
From: Luong, Hoan - OFCCP <Luong.Hoan@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: 2/19/2015 8:46:03 PM
Subject: RE: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures

Ms. Holman-Harries,

The Job Group Analysis Summary that you sent me is for Rocklin, CA. The one I am requesting for is the HQCA at Redwood Shores, CA.

From: Shauna Holman Harries [mailto:shauna.holman.harries@oracle.com]
Sent: Thursday, February 19, 2015 11:43 AM
To: Luong, Hoan - OFCCP
Cc: Neil Bourque; Lida Daniel; Bill Couch
Subject: RE: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures

Hi Hoan. I am attaching Oracle's employee handbook that includes the promotion policy that you requested. See file USEmployeehandbook.pdf, page 44. There is no termination policy. I am also attaching the JGA you requested in a different email for 1-1-14 broken out by race/ethnic groups.

Shauna

From: Luong, Hoan - OFCCP [mailto:Luong.Hoan@dol.gov]
Sent: Tuesday, February 17, 2015 9:01 AM
To: Shauna Holman Harries (shauna.holman.harries@oracle.com)
Subject: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures

Ms. Holman-Harries,

Can you please provide all written policies and procedures for hiring, promotion, and termination for Oracle at the HQCA location? If there are different policies and procedures for different jobs, please provide all for each job. **Please submit the documents to OFCCP by Thursday, February 19, 2015.**

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 No. 24
Witness name:
S. Holman-Harries
Date: 05/08/19
Robin L. B. Osterode CSR RPR

Exhibit P-49

ORACLE_HQCA_0000000345