Hi Shauna,

The following OFCCP personnel will be onsite:

Hoan Luong, Compliance Officer  
Anna Liu, Compliance Officer  
Hea Jung Atkins, Greater San Francisco Bay District Director  
Brian Mikel, Los Angeles Acting Assistant District Director  
Robert Doles, Director of Regional Operations  
Jane Suhr, Acting Deputy Regional Director  
Janette Wipper, Regional Director

We appreciate the comments you and Neil raised during this morning’s telephone call. We understand our shared interest in transparency and cooperation during this review.

Our investigation is not complete at this time and we are still in the process of gathering and analyzing information. Nonetheless, in response to your request, we shared the information that we have available at this time about indicators and relevant job groups at Oracle. Without having received additional information responsive to outstanding data requests, and without even an organizational chart or similar information from Oracle, job group data is the only description of the corporate structure Oracle has provided to the agency at this time.

We will provide you with a list of interviewees by Wednesday evening, which should disclose additional information to assist your preparation for the onsite. To assist in facilitating an efficient interview process of employees, we also ask that you provide the following notice to all individuals at Oracle by Friday, March 20, 2015, and cc me and Hoan Luong:

To: All Oracle Employees  
CC: Atkins.Hea.Jung@dol.gov, Luong.Hoan@dol.gov  
Subject: U.S. Department of Labor Equal Employment Opportunity Audit on Site, Tuesday, March 24, 2015

Dear Oracle Employees,

On Tuesday, March 24, 2015, the U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) will be on site at Oracle’s headquarters in San Francisco, CA. OFCCP is conducting a compliance evaluation of Oracle’s employment practices to assess whether Oracle has complied with federal equal employment opportunity and nondiscrimination regulations.

OFCCP is a civil rights enforcement agency within the U.S. Department of Labor that enforces laws and regulations prohibiting federal contractors and subcontractors from discriminating in employment decisions (i.e., hiring, promotions, terminations, and compensation) on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, veteran status, and disability status. Oracle is a federal contractor.

Oracle encourages employees to contact OFCCP. Any contact or communication with OFCCP will be kept confidential. Oracle will not subject employees to any adverse action for participating or assisting in OFCCP’s compliance evaluation. If you have any information or questions and wish to contact OFCCP, you may stop by conference rooms XXX from 9am to 5pm on Tuesday, March 24th, or you may contact directly OFCCP District Director Hea Jung Atkins at 415-625-7829 or Atkins.Hea.Jung@dol.gov and OFCCP Compliance Officer Hoan.
Luong at (415)625-7835 or Luong.Hoan@dol.gov at any time.

Thank you,

____________

Thank you again for your continued cooperation.

Sincerely,
Hea Jung Atkins
District Director
Greater San Francisco/Bay District Office

From: Shauna Holman Harries [mailto:shauna.holman.harries@oracle.com]
Sent: Monday, March 16, 2015 3:51 PM
To: Shauna Holman Harries; Atkins, Hea Jung K - OFCCP
Cc: Neil Bourque; Mikel, Brian L - OFCCP
Subject: RE: List of OFCCP attending on-site

I need these names by tomorrow.

From: Shauna Holman Harries [mailto:shauna.holman.harries@oracle.com]
Sent: Monday, March 16, 2015 8:25 AM
To: 'Atkins, Hea Jung K - OFCCP'
Cc: Neil Bourque; 'Mikel, Brian L - OFCCP'
Subject: List of OFCCP attending on-site

Please send us the list of names and job titles of people that will be in attendance from the OFCCP. We need the names in order for them to be permitted on Oracle premises.

Best Regards,
Shauna Holman-Harries

ORACLE

Shauna Holman-Harries - Director Diversity Compliance
Phone: +1 602 333 9112 | Fax: +1 602 333 9112 | Mobile: +1 480 689 1858

"Working to create an inclusive, diverse culture that drives innovation and business success."
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Oracle is committed to developing practices and products that help protect the environment