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San Francisco, Ca

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 ANJE
DODSON IN SUPPORT OF
DEFENDANT ORACLE
AMERICA, INC.'S MOTION TO
SEAL LIMITED PORTIONS OF
PLAINTIFF OFCCP'S REPLY TO
OPPOSITION TO OFCCP'S
MOTION FOR SUMMARY
JUDGMENT, OFCCP'S REPLY
IN SUPPORT OF MOTION TO
EXCLUDE THE TESTIMONY
AND REPORTS OF DR. SAAD,
AND OFCCP'S MOTION IN
LIMINE**

I, Anje Dodson, declare as follows:

1. I make this declaration in support of Oracle America, Inc.'s ("Oracle") Motion to Seal Limited ("Motion") Plaintiff OFCCP's Reply to Opposition to OFCCP's Motion for Summary Judgment, OFCCP's Reply in Support of Motion to Exclude the Testimony and Reports of Dr. Saad, and evidence submitted in support of the same (collectively, "Replies"), and OFCCP's Motion in Limine to Exclude Trial Evidence and Testimony Related to Subjects in Which Oracle Refused to Provide Discovery Based on Privilege or Relevance ("Motion in Limine"). I have personal knowledge of the matters discussed in this declaration or, where stated, base my statements on my review of records kept in the regular course of business by

DECLARATION OF ANJE DODSON IN SUPPORT OF ORACLE'S MOTION TO SEAL

Oracle. If called to testify to the information in this declaration, I could do so competently. Before signing this declaration, I read it carefully to make sure it was accurate, and it is. I was not pressured or required to sign this declaration, and I am providing this declaration voluntarily.

2. I am currently a Senior Vice President of Human Resources at Oracle. I have worked for Oracle for over 20 years. I came up through the ranks at Oracle, having previously held the titles: HR Representative, Senior HR Representative, HR Business Partner, Manager of Human Resources, Senior Manager of Human Resources, Director of Human Resources, Senior Director of Human Resources, and Vice President of Human Resources.

3. Given my current and former roles and long history with Oracle, I am familiar with Oracle’s policies and business practices regarding treatment of current and/or former employees’ confidential information related to their personnel files and similar files housing their private information, and confidential job applicant information. I have reviewed the following materials that Oracle seeks to seal and the redacted versions of the same, which are attached as exhibits to the Declaration of Lara Graham in Support of Defendant Oracle America, Inc.’s Motion to Seal OFCCP’s Replies and Motion in Limine:

Graham Decl. Exhibit:	Document Name	Confidential Material
A	OFCCP’s Reply to Opposition to OFCCP’s Motion for Summary	Termination date of non-party employee: p. 9
B	OFCCP’s Reply in Support of Motion to Exclude the Testimony and Reports of Dr. Saad	Termination date of non-party employee: p. 9 fn. 18

Graham Decl. Exhibit:	Document Name	Confidential Material
C	Declaration of Janet M. Herold in Support of OFCCP’s Reply to Oracle’s Opposition to OFCCP’s Motion to Exclude Testimony and Reports of Dr. Ali Saad (“Herold Decl.”)	Termination date of non-party employees: ¶¶ 4-5
E	Declaration of Priyanka Jampana	Personally-identifying and sensitive information about non-party employees, including names, job duties, race information, disability information, retirement information: ¶¶ 7, 10, 12
F	Declaration of Laura C. Bremer in Support of OFCCP’s Motion in Limine to Exclude Trial Evidence and Testimony Related to Subjects in Which Oracle Refused to Provide Discovery Based on Privilege or Relevance, Ex. C (Deposition of Tamerlane Baxter)	Personally-identifying information of non-party employee: p. 215:8.

4. Much of the redacted materials in the chart above contain confidential information that was derived from or is stored in the employee personnel and similar files of various current and/or former Oracle employees who are not parties to this litigation— information which Oracle goes to great lengths to protect—or contain confidential information derived from databases containing personnel and similar information.

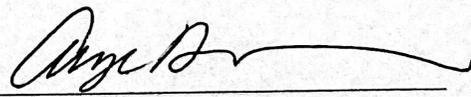
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5. These materials include information from confidential personnel records related to various current and/or former employees, and Oracle restricts access to this information. Oracle limits access to these materials because they include personal, private, and highly sensitive employee information, such as compensation information or performance evaluations. Oracle respects the privacy interests of its employees and maintains strict confidentiality policies to limit dissemination of information found within employee personnel and similar files. This includes limiting access to personnel information to those who have a legitimate business need to know. One of the ways Oracle achieves this is by restricting access through the use of login credentials that grant viewing and access rights to only those with a legitimate business need to review the information. As an added safeguard, Oracle requires employees to sign agreements that prohibit employees from sharing other Oracle employees' personnel information.

6. The personal privacy interests of the Oracle employees identified in these documents would be directly compromised if the material became public. Not only would the disclosure of these materials amount to an intrusion on their privacy interests, it could also lead to embarrassment, or even harassment by others, including coworkers, or members of the media given the media attention in this case. This is particularly true as some of the information identified in the chart above involves discussion of the particular skills and performance of employees who are not parties to the litigation. Equally important, public disclosure of such information would serve to erode employees' confidence in Oracle's commitment to safeguarding their privacy interests.

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

Executed in Boise, Idaho on November 21, 2019



Anje Dodson

DECLARATION OF ANJE DODSON IN SUPPORT OF ORACLE'S MOTION TO SEAL

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