
From: Atkins, Hea Jung K - OFCCP <Atkins.HeaJung@dol.gov>
To: Shauna Holman Harries <shauna.holman.harries@oracle.com>
CC: Luong, Hoan - OFCCP <Luong.Hoan@dol.gov>; Neil Bourque <neil.bourque@oracle.com>; Charles Nyakundi <charles.nyakundi@oracle.com>; Bill Couch <william.couch@oracle.com>; Lida Daniel <lida.daniel@oracle.com>
Sent: 5/19/2015 10:59:03 PM
Subject: RE: HQCA Terminations plus apps/hires

Hi Shauna,

Thanks for your emails. Hopefully I can provide some clarification and if not, please let me know if you're available to discuss Thursday morning.

It looks like our hiring numbers are different from your because we excluded the "unknowns" and "2 and more."

Regarding the terminations, below clarifies prior year/current year data, as well as voluntary and involuntary:

- Software developer (prior year voluntary)
- Sr. Internet Sales Consultant (prior year voluntary)
- Associate Internet Sales Representative (current year voluntary)
- Principal Sales Consultant (current year voluntary)
- Internet Sales Representative II (current year voluntary)

Regarding promotions, we need the following:

- Telesales Business Development Manager: we need the pool of all people promoted into this job title for the prior and current year, along with items listed in #10 of our April 27, 2015, letter
- Telesales/Internet Sales Manager: we need the pool of people promoted into this job title for the prior and current year, along with items listed in #10 of our April 27, 2015, letter
- Marketing Comm/PR Specialist 4: we need the pool of all people promoted from or out of this job title for the prior year only, along with the items listed in #10 of our April 27, 2015, letter

I hope the above helps but please let me know if you need additional information. In the meantime, could you please provide us with a status update and estimate on when each of the items listed in our April 27, 2015, letter will be submitted?

Thank you,
Hea Jung

From: Shauna Holman Harries [mailto:shauna.holman.harries@oracle.com]
Sent: Tuesday, May 19, 2015 11:19 AM
To: Atkins, Hea Jung K - OFCCP
Cc: Luong, Hoan - OFCCP; Neil Bourque; Charles Nyakundi; Bill Couch; Lida Daniel
Subject: RE: HQCA Terminations plus apps/hires

Hi Hea Jung. In your request of April 27, the numbers you list for applicants and hires do not match the numbers we submitted to you on October 28, 2014. We have reviewed our data and believe the information we provided is accurate. Will you please explain in writing where you got your applicant numbers so we can complete this request?

Since the numbers are different in three parts of your request from the numbers we submitted (items 9, 10, and 11), I am going to cancel our meeting with you today so you have time to review our findings against your request and have time to prepare detailed instructions, before we have our call, on exactly what information you would like us to gather.

Please let us know once you have reviewed the discrepancies in data and have prepared detailed instructions. I will then, at the first open time for all of us, schedule a meeting to discuss exactly what information you want us to submit.

Thank you.

Shauna

Our numbers:

2013 and 2014 Apps & Hires totals (including college people)

Job Title	Applicants less Hires	Hires	Total Apps (Including Hires)
Software Developer 1	77	11	88
Software Developer 2	1304	167	1471
Software Developer 3	846	87	933
Software Developer 4	929	104	1033
Software Developer 5	359	56	415
Student Interns	2229	213	2442

Your request:

9. For all applicants and total hires in the following job titles from January 1, 2013 to June 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
- Date of hire for each requisition
- Name and job title of individual hired for each requisition

Job Titles:

Software Developer 1 (77 applicants; 11 hires)
Software Developer 2 (1328 applicants; 167 hires)
Software Developer 3 (799 applicants; 87 hires)
Software Developer 4 (874 applicants; 104 hires)
Software Developer 5 (367 applicants; 56 hires)
Student interns (or Job Group C1) (1022 applications; 85 hires)

From: Shauna Holman Harries
Sent: Monday, May 18, 2015 12:54 PM
To: Atkins, Hea Jung K - OFCCP
Cc: Luong, Hoan - OFCCP; Neil Bourque
Subject: FW: HQCA Terminations

Hi Hea Jung,

In your request of April 27, you list certain numbers with regard to termination data. We do not know where the numbers you reference come from. I refer you to our prior submission, dated, October 28, 2014 (see attached) , in which we provided you termination detail. We believe the information we provided is accurate. Please explain in writing where you got your termination numbers. Or, if upon further review, you agree with the numbers and data in our prior submission, please let me know if you still see a need to review any further information on terminations.

Termination Counts from Spreadsheets submitted on October 28, 2014 (OFCCP = they):

Software Developer – Architect

They say (63 total; 3 terminations)

What we provided was:

2013	2014
3 (3 V)	5 (4V, 1I)

Senior Internet Sales Consultant

They say (47 total; 4 terminations)

2013	2014
5 (4V, 1I)	3 (1V, 2I)

Associate Internet Sales Rep

They say (56 total; 7 terminations)

2013	2014
4 (4V)	29 (33V, 6I)

Principle Sales Consultant

They say (35 total; 5 terminations)

2013	2014
4 (4V)	6 (5V 1I)

Internet Sales Rep II

They say (155 total; 3 terminations)

2013	2014
18 (14 V, 4 I)	24 (21V, 3I)

Best Regards,
Shauna Holman-Harries



Shauna Holman-Harries - Director Diversity Compliance
Phone: +1 602 333 9112 | Fax: +1 602 333 9112 | Mobile: +1 480 689 1858

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