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**From:** [REDACTED]@oracle.com  
**Sent:** Tuesday, March 31, 2015 7:59 PM  
**To:** Luong, Hoan - OFCCP  
**Subject:** 1) Orade\_2017OFCC00006 - OFCC 813 - D-005 Redacted  
Re: U.S. Department of Labor Office of Federal Contract Compliance Programs Request for Interview

Hello Hoan,

Yes I am available. It might be easier to just call me at work since I will be in my office.

Talk to you then

Sent from my iPhone

On Mar 31, 2015, at 18:16, Luong, Hoan - OFCCP <[Luong.Hoan@dol.gov](mailto:Luong.Hoan@dol.gov)> wrote:

Hello [REDACTED]

Are you available tomorrow (04/01/2015) from 3pm-5pm (PST)?  
The interview will be via telephone. Can you please provide me your cell phone number so I can call you for the interview?

Thank you,  
Hoan

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**From:** [REDACTED] [mailto:[REDACTED]@oracle.com]  
**Sent:** Wednesday, March 25, 2015 9:46 PM  
**To:** Luong, Hoan - OFCCP  
**Subject:** Re: U.S. Department of Labor Office of Federal Contract Compliance Programs Request for Interview

No problem Hoan. I will look out for your email then. Thanks, [REDACTED]

----- Original Message -----

**From:** [Luong.Hoan@dol.gov](mailto:Luong.Hoan@dol.gov)  
**To:** [REDACTED]@oracle.com  
**Sent:** Wednesday, March 25, 2015 9:30:42 PM GMT -08:00 US/Canada Pacific  
**Subject:** RE: U.S. Department of Labor Office of Federal Contract Compliance Programs Request for Interview

Thank you. I will let you know the time frame early next week. I apologize for spelling your name incorrectly.

Hoan

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**From:** [REDACTED] [mailto:[REDACTED]@oracle.com]  
**Sent:** Wednesday, March 25, 2015 9:28 PM  
**To:** Luong, Hoan - OFCCP  
**Cc:** Atkins, Hea Jung K - OFCCP  
**Subject:** Re: U.S. Department of Labor Office of Federal Contract Compliance Programs Request for Interview

Hi my next Wednesday and Thursday (4/1-4/2) are wide open schedule-wise.

Thanks

[REDACTED]  
----- Original Message -----  
**From:** [Luong.Hoan@dol.gov](mailto:Luong.Hoan@dol.gov)  
**To:** [REDACTED]@oracle.com  
**Cc:** [Atkins.HeaJung@dol.gov](mailto:Atkins.HeaJung@dol.gov)  
**Sent:** Wednesday, March 25, 2015 8:28:19 PM GMT -08:00 US/Canada Pacific  
**Subject:** RE: U.S. Department of Labor Office of Federal Contract Compliance Programs Request for Interview

Hello [REDACTED]

Thank you for contacting the OFCCP regarding the email notice from Oracle. We are in the process of scheduling employees for interviews. The interview is not limited to this week. The OFCCP staff is physically at Oracle this week if employees wish to talk to us in person. OFCCP will continue to conduct interviews after this week if Oracle employees wish to speak to OFCCP via telephone. In the meantime, can you please provide OFCCP your availability for next week in case OFCCP cannot get to every employee interviews this week at Oracle?

Please use this URL to refer to the OFCCP regulations: <http://www.dol.gov/ofccp/regs/compliance/fccm/fccmanul.htm>

Thank you,

Hoan Luong  
Sr. Compliance Officer  
U.S. Department of Labor - OFCCP  
90 7th Street, Suite 11-100  
San Francisco, CA 94103  
Phone: (415) 625-7835  
E-mail: [Luong.Hoan@dol.gov](mailto:Luong.Hoan@dol.gov)

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**From:** [REDACTED] [mailto:[REDACTED]@oracle.com]  
**Sent:** Wednesday, March 25, 2015 8:07 PM  
**To:** Luong, Hoan - OFCCP; Atkins, Hea Jung K - OFCCP; [diversity\\_us@oracle.com](mailto:diversity_us@oracle.com)  
**Subject:** Re: U.S. Department of Labor Office of Federal Contract Compliance Programs Request for Interview

Hi,

If we can do this over the phone, I can make myself available after 11am on Friday (3/27). How long would the interview last? If it is short, I can also make myself available sometime tomorrow morning (3/26) - I will be in the office on Thursday. I do have more flexibility next week - given this was such last minute request (I got this request this afternoon, 3/25), it is a little difficult to juggle around existing commitments. Hope you understand.

Also, I got page not found error when I clicked on link ([www.dol.gov/ofccp/regs/compliance/fccm/fccmanual.htm](http://www.dol.gov/ofccp/regs/compliance/fccm/fccmanual.htm)) provided in the email below. Can you please send me the correct link?

Thanks  
[REDACTED]

----- Original Message -----

**From:** [diversity\\_us@oracle.com](mailto:diversity_us@oracle.com)  
**Sent:** Wednesday, March 25, 2015 1:44:31 PM GMT -08:00 US/Canada Pacific  
**Subject:** U.S. Department of Labor Office of Federal Contract Compliance Programs Request for Interview

On Tuesday, March 24, 2015 through Friday, March 27, 2015, the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) will be in suite 873, in the 500 building. OFCCP is responsible for conducting compliance evaluations at companies that are government contractors and it is currently reviewing our employment practices to assess whether Oracle has complied with its affirmative action and equal employment opportunity obligations. You can learn more about OFCCP by going to its website [www.dol.gov/ofccp](http://www.dol.gov/ofccp). Oracle is a government contractor (we sell products to various agencies of the U.S. government).

OFCCP has provided us with a list of individuals, including yourself, that it would like to interview. During the interview you will be asked questions about your employment experience at Oracle by an OFCCP Compliance Officer. Information about your individual rights during an OFCCP compliance evaluation can be found at [www.dol.gov/ofccp/regs/compliance/fccm/fccmanual.htm](http://www.dol.gov/ofccp/regs/compliance/fccm/fccmanual.htm) (see pages 103-105). OFCCP will offer anyone the right to a personal representative upon the request of the employee.

If you are available this week on Tuesday afternoon between 2:00 – 5:00 p.m. PDT, on both Wednesday or Thursday between 8:00 a.m. – 7:00 p.m. PDT, or on Friday 8:00 a.m. – 2:00 p.m. PDT, please contact OFCCP District Director Hea Jung Atkins at 415-625-7829 ([Atkins.HeaJung@dol.gov](mailto:Atkins.HeaJung@dol.gov)) or OFCCP Compliance Officer Hoan Luong at (415)625-7835 ([Luong.Hoan@dol.gov](mailto:Luong.Hoan@dol.gov)) at any time. OFCCP will contact you directly to schedule your interview.

We would be more than happy to answer any questions you may have, if you would like someone to call you, please let us know by contacting us at [diversity\\_us@oracle.com](mailto:diversity_us@oracle.com).