closes the loop on monitoring cash flow, and it helps eliminate manual AR and AP tasks, speeding up the process while also reducing the number of errors. Automating manual accounting tasks delivers increased efficiency and better data quality, lowers labour costs and mitigates risks including invoice fraud.

Where to start? Find three or five rote, slow, errorprone, human-based processes that suck the life out of staffers and leave decision-makers with incomplete or suspect data. For accounting, that might include things like three-way matching, invoice creation and sending customer payment reminders. Zero in on these repetitive manual tasks one by one, and figure out how you can automate them. Doing this now will set the business up for success as the economy resets itself for growth.

7. Harness Technology for Scenario, Cash Flow and Other Planning.

When growth is slowing, leaders need a holistic view of the business to make sure it's operating as efficiently as possible. Use insights gained in the previous steps to game out potential scenarios by modeling elements such as new sales, upselling and cross-selling to existing customers and business renewals on a monthly or quarterly basis.

As an example, compare freezing hiring for six months or a year versus building a workforce that can aggressively expand sales and take market share from your competition. What gets you the biggest win?

Top scenario planners use a three-step process to find out, aided by technology like ERP and financial software:

1. Ordering too much stock When faced with a crisis, finance leaders quickly establish salient facts, like cash position, and develop guidelines for how the organisation should respond. Scenarios are built on a set of assumptions around events that affect the survival of the organisation and should trigger a series of actions.

NetSuite helps with:

- Optimising cash flow. [NetSuite Financial Management](#) provides real-time access to bank and credit card data, accelerates the reconciliation process, boosts the accounting team's efficiency and, importantly, provides an accurate picture of your current cash position.
- Planning and budgeting. By automating labour-intensive planning and budgeting processes with [NetSuite Planning and Budgeting](#), finance teams can quickly and easily generate forecasts, model what-if scenarios and provide up-to-date reports.
- Automating cost controls. Purchase management with [NetSuite Procurement](#) helps ensure you buy goods and services at the best price and the right time by channeling purchase orders to approved suppliers with pre-negotiated contracts.

2. Develop multiple scenarios, but keep it simple. It's easy for finance teams to feel overwhelmed by the range of potential outcomes. That's why it's best to focus on two to three major uncertainties, like headcount needs versus salary and benefits costs or accounts receivable risk, and build scenarios from there.

NetSuite helps with:

- Keeping tabs on customer health. Identifying at-risk accounts before they miss payments or cancel orders enables you to reach out and arrange payment plans while adjusting credit appropriately. [NetSuite CRM](#) provides an in-depth view of each customer.

3. Build a nimble response strategy. Each scenario should contain enough detail to assess the likelihood of success or failure of different strategic options. Once this is all in place, finance leaders can create a framework that helps the executive team make decisions, then track results in real time so the company can be nimble in its ongoing response.

NetSuite helps with:

- Monitoring KPIs. Scenario planning ensures you're tracking the right metrics for now. Then look to [SuiteAnalytics](#) for real-time visibility into operational and financial performance across all business functions.
- Improving inventory and order management. [NetSuite Inventory Management](#) provides a single, real-time view of inventory across all locations and sales channels to respond to changing sales patterns, while intelligent order management and fulfilment decrease the cost of goods sold.

The Bottom Line

There's another saying to remember: "Fix the roof when the sun is shining."

Slowing growth creates an incentive to reevaluate business processes, but ideally, planning and improvements begin when times are good.

When growth is slowing, your people must work harder to make each sale. Restructuring when everyone is paddling as hard as they can is painful. So start working now to ensure your business is ready to ride out the storm.



ORACLE NETSUITE

Infoapac_WW@oracle.com

Australia
Phone: 1800 638 784
www.netsuite.com.au

Hong Kong
Phone: +852 3655 1949
www.netsuite.com.hk

Japan
Phone: +81 3 6834 4888
www.netsuite.co.jp


New Zealand
Phone: +64 9 977 2100

China
Phone: 400 610 6668
www.netsuite.cn


India
Phone: +9180 4029 8789
Phone: +9180 4029 8809
www.netsuite.com/in

Singapore
Phone: +65 6263 1300
www.netsuite.com.sg

Philippines
Phone: +632 8295 9022

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