
From: Mikel, Brian L - OFCCP <Mikel.Brian@dol.gov>
To: Shauna Holman Harries <shauna.holman.harries@oracle.com>
CC: Neil Bourque <neil.bourque@oracle.com>; Lida Daniel <lida.daniel@oracle.com>; Bill Couch <william.couch@oracle.com>
Sent: 2/9/2015 7:53:01 PM
Subject: RE: Oracle Compensation Dataset Request

Thank you for your response.

Do you have a minute later today to discuss? Majority of the items are identical to those submitted in previous databases. Some of them may not be readily available in HRIS systems and we can remove them from the request.

I am available any time after 4pm pacific time.

Thank you,
Brian

From: Shauna Holman Harries [mailto:shauna.holman.harries@oracle.com]
Sent: Monday, February 09, 2015 9:48 AM
To: Mikel, Brian L - OFCCP
Cc: Neil Bourque; Lida Daniel; Bill Couch
Subject: RE: Oracle Compensation Dataset Request

This is a huge request. That is impossible in view of our current workload. Even without our current work load we will have to do research and rely on other departments. It could take us up to a month to have this for you for PLCA. Much of the information has to be looked up one by one. For some of the other locations with many more employees it could take a couple of months. We will prepare the PLCA request first. I will keep you advised of our timeline.

From: Mikel, Brian L - OFCCP [mailto:Mikel.Brian@dol.gov]
Sent: Monday, February 09, 2015 12:13 PM
To: Shauna Holman Harries
Subject: RE: Oracle Compensation Dataset Request

Hi Shauna,

Realized I didn't give you a timeline for this request. Could you please submit the updated databases by Thursday, February 19th? Please contact me if you have any questions about the request itself or any of the individual factors.

Thank you.
Brian

From: Mikel, Brian L - OFCCP
Sent: Friday, February 06, 2015 5:29 PM
To: 'shauna.holman.harries@oracle.com'
Cc: Lucas, Rhea - OFCCP; Yeh, Min-Chih - OFCCP; Stevens, Stacey - OFCCP; Crossland, Milton - OFCCP; Luong, Hoan - OFCCP; Nguyen, Phuong Kim - OFCCP
Subject: Oracle Compensation Dataset Request

Hi Shauna,

Thank you for taking the time to speak with Jennifer and I on Thursday. Our conversation really helped clarify some of the data and information submitted. I have attached the notes and would appreciate that you review them and make any corrections for accuracy. Please track changes and sign/return so that we both have a final copy. We are following up on our conversation with the compensation dataset request that we discussed yesterday. The majority of the factors are the same as those included in Oracle's recent submission for its IRCA establishment. All of the factors

in red below were previously submitted but we have added some factors based on the interview with Lisa Gordon, Director Compensation.

We understand that it has been somewhat difficult to pull the information from the various HRIS systems and appreciate your efforts to work with us to develop a complete dataset. We also would like to ease the burden on you and your team and ensure that the requests for information out of the Pacific Region are consistent. Therefore, the request for information below is submitted for each one of the six AAPs currently under evaluation (HQCA, PLCA, ROCA, IRCA, POOR, HIOR). The compliance officers for each of these reviews are cc'd on this email. We understand that some of this information is not readily available in your systems so please contact me after receiving this request and we can discuss which items cannot be included in the submission.

We are requesting that you provide the following information in one complete excel spreadsheet (one for each establishment AAP - HQCA, PLCA, ROCA, IRCA, POOR, HIOR), for all employees in your workforce included in the AAP, as of the date used for the salary analysis:

1. Name;
2. Employee ID number;
3. Gender;
4. Race/Ethnicity;
5. National Origin (including country of origin, domestic/foreign, visa status/type);
6. Job Title;
7. Job Function;
8. Job Specialty;
9. H1B Status of the employee
10. Job Group;
11. Salary Band/Level/Grade;
12. Supervisor Code
13. Supervisor's name;
14. Supervisor's Employee ID number;
15. Supervisor's title;
16. Supervisor's Work Location;
17. Date of Birth;
18. Salary Range Min
19. Salary Range Mid
20. Salary Range Max
21. Global career level;
22. Department;
23. Work Unit Flow
24. Original Hire Date;
25. Separation date(s) (if applicable, include all dates if employee has separated and rehired multiple times);
26. Most recent hire date;
27. Acquisition Date, if employee was acquired;
28. Date in current position, if applicable;
29. Grade date;
30. Education (if applicable);
31. Part-Time vs. Full-Time Status;
32. Exempt vs. Non-Exempt Status^[1];
33. Salary;
34. Regular Salary;
35. Regular Wages;
36. TOTAL COMPENSATION (leave formulas to calculate this total intact);
37. Hourly wage for Part-Time
38. # of hours worked Part-Time
39. Oracle Regular Wages
40. Overtime Wages
41. Bereavement
42. Jury Duty

43. Holiday Work
44. Pager Weekday
45. Pager Weekend
46. Early Shift
47. Second Shift
48. Third Shift
49. Supplemental Shift
50. Shift 5 PCT
 51. Shift 10 PCT
 52. Shift 15 PCT
 53. Shift 20 PCT
 54. Shift 50 PCT
55. Military Pay
56. Paid Vacation
57. Salary Adjust
58. Salary Recovery
59. Sick Pay
60. Unpaid Time Off
61. Vacation Pay
62. Commission Pay
63. Bonus
64. Total actual Bonus/Incentive Compensation Paid;
65. Stock;
66. School, if it was considered as a factor in determining compensation for that job title;
67. Prior Salary (if applicable, i.e. salary applicant received immediately before being hired by Oracle or for employees who were acquired, employees' salaries immediately before they were acquired);
68. Years of prior work experience (if applicable);
69. Starting Salary at Oracle when employee was first hired;
70. Starting Job Title at Oracle when employee was first hired;
71. Direct Manager who decided on the Starting Salary at Oracle;
72. Starting Salary for current position at Oracle if the employee transferred or was promoted during his/her tenure at Oracle;
73. Direct Manager who decided on the starting salary for the CURRENT POSITION at Oracle;
74. Amount of signing bonuses for each employee, if employee received a signing bonus;
75. Employee Work Location;
76. Performance Ratings for employee for last 3 years: 2012, 2013, 2014 (same as previously submitted with separate code, rating and date for each year);
77. Pay increases for the employee within the last 3 years: 2012, 2013, 2014 (Each year should have a separate column);
78. Eligibility of employee for the corporate bonus program (y/n);
79. Amount of corporate bonus paid;
80. Eligibility of employee for the sales incentive/bonus program (y/n);
81. Amount of sales incentive/bonus paid;
82. Eligibility of employee for the consulting bonus program (y/n);
83. Amount of consulting bonus paid;
84. Eligibility of employee for Beeper Pay (y/n);
85. Any other pay allowances, if any;
86. Eligibility of employee for the Recruiter diversity bonus (y/n);
87. Amount of Recruiter diversity bonus paid;
88. Eligibility of employee for stock bonus program (y/n);
89. Amount of stock bonus paid;
90. Eligibility of employee for the Instructor bonus (y/n);
91. Amount of Instructor bonus;
92. Eligibility of the employee for the Spot bonus (y/n);
93. Amount of Spot bonus paid;
94. Amounts paid for referral of individuals for hires and/or promotions (if applicable);
95. U_YRSOFSEV (from CAAMS);
96. U_LVL10MGR #(from CAAMS);

- 97. U_LVL9MGR (from CAAMS);
- 98. U_LVL8MGR (from CAAMS);
- 99. U_LVL7MGR (from CAAMS);
- 100. U_LVL6MGR (from CAAMS);
- 101. U_LVL5MGR (from CAAMS);
- 102. U_LVL4MGR (from CAAMS).

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

[1] *If some employees receive a uniform base hourly rate for a specific job, please identify these employees and describe their compensation system*