
From: Barbara Hardy <barbara.williams@oracle.com>
To: Nicole Alexander <nicole.alexander@oracle.com>
Sent: 4/11/2017 7:30:57 PM
Subject: RE: Low-Wages Concern

Hi Nicole,

Thanks for reaching out to me. It's a pleasure to virtually meet you.
I recommend discussing your concern with your HRBP and to ask for advice on this matter.
Let me know if you have any questions.

Cheers,
Barb

From: nicole alexander
Sent: Monday, April 10, 2017 9:35 AM
To: Barbara Hardy
Subject: Low-Wages Concern

Dear Ms Williams,

I am an Oracle employee of 17 years. Oracle hired me out of Mountain View, CA and relocated me to Nashua, NH in 2000. In April, 2016 I returned to CA and currently work in Bldg 400 at the Oracle Headquarters. At Oracle, I am a Principal Member of Technical Staff on the Oracle Spatial and Graph development team. My manager said that the application for my promotion to Consulting Member of Technical Staff is currently being reviewed.

According to Saturday's article by the Associated Press [1], Oracle is currently being sued by the Labor Department. The Labor Department claims that, Oracle "routinely pays white male workers more than their female and non-white counterparts for comparable jobs." In light of this now public disclosure, I would like my salary discretely reviewed. In my estimation, my salary is over \$50,000 **less** than what other Software Engineers with my level of experience are paid in the Bay Area.

I have discussed my salary concern with my manager. However, because I am currently up for promotion, I am hesitant to launch any detailed investigation. Please advise me on how I should proceed with this matter.

Sincerely,

Nicole A.

REFERENCE:

[1] Feds Accuse Google of Underpaying Female Employees (April 08, 2017): <http://www.nbcnews.com/news/us-news/feds-accuse-google-underpaying-female-employees-n744131>

Exhibit P-118



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