
From: Shauna Holman Harries <shauna.holman.harries@oracle.com>
To: Luong, Hoan - OFCCP <Luong.Hoan@dol.gov>
CC: Neil Bourque <neil.bourque@oracle.com>; Lida Daniel <lida.daniel@oracle.com>; Bill Couch <william.couch@oracle.com>
Sent: 2/26/2015 10:00:40 PM
Subject: RE: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures
Attachments: Global Compensation Training - 2011 Managing Pay Final.pptx

Hi Hoan. I have been looking through documents that aren't promotion documents to see if they have some promotion information in them. I found some additional information on promotions in the PowerPoint compensation slide deck I am attaching. It's just two slides of information on pages 13 and 14. Not sure if it will help but I am sending it anyway. Take care.

Shauna

From: Luong, Hoan - OFCCP [mailto:Luong.Hoan@dol.gov]
Sent: Wednesday, February 25, 2015 10:26 AM
To: Shauna Holman Harries
Cc: Neil Bourque; Lida Daniel; Bill Couch
Subject: RE: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures

Ms. Holman-Harries,

The files "USEmployeehandbook.pdf" briefly mentions about transfers, promotion, and performance/merit. Are there other written policies/guidelines that explain in details of each of the employment activities? If there are detailed, written policies for hiring, promotion, and termination, please provide the policies by Friday, February 27, 2015. It will certainly help OFCCP expedite this compliance evaluation.

Thank you,

Hoan Luong
Sr. Compliance Officer
U.S. Department of Labor - OFCCP
90 7th Street, Suite 11-100
San Francisco, CA 94103
Phone: (415) 625-7835
E-mail: Luong.Hoan@dol.gov

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From: Shauna Holman Harries [mailto:shauna.holman.harries@oracle.com]
Sent: Thursday, February 19, 2015 11:43 AM
To: Luong, Hoan - OFCCP
Cc: Neil Bourque; Lida Daniel; Bill Couch
Subject: RE: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures

Exhibit No. 29
Witness name:
S. Holman-Harries
Date: 05/08/19
Robin L B Osterode CSR RPR

Hi Hoan. I am attaching Oracle's employee handbook that includes the promotion policy that you requested. See file USEmployeehandbook.pdf, page 44. There is no termination policy. I am also attaching the JGA you requested in a different email for 1-1-14 broken out by race/ethnic groups.

Shauna

From: Luong, Hoan - OFCCP [<mailto:Luong.Hoan@dol.gov>]
Sent: Tuesday, February 17, 2015 9:01 AM
To: Shauna Holman Harries (shauna.holman.harries@oracle.com)
Subject: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures

Ms. Holman-Harries,

Can you please provide all written policies and procedures for hiring, promotion, and termination for Oracle at the HQCA location? If there are different policies and procedures for different jobs, please provide all for each job. **Please submit the documents to OFCCP by Thursday, February 19, 2015.**

Thank you,

Hoan Luong
Senior Compliance Officer
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