

Exhibit List in Support of OFCCP's Motion for Summary Judgment

| Ex. # | Title  | Date              | BSN                        |
|-------|--|-------------------|----------------------------|
| 1     | Letter from Erin Connell to Marc Pilotin   | Aug. 7, 2017      | -                          |
| 2     | Def. Oracle America, Inc.'s Resps. & Objections to Second Set of Reqs. for Admis.                    | May 31, 2019      | -                          |
| 3     | Federal Contractor Selection System (FCSS) Scheduling Report   | No date           | DOL000038371-76            |
| 4     | Dep. of Hea Jung Atkins  | June 10, 2019     | -                          |
| 5     | Dep. of Shauna Holman-Harries under Rule30(b)(6)   | Aug. 1, 2019      | -                          |
| 6     | Dep. of Lynne Carrelli   | May 24, 2019      | -                          |
| 7     | Dep. of Kate Waggoner (Waggoner May Dep.)  | May 1, 2019       | -                          |
| 8     | Q4FY15 HR Webinar Oracle Compensation  | March 2015        | ORACLE HQCA 0000056391     |
| 9     | Oracle Compensation Guidelines   | no date           | ORACLE HQA 0000380594-97   |
| 10    | Global Compensation: Total Compensation, www.my.oracle.com   | December 18, 2017 | ORACLE_HQCA_0000364301-03  |
| 11    | U.S. Employee Handbook   | February 2014     | ORACLE HQCA 0000000464-569 |
| 12    | Untitled Oracle Compensation Presentation,   | copyright 2012    | ORACLE HQCA 0000042098     |
| 13    | Managing Compensation  | July 2016         | ORACLE HQCA 0000056234     |
| 14    | Managing Compensation at Oracle  | no date           | ORACLE HQCA 0000382580     |
| 15    | Untitled Global Job Table for Product Development, Information Technology, and Support Job Functions | no date           | ORACLE_HQCA_0000022905     |
| 16    | Global Compensation Training: Salary Ranges at Oracle  | copyright 2011    | ORACLE_HQCA_0000364272     |
| 17    | Declaration of Hea Jung Atkins in Support of OFCCP's Motion For Summary Judgment                     | October 16, 2019  | -                          |
| 18    | Global Compensation Training: Managing Pay Module  | copyright 2011    | ORACLE_HQCA_0000000407     |
| 19    | Dep. of Madhavi Cheruvu  | June 11, 2019     | -                          |
| 20    | Global Approval Matrices   | 2012-2017         |                            |
| 21    | Managing Compensation  | April 2016        | ORACLE HQCA 0000380437     |
| 22    | Global Compensation Training: Compensation Processes   | 2011              | ORACLE_HQCA_0000364274     |
| 23    | Dimensions of Diversity Newsletter   | December 13, 2016 | ORACLE_HQCA_0000053641-65  |
| 24    | Annual Bonus Program and Workforce Compensation Manager Training                                     | copyright 2018    | ORACLE_HQCA_0000381306     |
| 25    | Manager Training: Compensation Process for Global Corporate Bonus & Fusion Workforce Compensation    | June 2014         | ORACLE_HQCA_0000056242     |
| 26    | New Manager Training: Compensation Processes/Compensation Workbench                                  | May 2011          | ORACLE_HQCA_0000056957     |
| 27    | Dep. of Kate Waggoner under Rule30(b)(6)   | July 19, 2019     | -                          |

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|----|--|------------------------|----------------------------|
| 28 | Recruit & Hire at Oracle: Module 6: How to Create an Offer in iRecruitment   | copyright 2017         | ORACLE_HQCA_0000057179     |
| 29 | iRecruitment Candidate Details for Applicant Number 452780   | February 17, 2014      | ORACLE_HQCA_0000001729-32  |
| 30 | Dive-and-Save E-mails between Oracle Managers  | July 2014              | ORACLE_HQCA_0000432004-06  |
| 31 | Dep. of Juan Loaiza  | June 14, 2019          | -                          |
| 32 | Memorandum: Investigation Results  | December 7, 2017       | ORACLE_HQCA_0000416837     |
| 33 | Request for Dive-and-Save Salary Adjustment  | May 7, 2014            | ORACLE_HQCA_0000437696-701 |
| 34 | Out of Cycle Salary Adjustment Proposal  | June 15, 2015          | ORACLE_HQCA_0000434971-72  |
| 35 | Dimensions of Diversity Newsletter   | December 9, 2015       | ORACLE_HQCA_0000049995     |
| 36 | Speaker Biographies  | September 19, 2016     | ORACLE_HQCA_0000042275-77  |
| 37 | Dep. of Joyce Westerdahl   | May 30, 2019           | -                          |
| 38 | Performance Appraisals FY15  | September 2015         | ORACLE_HQCA_0000380158     |
| 39 | Oracle Recruiting Program Manager (RPM) Training Manual  | no date, 2013 examples | ORACLE_HQCA_0000056907-32  |
| 40 | Oracle College Recruiting  | July 14, 2014          | ORACLE_HQCA_0000020125-79  |
| 41 | Decl. of Shauna Holman-Harries, filed in <i>Jewett v. Oracle Corp. Inc.</i> , Case No. 17-cv-02669 (Sup. Ct. San Mateo) (Ex. 17 at Holman-Harries <del>30b</del> Dep. re: conciliation), including as Ex. A thereto, the sworn statement of Lisa Gordon, Oracle Director of Compensation, dated February 11, 2015. | October 2, 2018        | -                          |
| 42 | E-mail dated February 10, 2015, from Shauna Holman-Harries to OFCCP, regarding revisions to Lisa Gordon's statement.   | February 10, 2015      | DOL000039983-40002         |
| 43 | Dep. Shauna Holman-Harries (non-30b6) (Holman-Harries May Dep.)  | May 8, 2019            | -                          |
| 44 | OFCCP interview statement containing Lisa Gordon's revisions that Shauna Holman-Harries sent to OFCCP that was marked as Ex. 33 to Shauna Holman-Harries May 8, 2019 deposition. <sup>1</sup>  | February 10, 2015      |                            |
| 45 | E-mail dated February 12, 2015, from Shauna Holman-Harries to OFCCP with Lisa Gordon's sworn statement.  | February 12, 2015      | DOL000040003-22            |

<sup>1</sup> The documents at Ex. 42 and 44 are exactly the same except Ex. 42 has bates stamp numbers and Ex. 44 does not, and Ex. 42 has the cover e-mail of Shauna Holman-Harries sending the document to OFCCP.

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| 46 | HR Learning Session US Pay Equity Laws and Salary History Bans   | October 18-19-2017 | ORACLE_HQCA_0000381118-37                         |
| 47 | US PAY EQUITY FAQ FOR MANAGERS AND HR  | January 1, 2018    | ORACLE_HQCA_0000381077-79                         |
| 48 | "Candidate Offer Information" for ██████████   | December 22, 2008  | ORACLE_HQCA_0000472274-80                         |
| 49 | "Candidate Offer Information" for ██████████   | January 6, 2015    | ORACLE_HQCA_0000464341-44                         |
| 50 | E-mails between a job applicant and an Oracle recruiter regarding the prior salary   | 2010               | DOL000044390-93                                   |
| 51 | Untitled Oracle Hiring Presentation  | 2014               | ORACLE HQCA 0000056633                            |
| 52 | Two "Candidate Profile Summaries"  | 2013               | ORACLE HQCA0000029001 and 0000033810              |
| 53 | iRecruitment requisition for "Senior Software Developer – Fusion Lifecycle Management"   | March 28, 2012     | ORACLE_HQCA_0000027412                            |
| 54 | E-mail exchange between Oracle's Senior Recruiter Todd Gorman and ██████████   | May 2014           | ORACLE_HQCA_0000034106-10                         |
| 55 | Job Announcement for "Solution Architect," from Oracle Senior Recruiter Stephanie Nguyen   | no date            | ORACLE_HQCA0000033891-94                          |
| 56 | E-mails regarding "Changes to US Hiring Process Effective October 31, 2017"  | October 2017       | ORACLE_HQCA_0000381115-17                         |
| 57 | Recruit & Hire at Oracle; Module 1: Introduction to Recruiting & Hiring  | copyright 2017     | ORACLE_HQCA_0000057181                            |
| 58 | Manager Essentials Product Development   | March 2014         | ORACLE HQCA 0000380814-934                        |
| 59 | Global Compensation Guidelines Training North America: US  | May 2013           | ORACLE_HQCA_0000382399                            |
| 60 | NA Talent Advisory   | copyright 2016     | ORACLE HQCA 0000056772                            |
| 61 | OFCCP's Notice of Violation of EO 11246 to Oracle America, Inc.  | March 11, 2016     | DOL000000943-54                                   |
| 62 | Oracle's Responses and Objections to Plaintiffs' Third Set of Special Interrogatories  | September 18, 2018 | ORACLE_HQCA_0000607048-50                         |
| 63 | Affirmative Action Plan for Oracle America   | January 2014       | ORACLE_HQCA_0000004999-5015                       |
| 64 | Welcome to New Recruiter On-boarding!  | copyright 2014     | ORACLE_HQCA_0000056566                            |
| 65 | Dep. of Tamerlane Baxter Rule 30(b)(6) (Baxter 30(b)(6) Dep.)  | July 3, 2019       | -   |
| 66 | Show Cause Notice  | June 8, 2016       | -   |
| 67 | OFCCP's April 21, 2016 Response to Oracle America Inc.'s April 11, 2016 Letter   | April 21, 2016     | ORACLE_HQCA_0000002067-78                         |
| 68 | Attachment to Oracle America Inc.'s October 29, 2015 email, "HQCA Compensation Report no Vlookup with extra visa data 10-22-15," | October 29, 2015   | ORACLE_HQCA_0000000699 and attachment with no BSN |

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| 69 | OFCCP's March 29, 2016 emailed Response to Oracle America, Inc.'s March 18, 2016 email  | March 29, 2016    | ORACLE_HQCA_0000000275-78                      |
| 70 | Oracle America Inc.'s March 25, 2016 Email and attached Position Statement in response to OFCCP's March 11, 2016                      | March 25, 2016    | ORACLE_HQCA_0000002094-115                     |
| 71 | Consolidated Notes of Oracle employees Charles Nyakundi and Shauna Holman-Harries, produced by Oracle America Inc. on July 31, 2019   | no date           | ORACLE_HQCA_0000607319-25                      |
| 72 | Declaration of Shauna Holman-Harries, filed in <i>Jewett v. Oracle Corp. Inc.</i> , Case No. 17-cv-02669 (Sup. Ct. San Mateo)         | October 2, 2018   | -  |
| 73 | Compensation Review & Oversight   | not dated         | ORACLE_HQCA_0000382618                         |
| 74 | E-mail from Shauna Holman-Harries to OFCCP sending Oracle's Handbook  | February 9, 2015  | ORACLE_HQCA_0000000443                         |
| 75 | E-mail from Shauna Holman-Harries to OFCCP, sending Oracle's Global Compensation Training   | February 26, 2015 | ORACLE_HQCA_0000000405-06                      |
| 76 | Screenshots from "Workforce Compensation Hints and Tips" Video  | 2017              | ORACLE_HQCA_0000417060                         |
| 77 | Affirmative Action Training at Oracle   | October 12, 2015  | ORACLE_HQCA_0000416488                         |
| 78 | Oracle Compensation Guidelines  | no date           | ORACLE_HQCA_0000382600-603                     |
| 79 | Eligibility: FY14 Focal Stock Grant   | no date           | ORACLE_HQCA_0000022959                         |
| 80 | Eligibility: FY13 Focal Stock Grant   | no date           | ORACLE_HQCA_0000380593                         |
| 81 | Excerpts from Oracle's 30(b)(6) Deposition (Kate Waggoner) Deposition in <i>Jewett, et al v. Oracle America</i> , produced by Oracle. |                   | ORACLE_HQCA_0000400584 and subsequent excerpts |
| 82 | Correspondence from J. Pitcher to L. Bremer   | June 28, 2018     | -  |
| 83 | Stock Options/Restricted Stock Units (RSUs) FAQ-June 2016   |                   | ORACLE_HQCA_0000416489                         |
| 84 | Email from Stefanie Wittner   | May 30, 2013      | ORACLE_HQCA_0000022960-61                      |
| 85 | Email from J. Ridell to C. Song   | July 12, 2019     | -  |
| 86 | Correspondence from J. Wipper to S. Catz  | June 8, 2016      | DOL000001392-94                                |
| 87 | Correspondence from OFCCP to Oracle   | March 11, 2016    | DOL000001395-1406                              |
| 88 | Excerpt of Dr. Saad's backup data entitled re yearly incumbent 2013 2018  | no date           | -  |
| 89 | Transcript for the deposition of Dr. Saad   | October 11, 2019  | -  |
| 90 | Transcript for the deposition of Dr. Madden   | October 10, 2019  | -  |
| 91 | Dr. Madden's Expert Report  | July 19, 2019     | -  |
| 92 | Dr. Madden's Expert Rebuttal Report   | August 16, 2019   | -  |
| 93 | Dr. Saad's Expert Report  | July 19, 2019     | -  |
| 94 | Dr. Saad's Expert Rebuttal Report   | August 16, 2019   | -  |

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| 95  | Excerpt from the Deposition of Dr. Madden | October 10, 2019   | - |
| 96  | Excerpt from the Deposition of Dr. Saad   | October 11, 2019   | - |
| 97  | Declaration of Christina Kolotouros       | September 19, 2019 | - |
| 98  | Declaration of Rachel Powers              | October 1, 2019    | - |
| 99  | Declaration of Donna Rosberg              | October 2, 2019    | - |
| 100 | Declaration of Donna Kit Yee Ng           | October 9, 2019    | - |
| 101 | Declaration of Lynn Snyder                | October 10, 2019   | - |
| 102 | Declaration of Kirsten Hanson Garcia      | September 20, 2019 | - |
| 103 | Declaration of Nicole Alexander           | October 8, 2019    | - |
| 104 | IRS Circular Excerpt                      | 2019               | - |

105 Letter from Erin Connell October 31, 2014 -

106 Supplemental Excerpts from May Deposition of Shauna Holman - Harries May 8, 2019 -

107 Data file except from file Amp - Personal - Experience - Qualification - Assign - Details. xlsx October 11, 2017 -

108 Certification of Kate Waggoner's 3066 deposition July 19, 2019 -