From: Luong, Hoan - OFCCP <Luong.Hoan@dol.gov>
To: Shauna Holman Harries <shauna.holman.harries@oracle.com>
CC: Doles, Robert - OFCCP <Doles.Robert@dol.gov>;Neil Bourque <neil.bourque@oracle.com>;Charles Nyakundi <charles.nyakundi@oracle.com>
Sent: 10/1/2015 8:06:02 PM
Subject: RE: Oracle Redwood Shores

Dear Shauna,

I am again following up with the status of the requested items dated 08/28/2015 and previous follow up on 09/21/2015. I have yet to receive a status update from you. Please provide status and expected date to submit the data to OFCCP.

Additionally, I want to bring it to your attention regarding the Labor Condition Applications (LCAs) that your client, Christian Herrmann from Fragomen, Del Rey, Bernsen & Loewy, LLP, had submitted to OFCCP so far. The OFCCP had received up to batch #5 for HQCA, which was received by OFCCP on 08/26/2015. So far, OFCCP received a total 413 LCAs for 832 employees.

An original status update was sent to Mr. Herrmann on 09/02/2015 regarding 1) the number of remaining LCAS to be submitted for Redwood Shores, CA and 2) the date that OFCCP expect to receive all remaining LCAs. Mr. Herrmann noted on the same day that he is looking into the matter and will notify me shortly with an update. Mr. Herrmann and I left each other voice messages on 09/15/2015 to return each other's voice message. A follow-up request was sent to Mr. Herrmann on 09/29/2015 as I have yet to hear back from him.

The OFCCP wish to expedite the audit but unable to do so as we are still waiting for multiple outstanding items to be submitted to OFCCP. I appreciate you and your staff for continuing to compile the data for OFCCP. We would like Oracle to provide a firm date as to when OFCCP expect to receive the requested items dated 08/28/2015, remaining LCAs expected to be submitted to OFCCP, and multiple outstanding items from previous correspondences between Oracle and the OFCCP.

Please feel to contact me if there are additional questions or concerns regarding previous requested items to be submitted to OFCCP.

Thank you,

Hoan Luong
Sr. Compliance Officer/Acting Assistant District Director
U.S. Department of Labor - OFCCP
90 7th Street, Suite 11-100
San Francisco, CA 94103
Phone: (415) 625-7835
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From: Luong, Hoan - OFCCP
Sent: Monday, September 21, 2015 1:00 PM
To: 'Shauna Holman Harries'
Cc: Atkins, Hea Jung K - OFCCP; Neil Bourque; Charles Nyakundi
Subject: RE: Oracle Redwood Shores

Hi Shauna,

I am following up with the status of the request below dated 08/28/2015. The original deadline was on 09/04/2015, and you indicated that you could not meet that deadline. It has been two weeks since the original deadline. What is the progress on compiling that database for OFCCP, and what is the expected submission date?

Thanks,
Hoan

From: Shauna Holman Harries [mailto:shauna.holman.harries@oracle.com]
Sent: Friday, August 28, 2015 2:25 PM
To: Luong, Hoan - OFCCP
Cc: Atkins, Hea Jung K - OFCCP; Neil Bourque; Charles Nyakundi
Subject: RE: Oracle Redwood Shores

Hi Hoan. Hope all is going well. We just received this request and will be onsite at another audit next week. For some reason the first request was sent to our attorney's office via email, without a copy to us, and was blocked by his firm's spam filter. We are not sure why an electronic copy was not sent to us as has been the case for all other requests for information by the OFCCP.

This is an enormous request and we will not be able to provide this information to meet the deadline you have indicated below. We will provide the information just as soon as we can, in a reasonable time frame, given all of the requests we have to complete in addition to this enormous request.

Hope you have good weekend.

Shauna

From: Luong, Hoan - OFCCP [mailto:Luong.Hoan@dol.gov]
Sent: Friday, August 28, 2015 2:06 PM
To: Shauna Holman Harries (shauna.holman.harries@oracle.com)
Cc: Atkins, Hea Jung K - OFCCP
Subject: RE: Oracle Redwood Shores
Importance: High

Hi Shauna,

Per Hea Jung's email to you on August 26, 2015, please submit compensation database provided on June 16, 2015 with January 1, 2013 snapshot date, with the following additional information, and any other relevant compensation information and factors affecting pay, added in separate columns:

1. Names of school attended
2. Education degree earned
3. Prior salary immediately before joining Oracle
4. Performance evaluation rating
5. Rank (by performance)
6. Years of experience before joining Oracle
7. Hiring manager(s)
8. Amount of signing bonus
9. Visa status
10. Type of visa, including but not limited to HIB
11. Date (mm/dd/yyyy) that the visa was initially processed
12. Current status of visa
13. Date (mm/dd/yyyy) that green card/permanent resident card was processed.

14. Bonus amount
15. Bonus type, and
16. Stock level.

Please provide the above request to OFCCP **no later than Friday, September 4, 2015.** Feel free to contact me if you have any questions or concern.

Thank you,

Hoan Luong
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From: Atkins, Hea Jung K - OFCCP
Sent: Wednesday, August 26, 2015 2:16 PM
To: Shauna Holman Harries (shauna.holman.harries@oracle.com)
Cc: Luong, Hoan - OFCCP
Subject: Oracle Redwood Shores

Hi Shauna,

We haven't received responses to the attached letter. Please advise. For example, during the Pleasanton onsite, you advised we would be receiving part of #5 the week of August 3 but we haven't received it yet. As part of #3 attached, could you please provide wage information for snapshot date 1/1/13, containing all fields already submitted for snapshot date 1/1/14?

Thank you,
Hea Jung