
From: Shauna Holman Harries
To: Luong, Hoan - OFCCP
CC: Lida Daniel; Neil Bourque; Bill Couch
Sent: 12/1/2014 7:40:14 PM
Subject: RE: Oracle HQCA (Redwood Shores, CA) // request for additional pay data

Hi Hoan. I got your voice mail and we are in receipt of this request. However, we have 23 open audits with numerous requests for information that have come in. It can take up to three weeks for us to pull the compensation data that you have requested as we are reliant on other departments at Oracle for this information. After that we need a few days to put it in a format that is understandable. Please understand your request was sent after 5 on November 19. Part of the time since you submitted your request has been consumed with non-work holidays. Only five workdays have elapsed since then with some staff taking time off during those five days.

We are working on your request. It has been submitted to our IT department to pull the information you are asking for. We will get that information to you just as soon as we can. But, please understand, a request of this type typically takes **at least three weeks** to process. We wish we could get it to you sooner, but we are not able to do so.

Shauna

From: Luong, Hoan - OFCCP [mailto:Luong.Hoan@dol.gov]
Sent: Wednesday, November 19, 2014 5:04 PM
To: Shauna Holman Harries
Cc: Luong, Hoan - OFCCP
Subject: Oracle HQCA (Redwood Shores, CA) // request for additional pay data
Importance: High

Dear Ms. Holman-Harries,

The Office of Federal Contract Compliance Programs (OFCCP) is currently reviewing the affirmative action plan that you submitted to the OFCCP on October 28, 2014. The OFCCP will need additional pay factors to evaluate Oracle's compensation practice. Enclosed with this email is a letter listing all the items that need to be submitted to OFCCP. Please provide the compensation data in Excel format.

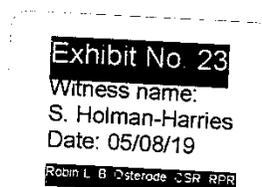
Please submit the requested information to OFCCP by Wednesday, November 26, 2014.

Thank you,

Hoan Luong
Senior Compliance Officer
U.S. Department of Labor - OFCCP
90 7th Street, Suite 11-100
San Francisco, CA 94103
P: (415) 625-7835
F: (415) 625-7844
Luong.Hoan@dol.gov

The information contained in this message is intended only for the personal and/or confidential use of the recipients named above. This message is a government communication and/or work product and as such is privileged and confidential. If the reader of this message is not the intended recipient or an agent responsible for delivering it to the intended recipient, you are hereby notified that you have received this document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited.

Exhibit P-48



ORACLE_HQCA_000005208