

**From:** Shauna Holman Harries  
**To:** Atkins, Hea Jung K - OFCCP  
**Cc:** Neil Bourque; Charles Nyakundi; Bill Couch; Lida Daniel; Luong, Hoan - OFCCP; Crossland, Milton - OFCCP  
**Subject:** RE: Interview with Juana Schurman  
**Date:** Thursday, May 28, 2015 1:02:01 PM

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Hea Jung, sorry I haven't gotten back to you on other parts of your April 27 letter. As you can imagine with all the outstanding audits, I've been buried. Will do so ASAP and not later than early next week.

Shauna

**From:** Atkins, Hea Jung K - OFCCP [mailto:Atkins.HeaJung@dol.gov]  
**Sent:** Thursday, May 28, 2015 8:43 AM  
**To:** Shauna Holman Harries  
**Cc:** Neil Bourque; Charles Nyakundi; Bill Couch; Lida Daniel; Luong, Hoan - OFCCP; Crossland, Milton - OFCCP  
**Subject:** RE: Interview with Juana Schurman

Hi Shauna,

Thanks for your email. I did sit in in the very beginning of Ms. Schurman's interview and then had to step out. However, I did review the notes. Questions previously asked Ms. Schurman will not be asked. We would like to interview Ms. Schurman regarding issues learned since her interview and would like to provide Oracle with the opportunity to address our questions. Please confirm whether Ms. Schurman will be available for an interview.

Also, could you please provide status update on all outstanding items listed in my April 27 letter? Since I did not hear back from you after clarifying your questions, I assume the items are in route.

Please also provide onsite availability in July for Oracle Pleasanton. Milton Crossland will be contacting you shortly about the details of that onsite but we would like to establish a date in advance for preparation.

I'm available if you have any questions.

Thanks,  
Hea Jung

**From:** Shauna Holman Harries [mailto:shauna.holman.harries@oracle.com]  
**Sent:** Wednesday, May 27, 2015 8:17 AM  
**To:** Atkins, Hea Jung K - OFCCP  
**Cc:** Neil Bourque; Charles Nyakundi; Bill Couch; Lida Daniel  
**Subject:** Interview with Juana Schurman

Hello Hea Jung,

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I'm am writing regarding your request to interview Juana Schurman, "in her capacity as Vice President and Associate General Counsel", as noted in your April 27 letter.

In touching base with Ms Schurman regarding her availability she reminded me that she has already been interviewed in that capacity. She pointed out that she was interviewed by phone by Mr. Mikel, you, and others (she thinks four in all) on March 24. In checking our notes and correspondence, you will recall that you asked to interview certain individuals as non-managers with regard to their own employment experience. One of those you identified was Ms Schurman and we agreed to allow her to be interviewed without a representative present and she also chose not to be represented.

However, in the course of questioning her, Mr. Mikel (and she thinks others from OFCCP present on that call) also asked her specific questions in her management capacity. According to Ms Schurman, when she pointed this out and questioned the appropriateness of questions in her VP and AGC capacity, Mr. Mikel specifically told her that she could choose to stop, not answer such questions, and wait to have a company representative present. Moreover, Mr. Mikel further stated to Ms Schurman that she would then be called back for another interview. Ms Schurman agreed, therefore, to go forward and allow questions of her in her capacity as VP and Associate General.

Accordingly, she has been interviewed in her capacity as Vice President and Associate General Counsel. If there are specific reasons warranting a further interview, please let me know.

Best Regards,  
Shauna Holman-Harries

**ORACLE**

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