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**From:** Atkins, Hea Jung K - OFCCP  
**To:** Shauna Holman Harries (shauna.holman.harries@oracle.com)  
**CC:** Luong, Hoan - OFCCP; Crossland, Milton - OFCCP; Doles, Robert - OFCCP  
**Sent:** 7/2/2015 9:35:12 PM  
**Subject:** Employee Interviews and Pleasanton list  
**Attachments:** Onsite interview list.xlsx

Hi Shauna,

Attached please find a list of managers and employees that OFCCP would like to interview while onsite at Oracle Pleasanton during the week of July 27, 2015.

I am also compelled to address how Oracle responded to our request for employee interviews at Redwood Shores, along with your June 22 and 23, 2015, email correspondence to me regarding OFCCP's conduct during last week's onsite. It is important to address these issues now before the Pleasanton onsite as we are extremely concerned with how Oracle is continuing to mischaracterize facts in an apparent attempt to interfere and obstruct our audit, while creating a false record of OFCCP's audit of Oracle Redwood Shores. Interference and obstruction with our ability to conduct an audit of Oracle's facilities is a violation of our regulations and federal law.

On May 29, 2015, via email to you, Hoan Luong requested contact information for all current and former employees pursuant to 41 CFR §60 – 1.20(a)(1) and (2). Oracle failed to respond to our request. Because a response to this request was not provided, we provided you with a list of employees to schedule for interviews during the onsite. Instead of scheduling interviewees per our request, Oracle instead sent an email to the employees on the list designed to chill their participation in the interviews. You incorrectly claimed that OFCCP requested that the email be sent to employees and incorrectly claimed to have copied me on the emails. When I informed you that Oracle's actions were contrary to our request and asked that the employees be scheduled so that we can speak directly to them, you emailed me on June 19, 2015, to tell me that my request bordered on harassment and intimidation of the individuals. You then continued to mischaracterize Brian Mikel as having abused the process without any factual support. As a result of Oracle's interference, OFCCP was only able to conduct 8 out of the 132 employees named during the June 22 to June 25 Oracle Redwood Shores onsite.

On June 22, 2015, while onsite, you also sent me an email that OFCCP team members failed to inform managers about their right to have Oracle representatives be present during the confidential employee questions portion of the interview. You then sent me another email on June 23, 2015, stating that Oracle noticed a huge difference and that I had obviously ensured that appropriate statements were made after receipt of your June 22 email. As you know, I was sick on June 23 (and out during the remainder of the onsite) and advised you that I will review your email to me and respond back to you as soon as I could.

I have since had the opportunity to discuss your email with my team members and disagree with Oracle's portrayal of OFCCP's statements. OFCCP acted appropriately during the onsite and indeed found Oracle representatives to have intimidated interviewees through strong and misleading messages such as repeated statements that representation is a right without proper disclosure of Oracle's conflict of interest with employees in this audit, and by making demands of OFCCP, in the interviewee's presence, that the interviewee be informed of their rights. Such statements insinuated a sense of wrongdoing of the interviewee. Oracle representatives also misled employees to believe that Oracle represented their interests in this audit, instead of its own.

Please be advised that OFCCP views Oracle's continued mischaracterization of our requests and misrepresentation of facts in this audit as intimidation and interference with our ability to conduct a compliance evaluation, in violation of 41 CFR §60-1.32 and 41 CFR §60-1.26(a)(x) and other laws.

We expect that the Oracle Pleasanton onsite will be conducted in a professional manner. Pursuant to 41 CFR §60 – 1.20(a)(1) and (2), please either provide us with contact information (current or last known home phone number, home address and email addresses) for all former and current employees at the Oracle Pleasanton facility during the review period or schedule the employees listed in the attached spreadsheet **without** sending email notifications. Please also

send us contact information for all Oracle HQ employees per Hoan Luong's May 29, 2015, email by June 10, 2015, as we were denied access to interviewing employees while onsite.

Finally, today you emailed me asking to schedule an exit conference for Oracle Redwood Shores. We are not prepared to conduct an exit conference at this time as in addition to the need to conduct employee interviews, we are still awaiting outstanding items listed in our April 27, 2015 letter. We will schedule an exit conference at the conclusion of our offsite analysis.

Thank you for your cooperation,  
Hea Jung Atkins

