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12 **OFFICE OF FEDERAL CONTRACT**) Case No.: 2017-OFC-00006
13 **COMPLIANCE PROGRAMS, UNITED**)
14 **STATES DEPARTMENT OF LABOR**) **DECLARATION OF DIANE BOROSS**
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1 I, Diane Boross, state and declare as follows.

2 1. I am providing this declaration pursuant to a request from the U.S.
3 Department of Labor, Office of the Solicitor.

4 2. I identify as a White woman and I worked for Oracle America, Inc. at the
5 Redwood Shores facilities from approximately 2006 to 2018. I have personal knowledge of
6 the matters stated herein and, if necessary, I could and would testify to the facts stated below.
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8 3. I obtained a Master's Degree from Notre Dame de Numar University in
9 eBusiness Management and a Bachelor's degree in Industrial Design from San Jose State
10 University. I graduated at the top of my class in Design.

11 4. Prior to joining Oracle, I had over 25 years of experience in the technology
12 industry. Before working at Oracle, I was running my own business and held the title of
13 Visual Interaction Design Consultant. Before that I established the user interaction design
14 function at Bay Networks, and managed it for approximately four to five years.
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16 5. I was recruited to work at Oracle by one of Oracle's internal recruiters, after
17 applying for more than one job there. Prior to Oracle making its compensation offer, the
18 recruiter asked me for my prior pay. At the time, I was billing hourly, and I billed between
19 \$100 to \$120, depending on the client and project. During the recruitment process there was
20 an option as to whether I would work for Oracle as a contractor or as a full-time employee. I
21 opted for the full-time job because I was interested in having my families' health benefits
22 covered.
23

24 6. I was hired into the position of Senior Interaction Designer, an IC 3 position,
25 in Product Development. After starting work, I realized this position was too low of a
26 position for my skills, experience, and expertise. I had worked in positions equivalent to, and
27 higher than, principal designer in my prior jobs. For example, the first time I had worked as

1 a senior designer was in 1983. I requested to be hired as a principal designer, but I was told
2 that was not option by the hiring manager. I was hired into what later became the User
3 Experience group.

4 7. I held the position Senior Interaction Designer, from my hire until
5 approximately 2009, when I was promoted to Principal Interaction Designer, an IC 4
6 position. I held the Principal Interaction Designer position until I separated from
7 employment with Oracle in 2018. The difference between a Principal Designer and Senior
8 Designer was the level at which you worked with Engineering and Product Management to
9 assess what needed to be done. The work assessments were at a higher level, and then it was
10 my responsibility to break down what needed to be done into a smaller series of problems to
11 be resolved. As a Senior Designer, you would be assigned smaller problems that need to be
12 resolved.

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14 8. During my tenure at Oracle, I worked on workflows, design patterns, and
15 information architecture that spanned all Enterprise Applications and Customer Relationship
16 Management products. Design patterns are solutions that, when universally applied and
17 combined, create a software application. I initially worked on workflows related to security.
18 After about a year, I was assigned to work on Customer Relationship Management
19 workflows. I later transferred into a different reporting structure in around 2013, but I
20 continued to work on Customer Relationship Management workflows for about another year.
21 After that I switched over to working on centralized design patterns and the Applications
22 User Experience Website. At this point, I worked primarily on universal design patterns used
23 in all Enterprise Applications. I also wrote the content that went along with the design
24 patterns. Design content is something akin to a published recipe used to build software that
25 will resolve a specific user problem.

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12. I obtained a patent for Oracle while working there. The patent was for a data table I had designed. The table allowed the user to set the highest priority for a given object and retain that priority under any type of secondary sorting that occurs by the user. There were three other people on the patent application with me. We were part of team assigned to work on applications for lists of customers or contacts. I applied for the patent around 2012. The patent was awarded around 2017. I did at least 90% of the work putting together the proposal to obtain the patent. The proposal is the first step that must be taken at Oracle to apply for a patent. I received one small bonus upon application for the patent. I did not receive a raise after the patent application was submitted or a second bonus when the patent was awarded.

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

Executed on October 30, 2019, in Belmont, California,



Diane Borross