

Exhibit A

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**UNITED STATES DEPARTMENT OF LABOR
 OFFICE OF ADMINISTRATIVE LAW JUDGES**

	:	
OFFICE OF FEDERAL CONTRACT	:	
COMPLIANCE PROGRAMS, UNITED	:	
STATES DEPARTMENT OF LABOR,	:	
Plaintiff,	:	Case No. 2017-OFC-00006
v.	:	
ORACLE AMERICA, INC.	:	
Defendant.	:	
	:	

DECLARATION OF JANICE F. MADDEN

I, Janice F. Madden, state and declare as follows:

1. The Office of Federal Contract Compliance Programs, U.S. Department of Labor has retained me as an expert labor economist and statistician in *OFCCP v. Oracle America, Inc.*
2. I have personal knowledge of the matters set forth in this declaration, and I could and would competently testify thereto if called upon to do so.

3. I am a labor economist with extensive experience in the analysis of labor markets and, in particular, gender and racial differentials in labor markets. My scholarly work has frequently dealt with the labor market for workers in science and technology. I have published my research dealing with the effects of age, race, gender, and urban location on labor market outcomes and metropolitan variations in income distribution in the most prestigious economics journals. My research has been peer reviewed and competitively funded by a variety of government agencies and private foundations, including the National Science Foundation and the National Institute of Mental Health.

4. I was tenured as Professor of Regional Science, Sociology, and Real Estate at the University of Pennsylvania (“Penn”). I was appointed as a professor at the Wharton School at Penn in 1972. Since then, I have taught courses dealing with economics, labor markets, and the relevant statistical methodologies for both graduate and undergraduate students at Penn. I also served as the Vice Provost for Graduate Education at Penn from 1991 to 1999. I was the chief academic officer responsible for doctoral and masters programs at Penn, including those in engineering and computer programming for nine years.

5. Additionally, I served as Chair of the National Research Council Committee on Assessing the Portfolio of the Science Resources Studies Division of the National Science Foundation, resulting in the publication of the National Academy Press book, *Measuring the Science and Engineering Enterprise: Priorities for the Division of Science Resources Studies*. I also served on the National Academy of Sciences Oversight Committee for the Career Planning Center for Beginning Scientists and Engineers and was appointed by the National Academies in 2011 to their Panel on Measuring and Collecting Pay Information from U.S. Employers by Gender, Race and Origin. In addition, I have also taught federal judges about the use of

statistical and economic information in discrimination litigation at the invitation of the Federal Judicial Center (US Supreme Court managed judges training) and the Federal Reserve Bank.

6. My analyses used to support my opinions as an expert labor economist have been used in scores of cases, most of which resolved after the exchange of expert reports. I have submitted testimony in over 60 matters involving claims of discrimination against a class over the last forty years. More than a dozen of these cases have involved companies engaged in engineering, scientific research, or computer programming or universities or national laboratories also involved in scientific research.

7. Many of my expert opinions have primarily been used in the context of class certification. For example, three cases that Oracle cites to, *Cooper v. S. Co.*, *Puffer v. Allstate Ins. Co.*, and *Gosho v. U.S. Bancorp Piper Jaffray, Inc.*, all were decided in the context of Rule 23 class certification litigation.

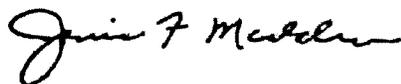
8. In 2000 through 2002, I was one of 16 faculty members appointed to the University of Pennsylvania's Gender Equity Committee. The Penn administration shared analyses that they designed and prepared with the Committee. The Committee submitted a summary of these data and analyses to the University employee newsletter. This newsletter report was not a peer-reviewed publication as Oracle attempts to suggest. The University provided no data to the Committee. Since the Committee had no data, it could not, and did not, design any statistical models for the study. We only reported what the University shared with us. My involvement in this study was limited. I did not direct the study, nor did I write the report. As a Penn Vice Provost (and prior to serving on this Committee), however, I conducted compensation analyses for Penn that resulted in compensation adjustments.

9. Oracle claims the factors it considered in setting compensation for employees included, for example, employees' skill and the product or products they worked on. However, Oracle did not record these data for most employees. There were data for a small minority of employees idiosyncratically in reports on their hiring or promotion. If Oracle were to compensate employees based on these factors, I would have expected Oracle to record these data as companies have done in other cases I've worked on. If Oracle had recorded and provided these data, I could have considered them. As Oracle did not record or provide these data, I could not use specific variables for skill (other than degrees earned and their fields) or product assignment.

10. Oracle only maintained electronic data regarding education (highest degree secured) for approximately 40% of employees studied. My office manually reviewed hard copy resumes and coded such data for approximately an additional 10% of the employees studied.

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

Executed on October 31, 2019 in Philadelphia, Pennsylvania.

A handwritten signature in black ink that reads "Janice F. Madden". The signature is written in a cursive, flowing style.

JANICE F. MADDEN

Exhibit B

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**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.

Case No. 2017-OFC-00006

DECLARATION OF JANICE F. MADDEN

I, Janice F. Madden, state and declare as follows.

1. The Office of Federal Contract Compliance Programs, U.S. Department of Labor has retained me as an expert labor economist and statistician in OFCCP v. Oracle America, Inc. After I submitted my rebuttal expert report, I received Dr. Saad's rebuttal expert report.



2. I have personal knowledge of the matters set forth in this declaration, and I could and would competently testify thereto if called upon to do so.

3. In paragraph 49 of Dr. Saad's rebuttal report, he states "[c]ollege major and field of study are unquestionably omitted variables relevant to Dr. Madden's analysis, and there is no reason to simply assume that they are distributed identically across the demographic groups. There is no evidence that everything left out of Dr. Madden's model is demographically neutral and can be safely ignored."

4. In response to Dr. Saad's claim, I analyze how the addition of college major and field of study affect the race and gender differentials in compensation (that is, the coefficients on race and gender) as originally reported in Tables 1a, 1b, 2a, 2b and 3a of my July 19, 2019 report. I have prepared tables showing the results with the addition of college major and field of study, using the classification of majors designed by Dr. Saad as listed in his rebuttal report.

- a. Tables A-1 through A-5 are attached to this declaration as Exhibits A-1, A-2, A-3, A-4, and A-5.
- b. Exhibit A-1 is titled "Madden Table 1(a) _ Revised adding Saad's Coded Majors at col5."
- c. Exhibit A-2 is titled "Madden Table 1(b) _ Revised adding Saad's Coded Majors at col5."
- d. Exhibit A-3 is titled "Madden Table 2(a) _ Revised adding Saad's Coded Majors at col5."
- e. Exhibit A-4 is titled "Madden Table 2(b) _ Revised adding Saad's Coded Majors at col5."
- f. Exhibit A-5 is titled "Madden Table 3(a) _ Revised adding Saad's Coded Majors at col5."

5. Columns 5 through 8 of Tables A-1 through A-5 report the effects of adding Dr. Saad's college major variable to the original analyses reported in columns 5 through 8 of Tables 1a, 1b, 2a, 2b and 3a of my July 19, 2019 report. Comparisons of the reported coefficients and standard deviations in the two sets of tables (1a, 1b, 2a, 2b, 3a from the original report and Tables A-1 through A-5) show that adding college major has no substantial effect on the size or significance of the race and gender differences in compensation.

6. At pages 54 through 55 of his Rebuttal Report, Dr. Saad discusses the job assignments of hires who were directed to requisition notices posted by Oracle. He analyzes those requisition placements separately by Global Career Level or with no controls for the Global Career Level and then claims that Oracle assigns the hires "irrespective of race or gender" in his rebuttal report. I have analyzed his data on these requisitions to test for the overall race and gender differentials in the global career initial assignments of these requisition-based hires that he claims are gender and race neutral. I attach a summary of this analysis as Exhibit B.

- a. Exhibit B is titled "Table Differences in Global Career Level Assignments for Experienced Hires Relative to Requisition Specified Global Career Level, Controlling for Global Career Level in Requisition and Year By Gender and Race in Dr. Saad's Data, 2013-2018"
- b. The Exhibit B Table shows statistically significant, or systematic, lower Global Career Level assignments by race (for Asians) and by gender in Global Career Level jobs, after the Global Career Level of the requisition is controlled.

7. Dr. Saad reports the salary ranges in the job functions analyzed in this case. In response, I have prepared a table illustrating the gender and racial disparities within those salary ranges he identifies. Attached as Exhibit C is the chart I created to illustrate the differences in pay for Oracle women, Asian, and black employees compared to whites or male employees in

each pay category. Exhibit C is titled “The Distribution of Dr. Saad's Total Compensation in 2014 by Job Function, Gender, and Race (Higher Compensation Group Noted by Underline and Embolding.)”

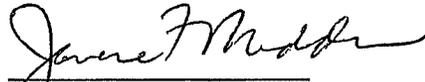
8. I re-analyze Dr. Saad’s Tables 1-5 from his July 19, 2019 report making two changes. First, I use base pay rather than total compensation and I also add an analysis that removes “organization” from his work-related variables reported in the last column of his tables. These examples are attached as Exhibits D-1 through D-5.

- a. Exhibit D-1 is titled “Redo of Saad's Table 1 Using Basepay instead of Total Compensation.”
- b. Exhibit D-2 is titled “Redo of Saad's Table 2 Using Basepay instead of Total Compensation.”
- c. Exhibit D-3 is titled “Redo of Saad's Table 3 Using Basepay instead of Total Compensation.”
- d. Exhibit D-4 is titled “Redo of Saad's Table 4 Using Basepay instead of Total Compensation.”
- e. Exhibit D-5, titled “Redo of Saad's Table 5 Using Basepay instead of Total Compensation.”

9. These tables show statistically significant base pay differences by race and gender using his model (but for base pay rather than total compensation) and also show that when organization name is removed from his model most of the disparities increase and show a greater level of statistical significance.

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

Executed on October 11, 2019 in Philadelphia, Pennsylvania.



JANICE F. MADDEN

Madden Table 1(a) - Revised adding Saad's Coded Majors at col5																		
2013 through 2018 Gender Differences in Medicare Earnings at Oracle Headquarters by Year, with Various Characteristics Controlled																		
Controls for ...																		
Year	Number of Workers	Gender Only (1)		Adds Race/Ethnicity (2)		Adds Age (3)		Adds Education (4)		Adds Time at Oracle and Coded Majors (5)		Adds Exempt/Non Exempt and Job Descriptor (6)		Adds Management Control (7)		Adds Global Career Level (8)		
		Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	
2013	4327	26.3%	-0.213	-11.96	-0.199	-11.33	-0.200	-12.07	-0.198	-11.97	-0.197	-12.21	-0.157	-10.46	-0.128	-9.14	-0.056	-5.00
2014	4279	26.4%	-0.232	-11.69	-0.217	-11.09	-0.221	-11.85	-0.221	-11.91	-0.219	-12.16	-0.167	-10.07	-0.134	-8.68	-0.063	-5.23
2015	4225	26.1%	-0.188	-10.60	-0.173	-9.94	-0.174	-10.61	-0.174	-10.62	-0.174	-10.90	-0.132	-8.92	-0.104	-7.53	-0.046	-4.25
2016	4273	25.5%	-0.199	-10.63	-0.189	-10.23	-0.198	-11.35	-0.200	-11.53	-0.197	-11.58	-0.149	-9.66	-0.118	-8.21	-0.052	-4.74
2017	4241	25.8%	-0.237	-11.05	-0.228	-10.72	-0.231	-11.46	-0.234	-11.72	-0.236	-11.97	-0.177	-9.88	-0.145	-8.75	-0.058	-4.71
2018	4019	26.2%	-0.242	-11.23	-0.235	-11.02	-0.231	-11.38	-0.234	-11.53	-0.235	-11.80	-0.185	-10.10	-0.150	-8.83	-0.058	-4.69

Madden Table 1(b) Revised adding Saad's Coded Majors at cols																		
2013 through 2018 Gender Differences in Medicare Earnings at Oracle Headquarters by Year, Employees with Recorded Education Characteristics, with Various Characteristics Controlled																		
Controls for --																		
Year	Number of Workers	% Women	Gender Only (1)		Adds Race/Ethnicity (2)		Adds Age (3)		Adds Education (4)		Adds Time at Oracle and Coded Majors (5)		Adds Exempt/Non Exempt and Job Descriptor (6)		Adds Management Control (7)		Adds Global Career Level (8)	
			Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score
2013	1448	25.8%	-0.146	-5.93	-0.138	-5.73	-0.143	-6.38	-0.134	-5.99	-0.138	-6.23	-0.127	-5.73	-0.102	-4.97	-0.040	-2.30
2014	1530	24.8%	-0.166	-6.77	-0.163	-6.82	-0.167	-7.41	-0.161	-7.17	-0.166	-7.41	-0.145	-6.59	-0.113	-5.61	-0.052	-3.20
2015	1625	24.2%	-0.141	-6.50	-0.137	-6.46	-0.145	-7.23	-0.139	-6.99	-0.139	-7.03	-0.114	-5.86	-0.084	-4.70	-0.036	-2.56
2016	1814	22.9%	-0.159	-7.11	-0.161	-7.31	-0.180	-8.85	-0.177	-8.75	-0.177	-8.75	-0.151	-7.64	-0.116	-6.31	-0.051	-3.69
2017	1974	23.8%	-0.194	-7.56	-0.195	-7.73	-0.200	-8.72	-0.192	-8.44	-0.198	-8.67	-0.169	-7.50	-0.132	-6.34	-0.050	-2.99
2018	1737	24.5%	-0.207	-7.89	-0.211	-8.14	-0.215	-8.80	-0.210	-8.62	-0.216	-8.90	-0.190	-7.93	-0.160	-7.19	-0.063	-3.72

Madden Table 2(a) _ Revised adding Saad's Coded Majors at cols
 2013 through 2018 Asian Differences in Medicare Earnings at Oracle Headquarters by Year,
 with Various Characteristics Controlled

Year	Number of Workers	% Asian	Asian Only (1)		Adds Gender (2)		Adds Age (3)		Adds Education (4)		Adds Time at Oracle and Coded Majors (5)		Adds Exempt/Non Exempt and Job Descriptor (6)		Adds Management Control (7)		Adds Global Career Level (8)	
			Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score
2013	3584	72.5%	-0.237	-12.14	-0.220	-11.40	-0.125	-6.39	-0.128	-6.50	-0.121	-6.27	-0.111	-6.07	-0.122	-7.21	-0.040	-2.94
2014	3534	73.7%	-0.295	-13.38	-0.278	-12.76	-0.184	-8.27	-0.191	-8.49	-0.180	-8.26	-0.175	-8.54	-0.176	-9.23	-0.078	-5.19
2015	3470	74.4%	-0.269	-13.55	-0.255	-12.98	-0.158	-8.00	-0.167	-8.41	-0.161	-8.26	-0.154	-8.34	-0.157	-9.11	-0.072	-5.33
2016	3470	75.9%	-0.230	-10.76	-0.216	-10.23	-0.123	-5.80	-0.129	-6.03	-0.119	-5.67	-0.113	-5.76	-0.125	-6.88	-0.037	-2.67
2017	3494	76.5%	-0.235	-9.51	-0.220	-9.02	-0.126	-5.14	-0.132	-5.33	-0.121	-4.98	-0.104	-4.62	-0.133	-6.39	-0.046	-2.94
2018	3300	77.4%	-0.223	-8.74	-0.208	-8.28	-0.121	-4.74	-0.130	-5.04	-0.127	-5.02	-0.105	-4.45	-0.141	-6.50	-0.042	-2.65

Madden Table 2(b) Revised adding Saad's Coded Majors at cols																		
2013 through 2018 Asian Differences in Medicare Earnings at Oracle Headquarters by Year.																		
Employees with Recorded Educational Characteristics, with Various Characteristics Controlled																		
Controls for ...																		
Year	Number of Workers	% Asian	Asian Only (1)		Adds Gender (2)		Adds Age (3)		Adds Education (4)		Adds Time at Oracle and Coded Majors (5)		Adds Exempt/Non Exempt and Job Descriptor (6)		Adds Management Control (7)		Adds Global Career Level (8)	
			Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score
2013	1173	76.1%	-0.220	-7.72	-0.209	-7.40	-0.123	-4.41	-0.128	-4.40	-0.125	-4.36	-0.118	-4.16	-0.124	-4.78	-0.034	-1.55
2014	1222	77.2%	-0.253	-8.84	-0.247	-8.75	-0.168	-5.96	-0.184	-6.27	-0.181	-6.22	-0.175	-6.12	-0.166	-6.36	-0.061	-2.90
2015	1299	77.0%	-0.219	-8.89	-0.214	-8.78	-0.149	-6.11	-0.166	-6.54	-0.161	-6.39	-0.161	-6.55	-0.154	-6.83	-0.064	-3.62
2016	1417	80.2%	-0.208	-7.70	-0.205	-7.71	-0.133	-5.12	-0.150	-5.57	-0.146	-5.46	-0.133	-5.09	-0.137	-5.68	-0.054	-3.00
2017	1587	81.0%	-0.229	-7.17	-0.228	-7.27	-0.129	-4.34	-0.148	-4.79	-0.147	-4.76	-0.131	-4.27	-0.165	-5.83	-0.080	-3.53
2018	1396	82.3%	-0.175	-5.17	-0.178	-5.35	-0.100	-3.04	-0.134	-3.89	-0.137	-3.99	-0.109	-3.22	-0.148	-4.73	-0.069	-2.92

Madden Table 3(a) Revised adding Saad's Coded Majors at col5																		
2013 through 2018 African American Differences in Medicare Earnings at Oracle Headquarters by Year, with Various Characteristics Considered																		
Controls for ...																		
Year	Number of Workers	African American Only (1)		Adds Gender (2)		Adds Age (3)		Adds Education (4)		Adds Time at Oracle and Coded Majors (5)		Adds Exempt/Non Exempt and Job Descriptor (6)		Adds Management Control (7)		Adds Global Career Level (8)		
		% African American	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score
2013	1008	2.3%	-0.229	-1.84	-0.219	-1.78	-0.148	-1.25	-0.152	-1.28	-0.133	-1.16	-0.090	-0.90	-0.002	-0.03	0.028	0.38
2014	954	2.4%	-0.490	-3.43	-0.459	-3.24	-0.391	-2.83	-0.406	-2.94	-0.372	-2.83	-0.307	-2.70	-0.193	-1.84	-0.089	-1.13
2015	916	2.8%	-0.431	-3.73	-0.412	-3.58	-0.335	-2.99	-0.356	-3.18	-0.330	-3.03	-0.295	-3.05	-0.221	-2.48	-0.082	-1.19
2016	867	3.5%	-0.501	-4.46	-0.479	-4.27	-0.343	-3.15	-0.345	-3.17	-0.329	-3.09	-0.267	-2.93	-0.199	-2.37	-0.072	-1.15
2017	848	3.3%	-0.538	-4.19	-0.508	-3.97	-0.446	-3.53	-0.426	-3.38	-0.397	-3.23	-0.311	-2.88	-0.250	-2.52	-0.121	-1.71
2018	772	3.5%	-0.514	-3.88	-0.495	-3.75	-0.410	-3.15	-0.384	-2.98	-0.355	-2.83	-0.217	-1.98	-0.199	-1.98	-0.072	-1.04

Table
Differences in Global Career Level Assnignments for Experienced Hires
Relative to Requisition Specified Global Career Level
Controlling for Global Career Level in Requisition and Year
By Gender and Race in Dr. Saad's Data, 2013-2018

	Global Career Level Assignment Differences			
	Lower	Probability Difference Is Due to Chance	Higher	Probability Difference Is Due to Chance
Women relative to men	0	na	-12.2	0.042
Asian relative to white hires	17.4	0.003	-5.7	0.316

Redo of Saad's Table 1 Using Basepay instead of Total Compensation																
2013 through 2018 Gender Differences in Base Pay at Oracle Headquarters by Year, with Various Characteristics Controlled																
- Full-Year Incumbents in the INFTECH Job Function -																
Controls for ...																
Year	Number of Workers	% Women	Gender Only (1)		Adds Race/Ethnicity (2)		Adds Refined Age Variable (3)		Adds Education (4)		Adds Refined Tenure Variables (5)		Adds Work-Related Variables (6)		Removes Organization Name (7)	
			Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV
2013	440	28.2%	-0.037	-1.18	-0.045	-1.45	-0.046	-1.47	-0.047	-1.48	-0.016	-0.49	-0.026	-1.79	-0.028	-1.93
2014	447	27.7%	-0.051	-1.50	-0.056	-1.68	-0.056	-1.69	-0.050	-1.49	-0.009	-0.25	-0.037	-2.40	-0.038	-2.55
2015	556	24.5%	-0.077	-2.50	-0.077	-2.56	-0.078	-2.59	-0.076	-2.53	-0.028	-0.85	-0.026	-1.88	-0.037	-2.59
2016	604	23.7%	-0.097	-3.23	-0.097	-3.31	-0.098	-3.35	-0.098	-3.37	-0.056	-1.79	-0.024	-1.71	-0.034	-2.37
2017	544	24.3%	-0.093	-2.94	-0.095	-3.04	-0.095	-3.06	-0.096	-3.08	-0.045	-1.38	-0.036	-2.37	-0.040	-2.69
2018	521	24.4%	-0.085	-2.68	-0.087	-2.79	-0.087	-2.81	-0.087	-2.81	-0.038	-1.15	-0.043	-2.66	-0.037	-2.36

Redo of Saad's Table 2 Using Basepay instead of Total Compensation																
2013 through 2018 Gender Differences in Base Pay at Oracle Headquarters by Year, with Various Characteristics Controlled																
- Full-Year Incumbents in the PRODEV Job Function -																
Controls for ...																
Year	Number of Workers	% Women	Gender Only (1)		Adds Race/Ethnicity (2)		Adds Refined Age Variable (3)		Adds Education (4)		Adds Refined Tenure Variables (5)		Adds Work-Related Variables (6)		Removes Organization Name (7)	
			Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV
2013	3901	28.8%	-0.171	-17.45	-0.160	-16.65	-0.159	-16.60	-0.159	-16.69	-0.130	-14.07	-0.010	-2.10	-0.022	-4.21
2014	3872	28.7%	-0.165	-16.39	-0.155	-15.65	-0.154	-15.54	-0.155	-15.63	-0.130	-13.91	-0.010	-1.89	-0.022	-4.04
2015	3814	28.3%	-0.163	-16.21	-0.152	-15.42	-0.157	-15.26	-0.152	-15.44	-0.126	-13.22	-0.013	-2.64	-0.024	-4.53
2016	3809	27.7%	-0.157	-15.26	-0.148	-14.62	-0.147	-14.50	-0.149	-14.73	-0.129	-13.30	-0.012	-2.38	-0.022	-4.12
2017	3816	27.6%	-0.155	-15.58	-0.149	-15.08	-0.146	-14.89	-0.149	-15.24	-0.130	-13.83	-0.013	-2.54	-0.023	-4.42
2018	3585	27.9%	-0.160	-14.86	-0.155	-14.59	-0.153	-14.46	-0.155	-14.72	-0.135	-13.32	-0.015	-2.73	-0.023	-4.14

Redo of Saad's Table 3 Using Basepay instead of Total Compensation																
2013 through 2018 Gender Differences in Base Pay at Oracle Headquarters by Year, with Various Characteristics Controlled																
- Full-Year Incumbents in the SUPP Job Function -																
Controls for ..																
Year	Number of Workers	% Women	Gender Only (1)		Adds Race/Ethnicity (2)		Adds Refined Age Variable (3)		Adds Education (4)		Adds Refined Tenure Variables (5)		Adds Work-Related Variables (6)		Removes Organization Name (7)	
			Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV
2013	233	18.0%	-0.179	-3.85	-0.185	-3.98	-0.191	-4.05	-0.198	-4.22	-0.169	-3.51	-0.050	-2.06	-0.061	-2.69
2014	220	19.1%	-0.152	-3.24	-0.159	-3.34	-0.169	-3.54	-0.172	-3.62	-0.122	-2.52	-0.044	-2.16	-0.052	-2.47
2015	103	30.1%	-0.136	-1.84	-0.126	-1.65	-0.144	-1.88	-0.146	-1.84	-0.084	-0.96	0.016	0.32	-0.029	-0.76
2016	95	24.2%	-0.123	-1.43	-0.127	-1.45	-0.150	-1.65	-0.144	-1.57	-0.110	-0.97	0.011	0.14	-0.065	-1.51
2017	85	23.5%	-0.090	-0.09	-0.091	-0.91	-0.110	-1.04	-0.097	-0.90	-0.049	-0.41	-0.161	-3.19	-0.073	-1.70
2018	83	25.3%	-0.103	-1.07	-0.106	-1.07	-0.146	-1.41	-0.133	-1.26	-0.032	-0.27	0.018	0.24	-0.044	-0.89

Redo of Saad's Table 4 Using Basepay instead of Total Compensation

2013 through 2018 Asian Differences in Base Pay at Oracle Headquarters by Year, with Various Characteristics Controlled

- Full-Year Incumbents in the PRODEV Job Function -

Controls for ...

Year	Number of Workers	% Women	Asian Only (1)		Adds Gender (2)		Adds Refined Age Variable (3)		Adds Education (4)		Adds Refined Tenure Variables (5)		Adds Work-Related Variables (6)		Removes Organization Name (7)	
			Asian Coefficient	ST DEV	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV
2013	3783	72.6%	-0.138	-13.54	-0.123	-12.51	-0.107	-10.46	-0.103	-10.03	-0.068	-7.10	-0.014	-2.73	-0.027	-5.00
2014	3756	73.6%	-0.134	-12.67	-0.121	-11.76	-0.107	-10.00	-0.105	-9.70	-0.073	-7.35	-0.009	-1.62	-0.027	-4.77
2015	3687	74.6%	-0.135	-12.71	-0.122	-11.76	-0.111	-10.27	-0.109	-10.07	-0.076	-7.52	-0.010	-1.83	-0.028	-4.93
2016	3659	75.9%	-0.121	-10.88	-0.109	-10.07	-0.098	-8.79	-0.096	-8.46	-0.062	-5.95	-0.012	-2.14	-0.025	-4.27
2017	3669	76.9%	-0.113	-10.38	-0.102	-9.66	-0.085	-7.86	-0.078	-7.11	-0.049	-4.78	-0.014	-2.56	-0.023	-4.18
2018	3435	77.5%	-0.110	-9.20	-0.100	-8.58	-0.085	-7.06	-0.078	-6.10	-0.052	-4.55	-0.010	-1.62	-0.024	-3.89

Redo of Saad's Table 5 Using Basepay Instead of Total Compensation																
2013 through 2018 African-American Differences in Base Pay at Oracle Headquarters by Year, with Various Characteristics Controlled																
- Full-Year Incumbents in the PRODEV Job Function -																
Controls for ...																
Year	Number of Workers	% Women	African-American Only (1)		Adds Gender (2)		Adds Refined Age Variable (3)		Adds Education (4)		Adds Refined Tenure Variables (5)		Adds Work-Related Variables (6)		Removes Organization Name (7)	
			Black Coefficient	ST DEV	Black Coefficient	ST DEV	Black Coefficient	ST DEV	Black Coefficient	ST DEV	Black Coefficient	ST DEV	Black Coefficient	ST DEV	Black Coefficient	ST DEV
2013	1062	2.4%	-0.189	-2.87	-0.180	-2.80	-0.181	-2.81	-0.187	-2.91	-0.158	-2.72	0.011	0.35	-0.035	-1.16
2014	1018	2.6%	-0.238	-3.56	-0.227	-3.45	-0.230	-3.48	-0.242	-3.66	-0.211	-3.59	0.008	0.24	-0.041	-1.32
2015	962	2.6%	-0.266	-4.07	-0.253	-3.93	-0.258	-4.00	-0.272	-4.22	-0.239	-4.07	-0.005	-0.15	-0.067	-2.12
2016	910	3.2%	-0.292	-4.76	-0.277	-4.57	-0.281	-4.63	-0.284	-4.69	-0.219	-3.91	-0.026	-0.81	-0.073	-2.46
2017	876	3.1%	-0.310	-5.00	-0.291	-4.77	-0.292	-4.78	-0.289	-4.71	-0.238	-4.23	-0.059	-1.81	-0.099	-3.33
2018	800	3.4%	-0.324	-4.94	-0.311	-4.81	-0.312	-4.82	-0.307	-4.75	-0.262	-4.36	-0.090	-2.68	-0.104	-3.18