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**From:** Mikel, Brian L - OFCCP <Mikel.Brian@dol.gov>  
**To:** shauna.holman.harries@oracle.com <shauna.holman.harries@oracle.com>  
**CC:** Atkins, Hea Jung K - OFCCP <Atkins.HeaJung@dol.gov>; Luong, Hoan - OFCCP <Luong.Hoan@dol.gov>; Neil Bourque (neil.bourque@oracle.com)" <neil.bourque@oracle.com>; Lida Daniel (lida.daniel@oracle.com)" <lida.daniel@oracle.com>; Bill Couch (william.couch@oracle.com)" <william.couch@oracle.com>  
**Sent:** 3/5/2015 1:25:01 AM  
**Subject:** RE: Oracle HQCA Onsite  
**Attachments:** ORACLE (HQCA) On-Site Ltr 3.4.15.pdf

Shauna,

Please see the on-site letter attached. I am available to discuss any time throughout the next couple of days. Please contact me if you have any questions. Over the coming days/weeks we can work with you to complete the full schedule/agenda.

We appreciate your cooperation as we prepare for the on-site evaluation.

Thank you,  
Brian

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**From:** Mikel, Brian L - OFCCP  
**Sent:** Monday, March 02, 2015 5:24 PM  
**To:** shauna.holman.harries@oracle.com  
**Cc:** Atkins, Hea Jung K - OFCCP; Luong, Hoan - OFCCP; Neil Bourque (neil.bourque@oracle.com); Lida Daniel (lida.daniel@oracle.com); Bill Couch (william.couch@oracle.com)  
**Subject:** FW: Oracle HQCA Onsite

Hi Shauna,

Thank you for your response, March 24 works well for us as a starting date. We will begin to plan accordingly. As you mention, during the on-site entrance conference we do normally meet with the top onsite officials to explain the purpose of the on-site review, the areas of focus and our desire to efficiently complete the review. For that, I would expect that any of the following (or their designee) would like to be present:

Catz, Ms Safra A. (Safra)	President
Hurd, Mark	President
Henley, Mr Jeffrey O (Jeff)	Chairman of the Board
Ellison, Mr Lawrence J	Chief Executive Officer

Throughout the on-site, we will plan on interviewing some of the following executive VPs and SVPs in M3 job group. This list is not all-inclusive and some may not be available. Please respond to us to confirm who could be available for the entrance conference and/or interview.

Kurian, Mr Thomas	Executive Vice President-Ops
Miranda, Mr Steven R	Executive Vice President-Ops
Screven, Mr Edward L	Product Development SVP
Loaiza, Mr Juan R	Product Development SVP
Mendelsohn, Mr Andrew J	Executive Vice President-Ops
Yelamanchili, Balaji	Product Development SVP
Pruscino, Mr Angelo	Product Development SVP
Jewell, Mr Richard L	Product Development SVP

Godwin, Mr Clifford S	Product Development SVP
Jasuja, Mr Amit	Product Development SVP
Ng, Mr Rony C	Product Development SVP
Colliat, George H. (George)	Product Development SVP
Ozbutun, Cetin	Product Development SVP
Bamford, Mr Roger J	Product Development SVP
Coekaerts, Mr Wim Andre (Wim)	Product Development SVP
Job, Mr Christophe	Product Development SVP
Leone, Christopher	Product Development SVP
Lloyd, Margaret (Meg)	Product Development SVP
Stephen, Craig A	Product Development SVP
Ramamurthy, Srinivasagopal (Prakash)	Product Development SVP
Kelly, Carol	Controller SVP-Fin
Guner, Ms Ivgen	Controller SVP-Fin
Yeung, Athena Y. (Athena)	Product Marketing VP
dela Torre, Karen	Product Marketing VP
Hoang, Mr Keith	Product Marketing VP
Olsen, Joanne	Sales SVP
Jones, Adrian Michael	Sales SVP
Sugihara, Hiroshige	Sales SVP
Singh, Mr Harinderjit (Sonny)	Sales SVP

Beyond some of the executive leadership, the remainder of the on-site will include interviewing middle and front line managers and individual contributors. For this, many of the individuals selected will be within the following departments: “ST & Applications”, “Public Cloud department”, “CEO”, “CFO”, and “AIT, EIT, MOS IT, AND Sun Impl. IT” and will work with you over the next couple of weeks to confirm the interview schedule.

Thank you and we appreciate your cooperation.

Regards,  
Brian

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**From:** Shauna Holman Harries [<mailto:shauna.holman.harries@oracle.com>]  
**Sent:** Friday, February 27, 2015 12:44 PM  
**To:** Mikel, Brian L - OFCCP  
**Cc:** Luong, Hoan - OFCCP; Atkins, Hea Jung K - OFCCP; Neil Bourque; Lida Daniel; Bill Couch  
**Subject:** RE: Oracle HQCA Onsite

Thanks Brian. While we understand the general areas you may want to cover, it would really be helpful to know ASAP what you are looking at. Tentatively, we are looking at a start on March 24, but still need to find out senior management availability for the entrance conference.

Below you mention that the on-site will include areas of hiring, promotion, termination and compensation. However, we have not been informed of any OFCCP concerns in any of these areas. In order to identify the right people and confirm interview availability, we request that you provide specifics on any identified concerns in these areas and identify topics you will want to cover. With regard to related records/documents, we can of course work on them regardless of the date of the on-site, but again, we really need considerable advance notice to identify and pull available records.

Shauna

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**From:** Mikel, Brian L - OFCCP [<mailto:Mikel.Brian@dol.gov>]  
**Sent:** Thursday, February 26, 2015 5:55 PM  
**To:** Shauna Holman Harries  
**Cc:** Luong, Hoan - OFCCP; Atkins, Hea Jung K - OFCCP  
**Subject:** RE: Oracle HQCA Onsite

Hi Shauna,

Thank you for your response. We would like to confirm a start date and expected duration and we can coordinate the interview schedule throughout the next several weeks. The duration will entirely depend on our ability to confirm interview schedules but we would like to block off the full week.

The issues that warrant further investigation include areas of hiring, promotion, termination and compensation. Therefore, we need to interview managers, supervisors and HR responsible for administering compensation and hiring for several lines of business. We will also need to interview employees individually in these lines of business.

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The types of documents that we may want to review could include (but are not limited to) employee/manager personnel files, applications/resumes, interview notes, copies of discrimination complaints filed, copies of accommodation requests. We will provide a more detailed list once the onsite date is confirmed.

Thank you for your cooperation and we look forward to your prompt reply.

Regards,  
Brian

**Brian L. Mikel** | Director  
Hawaii Area and Guam Field Offices  
U.S. Department of Labor  
Office of Federal Contract Compliance Programs  
300 Ala Moana Boulevard | Room 7-227  
Honolulu, Hawaii 96850 | (ph) 808.541.2933 | (fax) 808.541.2904

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**From:** Shauna Holman Harries [<mailto:shauna.holman.harries@oracle.com>]  
**Sent:** Thursday, February 26, 2015 10:31 AM  
**To:** Mikel, Brian L - OFCCP  
**Cc:** Luong, Hoan - OFCCP; Atkins, Hea Jung K - OFCCP  
**Subject:** RE: Oracle HQCA Onsite

Hi Brian, thanks for your email. We will need more than 24 hours to get back to you with availability and coordination. In the meantime, we need more information from you on who you might be interested in interviewing and what kind of documents you will want to see. Remember, that my team and I are all in Phoenix so I will need some sense of your expected time on site. As you correctly note we have other audits to coordinate and new plans in process. Please get back to me today if you can.

Shauna

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**From:** Mikel, Brian L - OFCCP [<mailto:Mikel.Brian@dol.gov>]  
**Sent:** Wednesday, February 25, 2015 8:16 PM

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**To:** Shauna Holman Harries  
**Cc:** Luong, Hoan - OFCCP; Atkins, Hea Jung K - OFCCP  
**Subject:** Oracle HQCA Onsite

Good Evening Shauna,

We have completed the desk audit phase of the Oracle HQCA (Redwood Shores) establishment compliance evaluation. Based on the results of the desk audit, we would like to proceed to the on-site phase of the investigation.

We appreciate your assistance thus far and are confident that you and your team will assist the agency in conducting an efficient and effective on-site evaluation as soon as possible. Over the next several weeks, we will coordinate with you to develop the interview schedule for the appropriate management personnel and individual contributors. Upon completion of the on-site phase of the compliance evaluation, we will be available to discuss our findings with you.

It is also our desire to conduct this compliance evaluation efficiently. In consideration of the various open Oracle compliance evaluations, we are proposing that the on-site evaluation be scheduled to begin on Monday, March 23, 2015 at 9:00 a.m. The on-site evaluation will consist of the following:

1. Entrance conference with company executives;
2. Physical inspection;
3. Examination of personnel records and files, as applicable;
4. Interviews; and
5. Exit conference.

Please respond by Friday, February 27, 2015 to confirm your availability.

Thank you,

**Brian L. Mikel** | Director  
Hawaii Area and Guam Field Offices  
U.S. Department of Labor  
Office of Federal Contract Compliance Programs  
300 Ala Moana Boulevard | Room 7-227  
Honolulu, Hawaii 96850 | (ph) 808.541.2933 | (fax) 808.541.2904



**VIA EMAIL**

March 4, 2015

Shauna Holman-Harries  
Director Diversity Compliance  
Oracle America, Inc.

Re: On-site Evaluation for Oracle America, Inc. (HQCA), Redwood Shores, CA

Dear Ms. Holman-Harries:

Thank you for your cooperation and assistance over the past several days preparing for the on-site portion of the evaluation. It is also our desire to conduct this compliance evaluation in an efficient and effective manner. Based on our e-mail correspondence, an on-site evaluation has been scheduled to begin on Tuesday, March 24, 2015 at 9:00 a.m. The on-site evaluation will consist of the following:

1. Entrance conference with company representatives;
2. Physical inspection;
3. Examination of personnel records and files, as applicable;
4. Interviews of individual contributors and managers; and
5. Exit conference.

In order to facilitate the on-site phase of the compliance evaluation, additional data and documentation requests may follow prior to the on-site date. Additionally, please provide the following information at the commencement of the on-site evaluation:

1. A listing of employees who have taken maternity leave within the past three years by: name, gender, race, job title, discipline, organization, beginning and ending dates of leave;
2. A listing of employees who are veterans by: name, gender, race, job title, discipline, organization, type veteran, and date of hire;
3. A listing of employees who have been accommodated within the past three years for religious observances and disability by: name, gender, race, job title, discipline, organization, and date accommodation provided; and
4. A listing of employees who have made discrimination, harassment or retaliation complaints or otherwise opposed any form of discrimination, harassment or retaliation at Oracle Redwood Shores (HQCA) by: name, gender, race, national origin, job title, organization, discipline, profession.

Lastly, please confirm that Oracle has provided complete and accurate information for all of its data submissions to the OFCCP to date, including all relevant compensation information and factors affecting pay as submitted by Oracle. In order to facilitate the most efficient and effective review, we request that Oracle affirmatively state in a written response that all information submitted to date is complete and accurate.

We greatly appreciate your assistance in ensuring that the on-site evaluation is conducted in an efficient and expeditious manner. We request that you provide a conference room and five additional rooms for interviews during the on-site evaluation. Further, please provide logistical information necessary for parking and entrance to the location. We will work together over the coming weeks to develop an interview schedule once the interviews have been confirmed. Additional data and/or information may be identified and requested prior to and during the on-site evaluation. If you have any questions, please contact me at (310) 268-1467.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Mikel", written in a cursive style.

Brian L. Mikel  
Acting Assistant District Director  
Los Angeles District Office