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**From:** Shauna Holman Harries  
**To:** Atkins, Hea Jung K - OFCCP  
**CC:** Neil Bourque; Bill Couch  
**Sent:** 10/28/2014 9:32:40 PM  
**Subject:** HQCA 2 of 4  
**Attachments:** 07A 2012 HQCA EEO1.pdf; 07A 2013 HQCA EEO1.pdf; 07A 2014 HQCA EEO1.pdf; 07B 2012 HQCA VETS100A.pdf; 07B 2013 HQCA VETS100A.pdf; 07B 2014 HQCA VETS100A.pdf; 09 2013 HQCA Progress Made.pdf; 09 2014 Progress Made HQCA MY ad.pdf; 12 RACE KEY V2.pdf; 13 2014 HQCA REASONALBE\_Reasonable Recruitment Labor Area Distributions.pdf

Best Regards,  
Shauna Holman-Harries

**ORACLE**

Shauna Holman-Harries - Director Diversity Compliance  
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**"Working to create an inclusive, diverse culture that drives innovation and business success."**

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CO= K004553  
 U= K004553

EQUAL EMPLOYMENT OPPORTUNITY  
 2012 EMPLOYER INFORMATION REPORT  
 HEADQUARTERS REPORT - TYPE 3

SECTION B - COMPANY IDENTIFICATION

1. ORACLE AMERICA INC  
 500 ORACLE PARKWAY  
 REDWOOD CITY, CA 94065

2.a. ORACLE AMERICA INC  
 500 ORACLE PARKWAY  
 REDWOOD CITY, CA 94065

SAN MATEO COUNTY

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-Y DUNS NO.:092249577

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 541519 Other Computer Related Services

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS															
FIRST/MID OFFICIALS & MGRS															
PROFESSIONALS															
TECHNICIANS															
SALES WORKERS															
ADMINISTRATIVE SUPPORT															
CRAFT WORKERS															
OPERATIVES															
LABORERS & HELPERS															
SERVICE WORKERS															
TOTAL															
PREVIOUS REPORT TOTAL															

SECTION F - REMARKS

CO= K004553  
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NAICS: 541519 Other Computer Related Services

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS															
FIRST/MID OFFICIALS & MGRS															
PROFESSIONALS															
TECHNICIANS															
SALES WORKERS															
ADMINISTRATIVE SUPPORT															
CRAFT WORKERS															
OPERATIVES															
LABORERS & HELPERS															
SERVICE WORKERS															
TOTAL															
PREVIOUS REPORT TOTAL															

SECTION F - REMARKS

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SECTION E - ESTABLISHMENT INFORMATION

NAICS: 541519 Other Computer Related Services

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS															
FIRST/MID OFFICIALS & MGRS															
PROFESSIONALS															
TECHNICIANS															
SALES WORKERS															
ADMINISTRATIVE SUPPORT															
CRAFT WORKERS															
OPERATIVES															
LABORERS & HELPERS															
SERVICE WORKERS															
TOTAL															
PREVIOUS REPORT TOTAL															

SECTION F - REMARKS

**FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100A**

(For covered contracts entered into or modified on or after December 1, 2003.)

OMB NO: 1293-0005  
Expires: 4/30/2014

**RETURN COMPLETED REPORT TO:**

Veterans Employment & Training Service  
Department of Labor National Contact Center (DOL-NCC)  
14120 Newbrook Dr., Suite 200  
Chantilly, VA 20151

Persons are not required to respond to this collection of information unless it displays a valid OMB number

ATTN: Human Resource/EEO Department

<b>TYPE OF REPORTING ORGANIZATION</b> (Check one or both, as applicable) <input checked="" type="checkbox"/> Prime Contractor <input type="checkbox"/> Subcontractor	<b>TYPE OF FORM</b> (Check only one) <input type="checkbox"/> Single Establishment <input checked="" type="checkbox"/> Multiple Establishment - Headquarters <input type="checkbox"/> Multiple Establishment - Hiring Location <input type="checkbox"/> Multiple Establishment - State Consolidated (specify number of locations) 0.00 (MSC)
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**COMPANY IDENTIFICATION INFORMATION** (Omit items preprinted above - ADD Company Contact Information Below)

COMPANY No: T13522-3		TWELVE MONTH PERIOD ENDING 07/01/2012 <i>MM DD YYYY</i>	
NAME OF PARENT COMPANY: Oracle America Inc		ADDRESS (NUMBER AND STREET): 500 Oracle Parkway	
CITY: Redwood Shores	COUNTY: San Mateo	STATE: CA	ZIP CODE: 94065
NAME OF COMPANY CONTACT: Shauna Holman-Harries		TELEPHONE FOR CONTACT: (602) 333-9112	EMAIL: shauna.holman.harries@oracle.com
NAME OF HIRING LOCATION:		ADDRESS (NUMBER AND STREET):	
CITY:	COUNTY:	STATE:	ZIP CODE:
NAICS: 541519	DUNS: 09-224-9577	EMPLOYER ID (IRS TAX No.)	94-2805249

**INFORMATION ON EMPLOYEES**

REPORT ALL PERMANENT FULL-TIME OR PART-TIME EMPLOYEES AND NEW HIRES WHO ARE VETERANS. DATA ON NUMBER OF EMPLOYEES IS TO BE ENTERED IN COLUMNS L, M, N, O, AND P, LINES 1-10. DATA ON NEW HIRES IS TO BE ENTERED IN COLUMNS Q, R, S, T, AND U. ENTER THE MAXIMUM AND MINIMUM NUMBER OF EMPLOYEES.

JOB CATEGORIES	NUMBER OF EMPLOYEES					NEW HIRES (PREVIOUS 12 MONTHS)				
	DISABLED VETERANS (L)	OTHER PROTECTED VETERANS (M)	ARMED FORCES SERVICE MEDAL VETERANS (N)	RECENTLY SEPARATED VETERANS (O)	TOTAL EMPLOYEES, BOTH VETERANS AND NON-VETERANS (P)	DISABLED VETERANS (Q)	OTHER PROTECTED VETERANS (R)	ARMED FORCES SERVICE MEDAL VETERANS (S)	RECENTLY SEPARATED VETERANS (T)	TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS (U)
EXECUTIVE/SENIOR LEVEL OFFICIALS AND MANAGERS 1										
FIRST/MID LEVEL OFFICIALS AND MANAGERS 2										
PROFESSIONALS 3										
TECHNICIANS 4										
SALES WORKERS 5										
ADMINISTRATIVE SUPPORT WORKERS 6										
CRAFT WORKERS 7										
OPERATIVES 8										
LABORERS/HELPERS 9										
SERVICE WORKERS 10										
TOTAL 11										

Report the total maximum and minimum number of permanent employees during the period covered by this report.

Maximum Number Minimum Number  
[REDACTED]

APPENDIX A TO PART 61-300 – FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100A

FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100A

(For covered contracts entered into or modified on or after December 1, 2003.)

OMB NO: 1293-0005

Expires: 04/30/2014

Persons are not required to respond to this collection of information unless it displays a valid OMB number

RETURN COMPLETED REPORT TO:

VETS-100 Submission  
 VETERANS' EMPLOYMENT AND TRAINING SERVICE (VETS)  
 Service Center  
 In care of: Department of Labor National Contact Center (DOL-NCC) (Suite 200)  
 14120 Newbrook Drive  
 Chantilly, VA 20151

ATTN: Human Resource/EEO Department

<b>TYPE OF REPORTING ORGANIZATION</b> (Check one or both, as applicable) <input checked="" type="checkbox"/> Prime Contractor <input type="checkbox"/> Subcontractor	<b>TYPE OF FORM</b> (Check only one) <input type="checkbox"/> Single Establishment <input checked="" type="checkbox"/> Multiple Establishment-Headquarters <input type="checkbox"/> Multiple Establishment-Hiring Location <input type="checkbox"/> Multiple Establishment-State Consolidated (specify number of locations) _____(MSC)
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COMPANY IDENTIFICATION INFORMATION (Omit items preprinted above-ADD Company Contact Information Below)

COMPANY No: T135223	TWELVE MONTH PERIOD ENDING	0	7	0	1	2	0	1	3
		M	M	D	D	Y	Y	Y	Y
NAME OF PARENT COMPANY: ORACLE	ADDRESS (NUMBER AND STREET): 500 ORACLE PARKWAY								
CITY: REDWOOD SHORES	COUNTY: SAN MATEO	STATE: CA	ZIP CODE: 94065						
NAME OF COMPANY CONTACT: SHAUNA HOLMAN-HARRIES	TELEPHONE FOR CONTACT: 6505063607	EMAIL: CRISTINA.SOLIS@ORACLE.COM							

NAME OF HIRING LOCATION:	ADDRESS (NUMBER AND STREET):								
CITY:	COUNTY:	STATE:	ZIP CODE:						

NAICS:	5	4	1	5	1	9	DUNS:	0	9	-	2	2	4	-	9	5	7	7	EMPLOYER ID (IRS TAX No.)	9	4	-	2	8	0	5	2	4	9
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INFORMATION ON EMPLOYEES

JOB CATEGORIES	NUMBER OF EMPLOYEES					NEW HIRES (PREVIOUS 12 MONTHS)				
	DISABLED VETERANS (L)	OTHER PROTECTED VETERANS (M)	ARMED FORCES SERVICE MEDAL VETERANS (N)	RECENTLY SEPARATED VETERANS (O)	TOTAL EMPLOYEES, BOTH VETERANS AND NON-VETERANS (P)	DISABLED VETERANS (Q)	OTHER PROTECTED VETERANS (R)	ARMED FORCES SERVICE MEDAL VETERANS (S)	RECENTLY SEPARATED VETERANS (T)	TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS (U)
EXECUTIVE/SENIOR LEVEL OFFICIALS AND MANAGERS 1										
FIRST/MID LEVEL OFFICIALS AND MANAGERS 2										
PROFESSIONALS 3										
TECHNICIANS 4										
SALES WORKERS 5										
ADMINISTRATIVE SUPPORT WORKERS 6										
CRAFT WORKERS 7										
OPERATIVES 8										
LABORERS/HELPERS 9										
SERVICE WORKERS 10										
TOTAL 11										

Report the total maximum and minimum number of permanent employees during the period covered by this report.

Maximum Number Minimum Number



APPENDIX A TO PART 61-300 – FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100A

FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100A

(For covered contracts entered into or modified on or after December 1, 2003.)

OMB NO: 1293-0005

Expires: 09/30/2014

Persons are not required to respond to this collection of information unless it displays a valid OMB number

RETURN COMPLETED REPORT TO:

VETS-100 Submission  
 VETERANS' EMPLOYMENT AND TRAINING SERVICE (VETS)  
 Service Center  
 In care of: Department of Labor National Contact Center (DOL-NCC) (Suite 200)  
 14120 Newbrook Drive  
 Chantilly, VA 20151

ATTN: Human Resource/EEO Department

<b>TYPE OF REPORTING ORGANIZATION</b> (Check one or both, as applicable) <input checked="" type="checkbox"/> Prime Contractor <input type="checkbox"/> Subcontractor	<b>TYPE OF FORM</b> (Check only one) <input type="checkbox"/> Single Establishment <input checked="" type="checkbox"/> Multiple Establishment-Headquarters <input type="checkbox"/> Multiple Establishment-Hiring Location <input type="checkbox"/> Multiple Establishment-State Consolidated (specify number of locations) _____(MSC)
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COMPANY IDENTIFICATION INFORMATION (Omit items preprinted above-ADD Company Contact Information Below)

COMPANY No: T135223	TWELVE MONTH PERIOD ENDING	0	7	0	1	2	0	1	4
		M	M	D	D	Y	Y	Y	Y
NAME OF PARENT COMPANY: ORACLE	ADDRESS (NUMBER AND STREET): 500 ORACLE PARKWAY								
CITY: REDWOOD SHORES	COUNTY: SAN MATEO	STATE: CA	ZIP CODE: 94065						
NAME OF COMPANY CONTACT: CRISTINA SOLIS	TELEPHONE FOR CONTACT: 6505063607	EMAIL: CRISTINA.SOLIS@ORACLE.COM							

NAME OF HIRING LOCATION:	ADDRESS (NUMBER AND STREET):								
CITY:	COUNTY:	STATE:	ZIP CODE:						

NAICS:	5	4	1	5	1	9	DUNS:	0	9	-	2	2	4	-	9	5	7	7	EMPLOYER ID (IRS TAX No.)	9	4	-	2	8	0	5	2	4	9
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INFORMATION ON EMPLOYEES

JOB CATEGORIES	NUMBER OF EMPLOYEES				NEW HIRES (PREVIOUS 12 MONTHS)					
	DISABLED VETERANS (L)	OTHER PROTECTED VETERANS (M)	ARMED FORCES SERVICE MEDAL VETERANS (N)	RECENTLY SEPARATED VETERANS (O)	TOTAL EMPLOYEES, BOTH VETERANS AND NON-VETERANS (P)	DISABLED VETERANS (Q)	OTHER PROTECTED VETERANS (R)	ARMED FORCES SERVICE MEDAL VETERANS (S)	RECENTLY SEPARATED VETERANS (T)	TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS (U)
EXECUTIVE/SENIOR LEVEL OFFICIALS AND MANAGERS	1									
FIRST/MID LEVEL OFFICIALS AND MANAGERS	2									
PROFESSIONALS	3									
TECHNICIANS	4									
SALES WORKERS	5									
ADMINISTRATIVE SUPPORT WORKERS	6									
CRAFT WORKERS	7									
OPERATIVES	8									
LABORERS/HELPERS	9									
SERVICE WORKERS	10									
TOTAL	11									

Report the total maximum and minimum number of permanent employees during the period covered by this report.

Maximum Number	Minimum Number

**CONFIDENTIAL**  
**Goal Attainment**  
 Analysis Date Range is 01/02/2013 - 01/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

<i>Job Group</i>	<i>Class</i>	<i>Number in Job Group</i>	<i>Goal Percentage</i>	<i>Total Place in Job Group</i>	<i>Actual Placements #</i>	<i>Progress Toward Goal</i>
PT3 - TECH PROFESSIONALS - SR. MGMT	Female					
S1 - SALES - INDIVID CONTRIB	Female					
S2 - SALES - MGMT	Female					
S3 - SALES - SR. MGMT	Female					
T1 - TECHNICAL - NONEXEMPT IC	Female					
T2 - TECHNICAL - EXEMPT IC	Female					

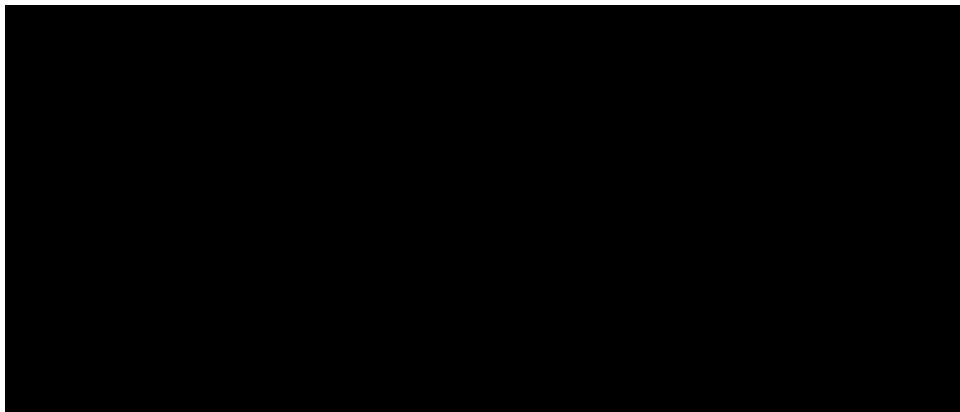




CONFIDENTIAL  
 Goal Attainment  
 Analysis Date Range is 01/02/2014 - 07/01/2014

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

<i>Job Group</i>	<i>Class</i>	<i>Number in Job Group</i>	<i>Goal Percentage</i>	<i>Total Placed in Job Group</i>	<i>Actual Placements #</i>	<i>Progress Toward Goals</i>
A1 - ADMINISTRATIVE - NON-EXEMPT	Female					
PS3 - SYS ORIENTED PROFESSIONALS - SR. MGMT	Minority					
PT3 - TECH PROFESSIONALS - SR. MGMT	Female					
S1 - SALES - INDIVID CONTRIB	Female					



**ORACLE  
RACE CATEGORIES**

A	ASIAN
B	BLACK (not of Hispanic origin)
D	DECLINE TO STATE
H	HISPANIC OR LATINO
I	AMERICAN INDIAN OR ALASKAN NATIVE
N	NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER
T	TWO OR MORE RACES
W	WHITE (not of Hispanic origin)

**CONFIDENTIAL**

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**CONFIDENTIAL**

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**CONFIDENTIAL**  
**Reasonable Recruitment Labor Area Distributions**  
**Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
A1 - ADMINISTRATIVE - NON-EXEMPT	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	
A2 - ADMINISTRATIVE - MID LEVEL	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	
C1 - STUDENT INTERN	HQCA - HEADQUARTERS - CALIFORNIA	United States	
M3 - EXECUTIVE MANAGEMENT	HQCA - HEADQUARTERS - CALIFORNIA	United States	
PS1 - SYS ORIENTED PROFESSIONALS - INDIV CONTR	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	
		United States	
PS2 - SYS ORIENTED PROFESSIONALS - MGMT	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	
		United States	
PS3 - SYS ORIENTED PROFESSIONALS - SR. MGMT	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	
		United States	
PT1 - TECH PROFESSIONALS - INDIV CONTRIB	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	
		United States	
PT2 - TECH PROFESSIONALS - MGMT	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	
		United States	
PT3 - TECH PROFESSIONALS - SR. MGMT	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	
		United States	
S1 - SALES - INDIVID CONTRIB	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	
		United States	

**CONFIDENTIAL**  
**Reasonable Recruitment Labor Area Distributions**  
**Analysis Data as of 01/01/2014**

Plan: 01,HQCA - ORACLE, HEADQUARTERS - CALIFORNIA

<i>Job Group and Description</i>	<i>Location and Description</i>	<i>Area</i>	<i>Area Distribution Percent</i>
S2 - SALES - MGMT	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area United States	
S3 - SALES - SR. MGMT	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area United States	
T1 - TECHNICAL - NONEXEMPT IC	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	
T2 - TECHNICAL - EXEMPT IC	HQCA - HEADQUARTERS - CALIFORNIA	San Francisco-Oakland-Fremont, CA Metro Area	