Luong, Hoan - OFCCP

m: Mikel, Brian L - OFCCP
nt: Thursday, March 19, 2015 6:41 PM
To: Shauna Holman Harries
Cc: Neil Bourque (neil.bourque@oracle.com); Atkins, Hea Jung K - OFCCP; Luong, Hoan - OFCCP
Subject: RE: On Site
Attachments: HQCA Interview List.xlsx

Hi Shauna,

Thank you for your email. In preparation for onsite, please see the attached listing of employees we are considering for interview. This list is not exhaustive and may change throughout the on-site based on information acquired while at Oracle.

1. **Employees/Managers Available for Interview:** Attached are listings of individuals that we would like to interview. We understand that some of the employees identified may not be available and have selected extra to allow for scheduling conflicts. Please let us know who from this listing are not available for interview. Many of the managerial level employees will be interviewed based on their experience as employees at Oracle. There will not be any questions surrounding their responsibilities in personnel related decision-making and those individuals will be interviewed without company representation. We will clearly identify which interviews are being scheduled as managers or company officials. Note that there are two tabs of employees and there is no distinction between A & B other than 1 is by employee ID and the other is by name. In preparation for the onsite, please have the resumes available for each employee on the attachment.

2. **Workplace Discrimination Complaints:** As stated in the onsite letter, please have available all information related to internal complaints of workplace discrimination made to supervisors, HR or any other company official.

3. **Complete Salary Information**: Several Oracle officials have referenced the ability to pull a complete salary history for employees. This information was requested on February 10th and has yet to be submitted. Please have this available in hard copy or excel format at the start of the onsite.

4. **Interview Rooms:** We are requesting that more than 1 conference room and 3 interview rooms be made available. To complete all of the interviews efficiently and to maximize our time at the facility we are requesting that as much space be made available as possible. If this means that we have rooms for half days, that is agreeable.

5. **Oracle Representatives:** Please provide a complete list of Oracle Representatives (including any outside counsel or consultants) that will be assisting OFCCP with the on-site.

6. **Personnel Activity and Compensation Indicators:** There are several indicators in compensation, hiring, promotion and terminations. These are across multiple job groups and job titles. As part of the on-site, we will be conducting interviews related to these compensation, hiring and promotion indicators. We will need to schedule interviews with Hires from the review period (1/2013-6/2014) and current employees. We will work with Oracle to schedule those interviews. We will also coordinate to schedule interviews with recruiters and hiring managers for those job titles.

7. **HR Personnel/Recruiters:** In addition to the individuals attached, we may need to interview additional HR Personnel (from HR Executives to Generalists). These individuals cannot be identified at this stage and we will work with you throughout the on-site to schedule those interviews.

Thank you for your cooperation thus far. We are confident that the on-site next week will greatly expedite the compliance evaluation and eliminate some of the delays associated with data and documentation requests.

We appreciate the work your team has done in preparation and look forward to making this being an efficient week for all of us.

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From: Shauna Holman Harries [mailto:shauna.holman.harries@oracle.com]
Sent: Thursday, March 19, 2015 6:09 PM
To: Atkins, Hea Jung K - OFCCP; Mikel, Brian L - OFCCP
Cc: Neil Bourque
Subject: On Site

Hea Jung/Brian, we have not received any information from you regarding on-site details. My expectation was that you would provide us at least three business day in advance of the onsite with a written request for the information on records, etc, you will want to see on-site. That time has now past. I want to be as responsive and efficient as possible, but the lack of any written or other notice from you is making that impossible. Please reply no later than 10 a.m. Friday, March 20.

Best Regards,
Shauna Holman-Harries

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