

U.S. Department of Labor

Office of Federal Contract Compliance Programs  
Greater San Francisco/Bay District Office  
90 7<sup>th</sup> Street, Suite 11-100  
San Francisco, California 94103



VIA EMAIL AND U.S. MAIL

July 30, 2015

Mr. Gary R. Siniscalco  
Orrick, Herrington & Sutcliffe LLP  
405 Howard Street  
San Francisco, CA 94105-2669

FILE COPY

RE: Compliance Evaluation of Oracle, Redwood Shores, CA

Dear Mr. Siniscalco:

This letter is in response to your correspondence dated July 9, 2015. As explained in our previous correspondences, we disagree with your continued mischaracterization of this audit. (See OFCCP letters dated April 14, 2015, May 11, 2015, and email to Shauna Holman Harries on July 2, 2015) However, we are encouraged that your client is eager to cooperate with us in completing the evaluation of Oracle Redwood Shores and request that you submit the following outstanding items by August 14, 2015:

1. Internal pay equity analysis conducted during the past three years, as required under 41 C.F.R. § 60-2.17. For each analysis, include the date of analysis, dataset used for the analysis, and actions taken, if any, as a result of the analysis. *This item was previously requested on 11/19/14 with follow up requests made on 1/22/15, 2/10/15, 4/27/15, 5/11/15, 5/19/15 and 5/28/2015.*
2. Resubmit compensation database provided on 6/16/15 with 1/1/14 snapshot date, with the following additional information, and any other relevant compensation information and factors affecting pay, added in separate columns:
  - Name of school attended
  - Educational degree earned
  - Prior salary immediately before joining Oracle
  - Performance evaluation rating
  - Rank (by performance)
  - Years of experience before joining Oracle
  - Hiring manager(s)
  - Amount of signing bonus
  - Visa status
  - Type of visa, including but not limited to H1B
  - Date (mm/dd/yyyy) that the visa was initially processed

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- Current status of visa
- Date (mm/dd/yyyy) that green card/permanent resident card was processed

*Some of this information was initially requested on 11/19/14 and 2/10/15. Most recent status requests were made on 4/27/15, 5/11/15, 5/19/15 and 5/28/15.*

3. Employee personnel actions containing job and salary information and history for all employees and student interns. This information should include, but not be limited to, starting wages, wage increases, bonus awards, job title hired into, starting stock level, job title and supervisor changes, stock level changes, promotion history, performance evaluations, ranking information, with dates associated for each action. *The salary history information was originally requested on 2/10/15. Other items were requested on 4/27/15. Status requests were made on 5/11/15, 5/19/15 and 5/28/15.*
4. For all employees who were hired during the period of 1/1/13 – 6/30/14, resubmit the applicant flow log submitted on 2/19/15 to include the following in separate columns:
  - Visa status (yes/no)
  - If they are on visa status, include type of visa

*Request for visa status was initially made on 11/19/14. Status requests were made on 4/27/15, 5/11/15, 5/19/15 and 5/28/15.*
5. Applicant flow log for all hires during the period of 1/1/12 – 12/31/12. This should include the following:
  - First and Last Name
  - Sex
  - Race/Ethnicity
  - Visa Status (yes/no)
  - If they are on visa status, include type of visa
  - Job Title
  - Job Group
  - Department
  - Vacancy/Requisition Number
  - Disposition Code
  - Date of Hire
  - Date of Application
  - Name and job title of the hiring manager (s) for each vacancy/requisition
6. Please resubmit the Resume Files that were sent on 3/26/15, in an easy to read format. *The picture-format resumes pasted on MS Word is not legible. This information was requested on 4/27/15 with follow-up requests made on 5/11/15, 5/19/15 and 5/28/15.*
7. For all applicants and hires in the Software Developer 1-5 job titles from January 1, 2012 to June 30, 2014, please provide the following:
  - Copies of each requisition, including copies of each job posting and each job description

- Copies of all applications, resumes and any and all supplemental information submitted by each applicant
- Name and job title of the hiring manager(s) for each requisition
- Date of hire for each requisition
- Name and job title of individual hired for each requisition

*Some of this information was requested on 4/27/15 with follow-up requests made on 5/11/15, 5/19/15, and 5/28/15/15.*

8. Please provide non-redacted personnel files of the following individuals:

- Anne Ephraim
- Anuradha Sri Mantripragada
- Bhagya Yalakshmi Veeraraghavan
- Bhagyalakshmi (Bhagya) Veeraraghavan
- Chandana Rattehalli
- David Cheng-Fang Lin
- Donnalyn Marie Villados
- Guiling Sui
- Huong Thu Nguyen
- Ian Spandow
- James Clark
- John Barron
- Juan Oropeza
- Krishnaraj (Krishna) Nandakumar
- Mandy Troung
- Maryanne Gacusan
- Mitsuko Kashima
- Neha Sethi
- Nikhil Sabharwal
- Oksana Stepaneeva
- Oleg Golubtsov
- Ping Wan
- Praveen Mandya Narayana
- Rajesh Bella
- Sang Hatee
- Sarah S. Moskovitz
- Saxena Vishwadeep
- Shivani Gupta
- Sophia Tsay
- Sungpack Hong
- Sunmia H Lin
- Vaishali Arun Chopde

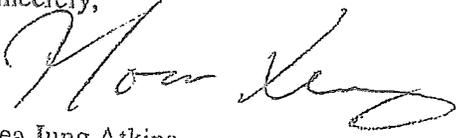
9. Contact information for all current and former employees during the review period, including home phone, cell phone, and personal email addresses. *This request was initially made on 5/29/15. A follow-up request was made on 7/2/15.*

10. A list of current and former employees who have made internal and external discrimination, harassment or retaliation complaints or otherwise opposed any form of discrimination, harassment or retaliation at Oracle Redwood Shores (HQCA) during the last 3 years by: name, gender, race, national origin, job title, organization, discipline, profession. *This request was originally made on 3/4/15. Subsequent requests were made on 3/24/15, 3/26/15, and 4/15/15.*

Please be advised that any further delays or failure to provide the requested information may lead to the issuance of a Notice to Show Cause. Further, neither this letter, nor prior requests for

information precludes the possibility of future requests as deemed necessary in determining Oracle's compliance with Executive Order 11246, Section 503, and 38 U.S.C. § 4212 and their implementing regulations. If you have any questions regarding this matter, please contact me at (415) 625-7829.

Sincerely,



for

Hea Jung Atkins  
District Director