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UNITED STATES DISTRICT COURT FOR THE  
NORTHERN DISTRICT OF CALIFORNIA

OFFICE OF FEDERAL CONTRACT  
COMPLIANCE PROGRAMS, UNITED  
STATES DEPARTMENT OF LABOR  
Plaintiff,  
V.  
ORACLE AMERICA, INC.  
Defendant.

Case No.: 2017-OFC-00006

DECLARATION OF BHAVANA SHARMA
I, Bhavana Sharma, state and declare as follows.

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

2. I am an Asian woman and I worked for Oracle America, Inc. at the Redwood Shores facilities from approximately September 2001 to October 2017. I have personal knowledge of the matters stated herein and, if necessary, I could and would testify to the facts stated below.

3. I obtained a Master’s degree in Enterprise Software Engineering from San Jose State University, and a Bachelor’s degree in Instrumentation and Controls from the Delhi Institute of Technology.

4. Prior to joining Oracle, I had 4 years of experience in the technology industry. In the job I had prior to working at Oracle, I held the title of Systems Engineer where I was responsible for developing and testing the application to ensure customers’ requirements were met. In my prior position we used Oracle technologies, for example Oracle forms and reports, and Oracle’s database to develop these application.

5. In 2001, I began my career at Oracle as a Senior Quality Assurance (QA) Engineer, as an Individual Contributor (IC) 2, position in Product Development. In around April of 2005, I was promoted to Principal QA Engineer, an IC 3 position. I completed my Master’s Degree in 2007 while I was working full time at Oracle. I took classes in the evening to finish this degree. In around the spring of 2007, I took a position as a Senior Product Manager, and my IC level was lowered back to an IC 2. Before accepting the position, I spoke with Earl Eldridge, who later became my manager, about the position as Senior Product Manager, and I asked him why my IC level would be lowered. I explained that I would like to stay as an IC 3, considering that I had just completed my master’s degree. Earl told me that because my current role was not in a Product Manager role, I would need to
accept a lower IC level initially, but he would put me in for a promotion during the next focal review. I worked as a Senior Product Manager for approximately three years, and then received a promotion to Principal Product Manager and was returned to an IC 3. I was a Principal Product Manager from approximately 2010 until around 2014. The last promotion I received while working for Oracle was to Senior Principal Product Manager, an IC 4 position, which occurred in around 2014. I held the position of Senior Principal Product Manager until I separated from employment with Oracle in October 2017.

6. Generally speaking as a Senior QA Engineer, I worked on testing the Oracle Quoting product, and my duties included: setting up the product, promotions, and ATP (availability to promise). As a Principal QA Engineer, my duties were the same as when I was a Senior QA Engineer. I was doing the job of a Principal QA prior to my promotion.

7. As a Senior Product Manager, I worked on four Oracle sales products, which included: Oracle Field Sales, Oracle Telesales, Oracle Sales Off-line, and Oracle Mobile Sales. I also worked on Oracle Advanced Pricing and Oracle Territory Manager. In this role I was generally responsible for creating the product functionality requirement documents and prototyping the user experience navigation. I interacted with QA, Engineers, and Documentation Writers to ensure they understood the product requirements, the correct testing methods, and I helped create proper implementation and user guides. I also created product training videos to ensure users understood how to use the products’ new features. As a Principal Product Manager, my duties remained the same as when I had been a Senior Product Manager. I was doing the job of Principal Product Manager prior to my promotion. I had no additional responsibilities in my role as a Senior Product Manager.

8. While working for Oracle, I found it frustrating that my male coworkers would often get credit for my work. For example, my manager Earl, requested that I help my male co-worker, Redacted, create a prototype for channel revenue management.
because Earl told me that Redacted did not know how to create the prototype properly. I complied with Earl’s request and after I completed the prototype I was not given credit for my work. During this time, Redacted was an IC 4 and I was an IC 3. On another occasion, a product manager left and there was extra work that our team needed to do. Earl asked me to take on this new product, called Advanced Pricing, because he did not think Redacted had the skills to complete the work on Advanced Pricing. Earl told me that when he gave me a task to do, he knew I would be able to complete it without him having to follow-up with me again.

9. In fact, I often helped my male coworkers with their work. We had another team member located in Redacted who would come to headquarters every so often, his name was Redacted was Product Manager for Oracle’s Marketing product. Earl requested that I help with some of his duties on his product that Earl felt I might be better at completing than I believe was an IC 3, which was my level at that time. On one occasion, when was working from the Redwood Shores office, we attended a large technology conference hosted by Oracle, called Oracle Open World. and I gave a joint presentation and after the presentation, discouraged me from attending an informal event that only male colleagues were planning to attend. I did not end up attending this event.

10. After I helped with his work, I remember asking Earl for a raise and he rebuffed my request saying he did not have enough money in his budget to give me a raise. On another occasion, I asked Earl for a raise, and he indicated that he needed to show that I had recently done something special in order to get a raise approved by his higher-ups. I asked Earl if my prior good work for him counted, and Earl replied that if I had done something special recently he would be able to give me a raise. When he used the word “special” I did not understand why all of the projects I had done for Earl, that he had described to me as “special projects” did not qualify me for a raise.
11. I typically received a rating of 4 – exceeds expectation for my work. I received small raises during my 16 years at Oracle. When I began working at Oracle my base salary was around $70,000 or $75,000 per year. When I left Oracle my salary was around $110,000. My salary only increased around $35,000 over a period of 16 years.

12. In around 2012, I asked my manager, Earl, what I could do to get ahead and how I could get a promotion. Earl told me I should learn how to speak “like an American does” and that “it will help [me] going forward in my career.” I took and paid for an English speaking course and during my first session the teacher asked me why I was taking this class. She told me she thought my English was perfect. I told her I wanted to take the course because my manager told me that I might get a promotion if I could improve my English speaking ability to mirror an American accent. I took the course in January 2013 and it lasted three months. I did not receive a promotion or pay raise as a result. I should specify, I already knew how to speak fluent English as English is my day-to-day language and my coursework beginning in grade ten in India was in English.

13. While working at Oracle, several Oracle managers told me during in-person conversations that I was not allowed to discuss my compensation with other Oracle employees.

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

Executed on October 19, 2019, in Cupertino, California,

[Signature]

Bhavana Sharma

Declaration of Bhavana Sharma