

U.S. Department of Labor

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



Certified Mail, Return Receipt Requested AND Electronic Mail

November 2, 2015

Shauna Holman-Harries
Director Diversity Compliance
Oracle America, Inc.
500 Oracle Parkway
Redwood Shores, CA 94065

Dear Ms. Holman-Harries:

This correspondence will serve as the Agency's final request for documents in connection with the U.S. Department of Labor, Office of Federal Contract Compliance Program's ("OFCCP") equal employment opportunity and affirmative action compliance evaluation of Oracle America, Inc. ("Oracle") at Redwood Shores. As noted below, despite the Agency's repeated requests for relevant documents over nearly a one-year period, Oracle has continued to disregard the federal government's requests and its related deadlines.

Oracle shall provide complete and accurate records responsive to the Agency's outstanding requests by **November 9, 2015**, as noted below. If such complete and accurate information is not received by this final deadline, the Agency will be forced to proceed with the compliance evaluation based upon the presumption that the information not provided would have been unfavorable to Oracle, pursuant to 41 C.F.R. §60-1.12(e).

1. Internal Pay Equity Analysis: Analyses 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 11/19/2014, 01/22/2015, 01/28/2015, 04/27/2015, 05/11/2015 and 05/28/2015. The missed deadlines were 11/26/2014, 01/28/2015, and 05/08/2015.

2. Compensation Database (Snapshot 01/01/2014): Resubmit compensation database provided on 06/16/2015 with 01/01/2014 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
 - Years of experience before joining Oracle

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This information was requested on 11/19/2014, 02/10/2015, 04/27/2015, 05/11/2015, 05/28/2015, 07/30/2015, and 10/14/2015. The missed deadlines were 11/26/2015, 2/27/2015, 05/08/2015, 08/14/2015 and 10/21/2015.

3. **Compensation Database (Snapshot 01/01/2013):** Submit compensation database by including all the factors in the 01/01/2014 snapshot compensation database, and to include the following:

- Names of school attended
- Education 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 HIB
- Date (mm/dd/yyyy) that the visa was initially processed
- Current status of visa
- Date (mm/dd/yyyy) that green card/permanent resident card was processed.

This information was requested on 07/30/2015, 08/28/2015, 09/21/2015, 10/01/2015 and 10/14/2015. The missed deadlines were 08/14/2015, 09/04/2015 and 10/21/2015.

4. **Employee Personnel Actions:** 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.

This information was requested on salary history information were made on 02/10/2015, 04/27/2015, 05/11/2015, 05/28/2015, and 10/14/2015. The missed deadlines were on 02/27/2015, 05/08/2015 and 10/21/2015.

5. **Applicant Flow Database (01/01/2013 – 06/30/2014):** For all employees who were hired during the review period 01/01/2013 – 06/30/2014, resubmit the applicant flow database from the 02/19/2015 submission to include the factors below in separate columns:

- Visa Status (yes/no)
- If they are on visa status, include type of visa
- Date of Hire
- Date of Application
- Name and job title of the hiring manager (s) for each vacancy/requisition.
- Job title applied to and hired into
- Vacancy applied to and hired into

- Global career level applied to and hired into
- Job function applied to and hired into
- Specialty applied to and hired into
- Group name applied to and hired into
- Education Institution
- Type of degree (e.g., no degree, high school, associate, bachelor's, master's, PhD)
- Degree majored in (e.g., computer science, systems software, finance, accounting, etc.)
- Location Preference

The request was made on 10/14/2015 and the deadline missed was 10/21/2015.

6. Applicant Flow Database (01/01/2012 – 12/31/2012): Submit applicant flow log for all hires during the period of 01/01/2012 – 12/31/2012 including the factors below in separate columns.

- 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

This information was requested on 07/30/2015, 10/01/2015 and 10/14/2015. The missed due dates were 08/14/2015 and 10/21/2015.

In addition to the factors above, please also include the factors below per the 10/14/2015 request:

- Job title applied to and hired into
- Vacancy applied to and hired into
- Global career level applied to and hired into
- Job function applied to and hired into
- Specialty applied to and hired into
- Group name applied to and hired into
- Education Institution
- Type of degree (e.g., no degree, high school, associate, bachelor's, master's, PhD)
- Degree majored in (e.g., computer science, systems software, finance, accounting, etc.)
- Location Preference

7. **Labor Condition Applications (LCAs):** OFCCP has received five (5) batches of LCAs from Oracle, which contain 413 LCAs for 832 employees. Oracle has not submitted all remaining LCAs to OFCCP.

This information was requested on 06/24/2015, 07/27/2015, 09/02/2015, 09/29/2015, 10/01/2015 and 10/14/2015. The missed deadlines were 10/02/2015 and 10/21/2015.

8. **Documents for Hiring:** For all applicants and hires in the Software Developer job titles from 01/01/2012 – 06/30/2014, 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

Requests made on 4/27/2015, 05/11/2015, 05/28/15/2015, 07/30/2015, 10/01/2015 and 10/14/2015. The missed deadlines were 05/08/2015, 08/14/2015 and 10/21/2015.

To date, OFCCP has only received applications and resumes for Software Developers 4-5 and Student Interns.

9. **Resume Files:** Please resubmit the Resume Files that were sent on 03/26/2015, in an easy to read format. The picture-format resumes pasted on MS Word is not legible.

This information was requested on 04/27/2015, 05/11/2015, 05/28/15, 07/30/2015, and 10/14/2015. The missed deadlines were 05/08/2015, 08/14/2015 and 10/21/2015.

10. **Employee Contact Information:** Contact information for all current and former employees during the review period, including home phone, cell phone, and personal email addresses.

The requests were made 05/29/2015, 07/02/2015 and 10/14/2015. The missed deadlines were 06/05/2015, 07/10/2015 and 10/21/2015.

11. **Internal and External Complaints:** 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.

The requests were made on 03/04/15, 03/24/2015, 03/26/2015, 04/15/2015 and 10/14/2015. The missed deadlines were 03/23/2015, 04/24/2015 and 10/21/2015.

12. **Personnel Records:** Please provide non-redacted personnel files of the following individuals:
- Anne Ephraim
 - Anuradha Sri Mantripragada

- Bhagya Yalakshmi Veeraraghavan
- Chandana Rattehalli
- David Cheng-Fang Lin
- Donnalyn Marie Villados
- Guiling Sui
- Huong Thu Nguyen
- Ian Spadow
- 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
- Sunnia H Lin
- Vaishali Arun Chopde

Requests were made on 07/30/2015 and 10/14/2015. The missed deadlines were 08/14/2015 and 10/21/2015.

OFCCP continues to welcome Oracle's cooperation in completing the Agency's compliance evaluation of its Headquarters at Redwood Shores. Accordingly, the Agency requests that Oracle submit complete and accurate records responsive to the outstanding requests by November 9, 2015. If such complete and accurate information is not received by this final deadline, the Agency will be forced to proceed with the compliance evaluation based upon the presumption that the information not provided would have been unfavorable to Oracle, pursuant to 41 C.F.R. §60-1.12(e).

If you have any questions regarding this matter, please contact me at (310) 268-1247.

Sincerely,



Robert A. Doles
Acting District Director
San Francisco District Office

cc: Shauna Holman-Harries (Shauna.Holman.Harries@oracle.com)

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