



December 18, 2017

Via E-Mail

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Re: *OFCCP v. Oracle America, Inc.* OALJ Case No. 2017-OFC-00006

Dear Marc:

This letter responds to your letter dated December 5, 2017 which included questions about the data Oracle produced on October 11, 2017. This letter supplements our previous letter sent on December 8, 2017. As we mentioned in that previous letter, we are endeavoring to answer your questions promptly in advance of the parties' mediation and in the spirit of cooperation.

1.d. The "Current Workflow Name" column in the Application Data.xlsx document generally refers to the series of steps and statuses that indicate where the candidate is in the process. "Campus Workflow" is a general indicator that a candidate has come through the college recruiting program. However, there is nothing preventing a college candidate from applying to a posted vacancy or requisition, which would not necessarily be captured in "Campus Workflow." For further information please refer to the interview with Carla Foster and Mallory Cohn.

2.a. Please refer to the interview of Carla Foster. Additionally, it is our understanding that the "Current Status Name" field generally refers to the latest application status assigned to a candidate. The "Current Status Start Date" field generally indicates the date the candidate's status was changed to the current one. These are typically used to keep track of where each candidate is in the process.

2.b. The "Current Status Name" field values are typically as follows

- i. 1st Interview – Candidate had their first interview with the hiring manager and team.
- ii. 2nd Interview – Candidate had their second interview with the hiring manager and team.
- iii. Additional Interviews – This field indicates that a candidate had a third or fourth interview.
- iv. Cancel Hire / Reject – Candidate did not show up to join Oracle even after confirming their start date and accepting the offer.



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- v. Candidate Withdrew/Declined – Candidate decided to withdraw their application or decline the offer and is no longer interested in the position.
- vi. ERROR-Move Candidate to GSI/iRec – There is a data issue in the candidate’s profile which caused the data integration to GSI to fail. The candidate or recruiter needs to fix the data issue in the profile.
- vii. Hired - Applicant Started – Candidate was hired and started employment with Oracle.
- viii. Hired - Pending Start – Candidate was hired and employment record was created, but the candidate’s start date is still sometime in the future.
- ix. Hiring Manager Review – Oracle did an initial screen and sent the resume/candidate profile to the hiring manager for review.
- x. Meets Minimum Qualifications – Recruiter reviewed the new candidate profile submitted to the Oracle site and believes the candidate meets the basic minimum requirements for the job.
- xi. Move Candidate to GSI/iRec – Candidate is selected, and therefore, an offer will be created which triggers an integration to create the candidate profile in the offer system.
- xii. Move To Interview – Hiring manager decided to interview the candidate.
- xiii. Offer Extended to Applicant – An offer letter has been sent to the candidate for acceptance.
- xiv. Offer in GSI – An offer has been created in the Oracle system and is going through the internal approval process.
- xv. Phone Screen – Recruiter has spoken to the candidate by phone for an initial screening. This is typically done for new candidates before presenting them to the hiring manager.
- xvi. Rejected – Candidate was rejected by Recruiter or hiring manager.
- xvii. To Be Reviewed – The initial status when a candidate applies to the Oracle site and a recruiter has not yet reviewed the profile.
- xviii. To Be Scheduled – Hiring manager selected the candidate to be interviewed, but the interview date and time has yet to be scheduled.

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2.c. A Current Status Name value other than a final disposition associated with an older Current Status Start Date would typically indicate that a candidate is no longer being considered.

4.a. Correct. Please also refer to Carla Foster's interview.

4.b. Correct. Please also refer to Carla Foster's interview.

4.c. GSI Party ID is the unique identifier for the candidate in the GSI database if it was possible to locate one.

4.d. Referrer GSI Party ID is the unique identifier for the person who referred the candidate in the GSI database, if it was possible to locate one.

4.e. Yes, it should be.

4.f. No, an applicant may have a GSI Party ID and not be a current or former employee.

Finally, since OFCCP has had questions about PERSON_ID and PARTY_ID, we have provided the following additional information:

- Oracle uses several different identification numbers for employees. PERSON_ID and PARTY_ID are GSI system numeric identifiers (i.e. the keys used by the system to handle data). PERSON_ID is a system-generated identifier for a single person in a single country. If a person is hired or rehired in the same country, they will retain the same PERSON_ID. PARTY_ID is an additional system identifier used to link any possible global records for the same person.
- EMPLOYEE_NUMBER is a number given to an employee and is stored in GSI for that country. PERSON_NUMBER is a new global identification number that was given to employees once Oracle migrated from GSI to the FUSION database. When this migration occurred, active employees in GSI received a new FUSION PERSON_NUMBER but also kept their original EMPLOYEE_NUMBER from GSI. New employees who started at Oracle after the FUSION migration will have identical PERSON_NUMBER and EMPLOYEE_NUMBER values.

If you have follow up questions, please let us know.

Very truly yours,



Jinnifer Pitcher