
From: Shauna Holman Harries <shauna.holman.harries@oracle.com>
To: Luong, Hoan - OFCCP <Luong.Hoan@dol.gov>
CC: Doles, Robert - OFCCP <Doles.Robert@dol.gov>; Neil Bourque <neil.bourque@oracle.com>; Sean Smith <sean.s.smith@oracle.com>; Charles Nyakundi <charles.nyakundi@oracle.com>; Lida Daniel <lida.daniel@oracle.com>; Bill Couch <william.couch@oracle.com>; Kela Moon <kela.moon@oracle.com>; Vickie Thrasher <victoria.thrasher@oracle.com>
Sent: 12/17/2015 9:43:40 PM
Subject: RE: Oracle HQCA (Redwood Shores, CA) // hiring data

Hi Hoan, in your December 16 email you asked for a considerable amount of information that is not in any electronic database. Responding to all these items will take an enormous amount of time and would be extremely burdensome for us to research and compile. Recall that for a smaller request from Hea Jung I provided a time chart describing what that effort would entail. This would require even more.

I would need to understand better the rationale and basis for this request before committing to such an effort. Perhaps you can identify specific job requisitions during the audit review period about which you have a concern, and identify the concern. This might help to narrow the amount of work and allow us to see whether and how we might address a more focused request.

Shauna

From: Luong, Hoan - OFCCP [mailto:Luong.Hoan@dol.gov]
Sent: Wednesday, December 16, 2015 1:46 PM
To: Shauna Holman Harries (shauna.holman.harries@oracle.com)
Cc: Doles, Robert - OFCCP
Subject: Oracle HQCA (Redwood Shores, CA) // hiring data

Dear Ms. Holman-Harries,

Thank you for submitting hiring data for Software Developers 1-5 and Student Interns. Please also submit the following data for all remaining Technical Professionals, Individual Contributors (PT1 group) for the period January 1, 2012 through June 30, 2014:

- 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

Please provide the requested items no later than **Monday, January 11, 2016**.

Thank you,

Hoan Luong