

STANDARD COMPLIANCE EVALUATION REPORT (SCER) FORM

Supply and Service Standard Compliance
Evaluation Report (SCER)

U.S. Department of Labor
Office of Federal Contract Compliance Programs

COMPLIANCE EVALUATION SUMMARY																																				
1. ESTABLISHMENT/FUNCTIONAL UNIT NAME & ADDRESS Oracle America, Inc. 500 Oracle Parkway Redwood Shores, CA 94065 CMS Control # R00192699				2. PARENT NAME & ADDRESS Same as establishment.																																
3. San Francisco PMSA <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 5px;"> <thead> <tr> <th>FEM</th> <th>MIN</th> <th>BLACK</th> <th>HISP.</th> <th>A/PI</th> <th>AI/AN</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">45.9%</td> <td style="text-align: center;">46.0%</td> <td style="text-align: center;">3.9%</td> <td style="text-align: center;">14.8%</td> <td style="text-align: center;">21.5%</td> <td style="text-align: center;">0.2%</td> </tr> </tbody> </table>				FEM	MIN	BLACK	HISP.	A/PI	AI/AN	45.9%	46.0%	3.9%	14.8%	21.5%	0.2%	4. COMPLAINTS INVESTIGATED DURING REVIEW: Deliberative Process/Investigative/Government's Informant																				
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7. BACKGROUND INFORMATION: Type of Industry: Software Specific Facility Function: Oracle specializes in developing and marketing computer hardware systems and enterprise software products. Oracle designs, manufactures, and sells software and hardware products, as well as offers services complementing them (such as financing, training, consulting, and hosting services).																																				

Total # Employees	Total # Female Employees	% Female Employees	Total # Minority Employees	% Minority Employees
Deliberative Process/Investigative				

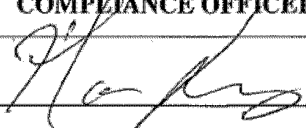
Date Scheduling Letter Received by Contractor	AAP Year	Prior Year Data Period	Current Year Data Period (if applicable)	Union	If unionized, % of unionized workforce	NAICS
10/01/2014	01/01/14 – 06/31/15	01/01/13 – 12/31/13	01/01/14 – 06/30/14	No	N/A	541519

CASE SUMMARY AND RECOMMENDATIONS

Provide an assessment of compliance. If there are findings of violation, list all findings (discrimination and/or technical violations) to be included in a Predetermination Notice/Notice of Violation(s). For each one, provide a brief explanation of the supporting evidence, briefly describe conciliation efforts and specify the recommended corrective action(s). If there is no finding of a violation, and a closure letter is to be issued, provide a brief description of the basis for this action. Be sure to indicate all document(s) to be issued to the contractor (e.g., Predetermination Notice, Notice of Violation, Show Cause Notice, Conciliation Agreement, or closure letter). If the length of the Case Summary exceeds a page, include additional sheets as an attachment to the SCER and note the attachment here.

Onsite: Yes No If yes, state reason: Deliberative Process/Investigative

Deliberative Process/Investigative

	COMPLIANCE OFFICER	ASST. DIST. DIRECTOR	DIST. DIR./ REG. DIR.
Signature			
Date	07/28/2016		

PART A: PREPARATION

I. PAST PROBLEMS / KNOWN COMPLAINTS OR ENFORCEMENT PROCEEDINGS

1. Past Problems. If there were no prior OFCCP compliance reviews or investigations of the contractor, check here and go on to item 2 below. ()

If any problems were identified in any past OFCCP compliance review or complaint investigation of the contractor's establishment under review or other contractor establishments, indicate "Yes" or "No" as applicable for part (a) below, and list the date(s) of the review/investigation and any major problems identified. At the point in this review at which you determine whether a problem has recurred, complete part (b) below.

a. Past Problems? Yes / No Explain if yes and identify source materials.

Deliberative Process Privilege, Investigative Files Privilege

b. Recurrence? Yes / No Explain if yes.

2. Known Complaints or Enforcement Proceedings. If there are no complaints filed or pending with other agencies, e.g., EEOC, WHD, or OSHA, and no new or ongoing enforcement proceedings by any of these agencies, check here and go on to the next page. ()

If there are any such pending complaints or enforcement proceedings, for each one, list the agency involved, the basis, issue, current status and the area of the contractor's workforce it appears to concern. Add additional sheets as an attachment to the SCER, if needed. If at any point in the review you determine there is a related potential systemic problem, complete part (b) below.

a. Complaints filed.

Deliberative Process Privilege, Investigative Files Privilege

Agency	Basis	Issue	Status	Job Group/Department (if available)
Refer to File Folder #1				

b. Potential Discrimination? Yes / No Explain if yes.

Deliberative Process Privilege, Investigative Files Privilege

PART A: PREPARATION
II. INITIAL REVIEW OF AAP AND SUPPORT DATA SUBMISSIONS

	INCLUDED? Indicate Y/N	ACCEPTABLE? (Text Only) Y/N	If NO, include in PART A.III	
<i>Example- ORGANIZATIONAL PROFILE</i>	<i>Y</i>	<i>N</i>	<i>See Item 0</i>	
ORGANIZATIONAL PROFILE (Organizational Display or Workforce Analysis) 60-2.11			Deliberative Process Privilege, Investigative Files Privilege	
JOB GROUP ANALYSIS 60-2.12				
UTILIZATION ANALYSIS				
PLACEMENT OF INCUMBENTS IN JOB GROUPS 60-2.13			Deliberative Process Privilege, Investigative Files Privilege	
DETERMINING AVAILABILITY 60-2.14				
COMPARISON OF INCUMBENCY TO AVAILABILITY 60-2.15				
PLACEMENT GOALS 60-2.16				
ADDITIONAL REQUIRED ELEMENTS				
DESIGNATION OF RESPONSIBILITY 60-2.17(a)			Deliberative Process Privilege, Investigative Files Privilege	
IDENTIFICATION OF PROBLEM AREAS 60-2.17(b)				
ACTION-ORIENTED PROGRAMS 60-2.17(c)				
INTERNAL AUDIT AND REPORTING SYSTEMS 60-2.17(d)				
SUPPORT DATA AND PERSONNEL ACTIVITY 60-2.17(b) and 60-3				
	PRIOR YEAR	CURR YEAR (if applic)	ACCEPTABLE? Y/N	IF NO, INCLUDE IN PART A.III
REPORT ON GOALS				Deliberative Process Privilege, Investigative Files Privilege
APPLICANT FLOW Internet Applicant <input checked="" type="checkbox"/>				
HIRES				
PROMOTIONS (INCLUDING POOL DATA)				
TERMINATIONS (INCLUDING INCUMBENCY DATA)				
LAYOFFS/RECALLS (IF APPLICABLE)				
COMPENSATION DATA (snapshot date (X/X/XX))				

PART A: PREPARATION

II. INITIAL REVIEW OF AAP AND SUPPORT DATA SUBMISSIONS (continued)

SECTION 503 AND VEVRAA	INCLUDED Indicate Y/N	ACCEPTABLE (text only) Indicate Y/N	If NO, include in Part A. III
EEO POLICY STATEMENT 60-250.44(a); 60-300.44(a); 60-741.44(a)	Deliberative Process Privilege, Investigative Files Privilege		
REVIEW OF PERSONNEL PROCESSES 60-250.44(b); 60-300.44(b); 60-741.44(b)			
REVIEW OF PHYSICAL AND MENTAL JOB QUALIFICATIONS 60-250.44(c); 60-300.44(c); 60-741.44(c)			
REASONABLE ACCOMMODATION 60-250.44(d); 60-300.44(d); 60-741.44(d)			
HARASSMENT PREVENTION 60-250.44(e); 60-300.44(e); 60-741.44(e)			
EXTERNAL DISSEMINATION OF EEO POLICY 60-250.44(f); 60-300.44(f); 60-741.44(f)			
INTERNAL DISSEMINATION OF EEO POLICY 60-250.44(g); 60-300.44(g); 60-741.44(g)			
AUDIT AND REPORTING SYSTEM 60-250.44(h); 60-300.44(h); 60-741.44(h)			
ESTABLISHMENT OF RESPONSIBILITY 60-250.44(i); 60-300.44(i); 60-741.44(i)			
TRAINING TO ENSURE AAP IMPLEMENTATION 60-250.44(j); 60-300.44(j); 60-741.44(j)			
OTHER REQUIREMENTS			

PART A: PREPARATION

III. AAP AND SUPPORT DATA SUBMISSION PROBLEMS

PROBLEM AREAS: () EO 11246 () SECTION 503 () VEVRAA

Summary of AAP Support Data Submission Problems and Actions Taken and/or Plan to Resolve (if the action is to take place during or after onsite). If investigated onsite, provide an explanation of the findings, whether the problem was resolved and what remedial action(s) was taken. (Add additional sheets as an attachment to the SCER, if needed).

☐ Continued

#	AAP AND SUPPORT DATA PROBLEMS	Onsite
0	<p><i>Example:</i> PROBLEM: Contractor's Workforce Analysis (WFA) failed to reflect Lines of Progression. ACTION TAKEN: CO plans to provide compliance assistance to contractor on developing a WFA during onsite. FINDINGS: On X day, determined contractor did not understand how to include Lines of Progression in the WFA. RESOLUTION: On X day, CO provided contractor with compliance assistance on developing a WFA. On X date, contractor resubmitted WFA that included Lines of Progression.</p>	<p align="center"><input checked="" type="checkbox"/></p> <p align="center"><input checked="" type="checkbox"/></p>
1	<p>Deliberative Process Privilege, Investigative Files Privilege</p>	
2		<p align="center">☐</p>
3		<p align="center">☐</p>
4		<p align="center">☐</p>
5		<p align="center">☐</p>
6		<p align="center">☐</p>

PART A: PREPARATION

IV. EEO TREND ANALYSIS

Continued

EEO TREND ANALYSIS RESULTS

1. **Trends.** Examine long-term and short-term trends of minority and female representation in: (a) the total workforce, (b) white-collar EEO categories, and (c) blue-collar EEO categories. If there are any negative trends, discuss below. If there are no negative trends, check here and go on to number 2. ()

Deliberative Process Privilege, Investigative Files Privilege

2. **Job Category Patterns.** Determine if there are any negative trends of minority or female representation by EEO job category. If there were negative trends, explain below. If there are no negative trends check here and go on to number 3. ()

Deliberative Process Privilege

3. **Particular Group.** Determine if there are any substantial disparities in the trends of a particular minority group or of men or women of a particular minority group, either in the workforce as a whole or in specific job groups? If disparities exist, explain them below. If there are no negative trends check here () and go on the next page

Deliberative Process/Investigative

PART B: AFFIRMATIVE ACTION

I. EVALUATION OF GOOD FAITH EFFORTS - EO 11246

Identify goal areas where goals were established but not met. For each goal area, identify the job group, describe whether goals were for minorities, females or both, prior and current year, and identify the expected goal and actual goal. If there is a difference between the expected and actual goals, provide the contractor's explanation for the difference and pertinent AAP commitments. Identify additional information that will be requested, and whether the issue needs to be investigated onsite. Provide an explanation of any findings, indicating whether the problem was resolved, or not, and what remedial action(s) was taken.

☐ Continued

#	GOAL AREA PROBLEMS	On-site <input checked="" type="checkbox"/>
0	<p><i>Example:</i> GOAL AREA (PY): Operatives (Minority). Expected #/Actual # = 20/2 EXPLANATION/COMMITMENTS: Very few minorities applied. ADDITIONAL INFO: List of recruitment sources. FINDINGS: On X day, CO reviewed and contacted the contractor's recruitment sources. The CO determined that the contractor failed to provide the recruitment sources with the vacancy information for this job group. RESOLUTION: Not resolved, see Part C.</p>	<input checked="" type="checkbox"/>
1	<p>GOAL AREA (PY): Deliberative Process/Investigative EXPLANATION/COMMITMENTS: Deliberative Process/Investigative ADDITIONAL INFO: Deliberative Process/Investigative FINDINGS: Deliberative Process/Investigative Deliberative Process/Investigative RESOLUTION: Deliberative Process/Investigative</p>	☐
2		☐
3		☐
4		☐
5		☐

PART B: AFFIRMATIVE ACTION

II. OTHER PROBLEMS FOR INVESTIGATION

Identify any other problems that require additional information and/or require an onsite review. Provide an explanation of any findings, indicating whether the problem was resolved, or not, and what remedial action(s) was taken.

☐ Continued

#	PROBLEM AREAS	On-site <input checked="" type="checkbox"/>
0	<p><i>Example:</i> PROBLEM AREA: Minority employees are concentrated in laborer positions in the receiving department, yet under-represented in operative positions in the same department. Note: The job group analysis shows that laborers are the primary feeder job for operative positions. ADDITIONAL INFO: Request position descriptions, job postings, and bid lists for opportunities in the operative positions. Interview laborers, operatives and selecting officials in the receiving department. FINDINGS: Promotion issue identified in the movement of minority employees from laborer positions to operative positions. RESOLUTION: See Part C.</p>	☐
1	<p>PROBLEM AREA: Deliberative Process/Investigative Deliberative Process/Investigative ADDITIONAL INFO: Deliberative Process/Investigative Deliberative Process/Investigative FINDINGS: Deliberative Process/Investigative Deliberative Process/Investigative RESOLUTION: Deliberative Process/Investigative Deliberative Process/Investigative</p>	☑
2		☐
3		☐
4		☐
5		☐

PART B: AFFIRMATIVE ACTION

III. IMPLEMENTATION OF SEX DISCRIMINATION GUIDELINES, SEX DISCRIMINATION PROVISIONS OF PART 60-1, AND THE GUIDELINES ON DISCRIMINATION BECAUSE OF RELIGION AND NATIONAL ORIGIN (onsite review only)

During the onsite review, verify the contractor's implementation of the sex discrimination provisions at 41 CFR Parts 60-1 and 60-20, and the Guidelines on Discrimination Because of Religion and National Origin at 41 CFR 60-50. If the contractor is in compliance, describe below how this determination was made (e.g., reference documentation and other evidence that was reviewed and describe statements made during interviews). If not, explain the problem, whether it has been resolved, and if so, how. If you identify a potential discrimination problem, include the issue in **Part C – Problems Identified**.

Continued

SEX DISCRIMINATION GUIDELINES, 41 CFR PART 60-20 VIOLATION? YES / NO EXPLAIN.
<u>Job Policies and Practices (Pregnancy)</u> Deliberative Process Privilege, Investigative Files Privilege
<u>Seniority System</u> Deliberative Process Privilege, Investigative Files Privilege
<u>Discriminatory Compensation</u> Compensation is/is not related to or based on the sex of the employee. Explain. Deliberative Process/Investigative

GUIDELINES ON DISCRIMINATION BECAUSE OF RELIGION OR NATIONAL ORIGIN, 41 CFR PART 60-50 VIOLATION? YES/ NO EXPLAIN.

60-50.2 Equal Employment and Anti-Harassment Policies, Outreach and Positive Recruitment.

1. Contractor does/does not have a policy prohibiting discrimination and harassment on the basis of religion or national origin?

Deliberative Process Privilege, Investigative Files Privilege

2. Description of outreach efforts:

Deliberative Process Privilege, Investigative Files Privilege

60-50.3 Accommodations to Religious Observance and Practice.

1. Contractor does/does not have a policy for ensuring accommodation for religious observance and practice?

Deliberative Process Privilege, Investigative Files Privilege

PART B: AFFIRMATIVE ACTION

IV. IMPLEMENTATION OF SECTION 503 (DISABILITY) AND VEVRAA (VETERANS)
(onsite review only)

Continued

REQUIREMENTS	Did the contractor comply with the following requirements? If "Yes," indicate "Y" for <i>In Compliance</i> , and explain how this was confirmed. If "No," indicate "N" for <i>Not In Compliance</i> , and explain the problem, whether it was resolved, and if resolved, indicate how. Indicate whether the problem was resolved by placing a "Y" or "N" for <i>Resolved</i> . If potential discrimination is identified, include in Part C - Compliance Evaluation Findings .
AAP AND SUPPORT DATA SUBMISSIONS (items listed in PART A.II above)	<p>IN COMPLIANCE</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>
AVAILABILITY OF AAPs FOR INSPECTION 60-250.41, 60-300.41, 60-741.41	
INVITATION TO SELF-IDENTIFY 60-250.42, 60-300.42, 60-741.42	
DISABILITY-RELATED QUESTIONS AND MEDICAL EXAMINATIONS 60-250.23, 60-300.23, 60-741.23	
CONFIDENTIALITY REQUIREMENT 60-250.23(d), 60-300.23(d), 60-741.23(d)	

PART B: AFFIRMATIVE ACTION

**V. TECHNICAL REQUIREMENTS: EO 11246, SECTION 503, VEVRAA and EO 13496
(onsite review only)**

Continued

REQUIREMENTS
Did the contractor comply with the following requirements (Yes/No)? If "Yes," indicate how this was confirmed. If "No," explain the problem, whether it was resolved, and if resolved, indicate how. If a technical requirement is not resolved, it must be included in Part C – Problems Identified and Part F – Summary of Findings .
Applicable under EO 11246, Section 503, and VEVRAA.
INCLUDED EO CLAUSE IN SUBCONTRACTS AND PURCHASE ORDERS (60- 1.4, 60-250.5, 60-300.5, 60-741.5)
Deliberative Process Privilege, Investigative Files Privilege
POSTED NOTICES OF ITS OBLIGATIONS AND EEO POSTERS IN CONSPICUOUS PLACES (60- 1.4, 60-250.5, 60-300.5, 60-741.5)
Deliberative Process Privilege, Investigative Files Privilege
NOTIFIED PARTIES WITH WHICH IT HAS A CBA OF ITS EEO OBLIGATIONS (60- 1.4, 60-250.5, 60-300.5, 60-741.5)
Deliberative Process Privilege, Investigative Files Privilege
(CORPORATE MANAGEMENT EVALUATION ONLY) DEVELOPED AND MAINTAINED AN AAP AT EACH ESTABLISHMENT (60-2.1)
Deliberative Process Privilege, Investigative Files Privilege
WRITTEN POLICY(IES) PROHIBITING DISCRIMINATION AND HARASSMENT ON THE BASIS OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, DISABILITY AND VETERAN STATUS (60-1; 60-1.4; 60-20.3(A); 60-50; 60-250.44; 60-300.44; and 60-741.44)
Deliberative Process Privilege, Investigative Files Privilege

Applicable under EO 11246 only.
FILED CURRENT EEO-1 REPORT (60-1.7)
Deliberative Process Privilege, Investigative Files Privilege
INCLUDED EEO LANGUAGE IN JOB ADVERTISEMENTS (60-1.4)
Deliberative Process Privilege, Investigative Files Privilege
Applicable under Section 503 and VEVRAA only
PROVIDED NOTICE OF THE AVAILABILITY OF REASONABLE ACCOMODATION TO ENSURE ACCESS TO ONLINE APPLICATION SYSTEM (60-250.44(d); 60-300.44(d); 60-741.44(d))
Deliberative Process Privilege, Investigative Files Privilege
Applicable under VEVRAA only.
FILED CURRENT VETS 100A (OR VETS 100, IF APPLICABLE) (60-250.60(c), 60-300.60(c))
Deliberative Process Privilege, Investigative Files Privilege
LISTED JOB OPENINGS WITH EMPLOYMENT SERVICE DELIVERY SYSTEM (60-250.5(a), 60-300.5(a))
Deliberative Process Privilege, Investigative Files Privilege
Applicable under EO 13496 only.
POSTED NOTICE OF EMPLOYEE RIGHTS UNDER THE NATIONAL LABOR RELATIONS ACT (Required poster and electronic posting, if applicable) (29 CFR 471.2)
Deliberative Process Privilege, Investigative Files Privilege
INCLUDED NOTICE OF EO 13496 OBLIGATIONS IN SUBCONTRACTS (29 CFR 471, Subpart A, app. A)
Deliberative Process Privilege, Investigative Files Privilege

PART C: PROBLEMS IDENTIFIED

Continued

Identify any problems found during the compliance evaluation. Include a discussion of the nature of the problem, relevant evidence reviewed, actions (if any) taken to resolve the problem, and whether and how the problem was resolved. Be sure to also include any findings of violation in the next section, **Part F - Summary of Findings**.

SUMMARY OF PROBLEMS, ACTIONS TAKEN AND RESOLUTION
(Add additional sheets as an attachment to the SCER, if needed)

1	Deliberative Process/Investigative
2	Deliberative Process/Investigative

PART D: CORPORATE MANAGEMENT EVALUATION (CMCE) NARRATIVE

When conducting a CMCE, this section of the SCER must be completed in addition to the Case Summary and Recommendations (SCER pg 2). 41 CFR Section 60-2.30 is specifically applicable to CMCEs. Parts A, B, C and F of the SCER must also be completed, as appropriate to the nature and scope of the review performed. Add additional sheets as an attachment, if needed.

Note: "protected group member" as used below refers to minorities, women, protected veterans and individuals with disabilities.

<p><u>Introduction:</u></p>	<p>Describe the corporate background, structure, observations concerning corporate culture and values. Also describe any previous OFCCP reviews/complaints, or complaints filed with other agencies, that specifically address management jobs or "glass ceiling" issues.</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>
<p><u>Corporate AAP:</u></p>	<p>What positions at lower-level establishments are rolled-up into the Corporate AAP?</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>
<p><u>Scope:</u></p>	<p>Did the review cover only corporate headquarters or was it extended to cover one or more intermediate headquarters or lower-level establishments?</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>
<p><u>Focus Level and Areas:</u></p>	<p>Describe the company's pay and management structure. For each protected group (women, minorities, individuals with disabilities, and protected veterans), does the representation of protected group members decline at a certain pay or grade level? Are they concentrated in certain functional areas? Are those areas staff or line management?</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>
<p><u>Outreach Efforts:</u></p>	<p>To what extent does the company already have outreach, training and development programs designed to increase opportunities for protected group members entry into mid- and senior level corporate management positions? Describe any such programs and what results they have yielded to date.</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>

<p><u>Jobs Filled at and above the Focus Level:</u></p>	<p>During the review period, what jobs have been filled at the mid- and senior corporate management levels? How were they filled (hire, promotion, transfer)? Describe external and internal opportunities.</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>
<p><u>Internal Development - Specific Programs:</u></p>	<p>Does the company have development programs/opportunities in the following areas and, if so, describe them and protected group member participation in them: 1) Succession and Related Planning; 2) Performance Appraisals; 3) Visibility (Special Projects/Task Forces; Committees; Special Assistants/Executive Assistants); 4) Management Training and Executive Development Programs; and 5) Mentoring and Networking. Identify whether any of these programs/opportunities are designed for a particular group.</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>
<p><u>Total Compensation:</u></p>	<p>Describe the compensation system including any findings with regard to 1) Bonuses; 2) Stock; 3) Perquisites; 4) Award and Honor Programs.</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>
<p><u>Terminations:</u></p>	<p>Have there been any terminations among the mid- and senior level corporate management? What are the termination policies and practices? Are they evenhandedly applied?</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>
<p><u>Conclusions:</u></p>	<p>Were any problems found? What are the reason(s) for them?</p> <p>Deliberative Process Privilege, Investigative Files Privilege</p>
<p><u>Resolution:</u></p>	<p>What commitments (whether remedial or improved good faith efforts) has the corporation made to ensure that protected group members have an equal opportunity to advance to mid- and senior level corporate management positions?</p> <p>Deliberative Process Privilege</p>

**PART E: COMPLIANCE CHECK CONTROL SHEET
(TO BE INSERTED BY THE CO)**

PART F: SUMMARY OF FINDINGS
(Provide a detailed narrative of the evaluation findings.)

Deliberative Process/Investigative

