U.S. Department of Labor

Office of Federal Contract
Compliance Programs
Los Angeles District Office
1640 S. Sepulveda Blvd., Suite 440
Los Angeles, CA 90025

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,

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