

UNITED STATES DEPARTMENT OF LABOR
OFFICE OF ADMINISTRATIVE LAW JUDGES

OFFICE OF FEDERAL CONTRACT
COMPLIANCE PROGRAMS, UNITED
STATES DEPARTMENT OF LABOR,

Plaintiff,

v.

ORACLE AMERICA, INC.,

Defendant.

OALJ Case No. 2017-OFC-00006

OFCCP No. R00192699

**DECLARATION OF
WARRINGTON PARKER IN
SUPPORT OF ORACLE
AMERICA, INC.'S OPPOSITION
TO OFCCP'S MOTION TO
COMPEL ORACLE'S
COMPENSATION ANALYSES**

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I, WARRINGTON PARKER, hereby declare as follows:

1. I am an attorney admitted to practice in the State of California. I am a Partner at Orrick, Herrington & Sutcliffe LLP ("Orrick") and counsel to Oracle America, Inc. ("Oracle") in the above matter. I make this declaration in support of Oracle's Opposition to OFCCP's Motion to Compel Oracle's Compensation Analyses. I have personal knowledge of the facts set forth herein, except where stated on information and belief, and, if called as a witness, could competently testify thereto.

2. Attached hereto as **Exhibit A** is a true and correct copy of excerpts of the July 27, 2018 Deposition Transcript of Kate Waggoner as the Person Most Knowledgeable on behalf of Oracle America, Inc. in the matter *Jewett v. Oracle America, Inc.*

3. Attached hereto as **Exhibit B** is a true and correct copy of excerpts of the May 8, 2019 Deposition Transcript of Shauna Holman-Harries.

4. Attached hereto as **Exhibit C** is a true and correct copy of a letter from Kathryn Mantoan to James Finberg, dated May 23, 2018.

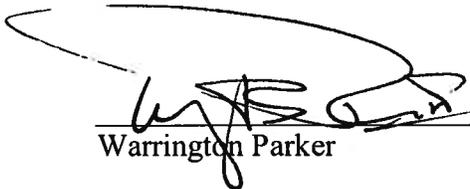
**PARKER DECLARATION ISO ORACLE'S
OPPO. TO OFCCP'S MTC COMP. ANALYSES
CASE NO. 2017-OFC-00006**

5. Attached hereto as **Exhibit D** is a true and correct copy of a letter from Kathryn Mantoan to James Finberg, dated June 22, 2018.

6. Attached hereto as **Exhibit E** is a true and correct copy of a letter from Kathryn Mantoan to Eve Cervantez, dated August 15, 2018.

I declare under penalty of perjury of the laws of the United States of America that the foregoing is true and correct.

Executed in San Francisco, California on July 2, 2019.


Warrington Parker

**PARKER DECLARATION ISO ORACLE'S
MPA IN SUPPORT OF MOTION TO
COMPEL FURTHER RESPONSE TO REQUESTS
FOR ADMISSION, SET ONE
CASE NO. 2017-OFC-00006**