



November 28, 2017

Via E-Mail

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

Dear Marc:

This letter responds to your letter of November 14, 2017 requesting clarification of the data produced by Oracle on October 11, 2017. We respond to your questions in part below. We continue to look into your remaining questions and will respond as soon as we are able. These responses are made to the best of our knowledge.

1. Acronyms:
 - a. GSI: Global Single Instance
 - b. WF: Workflow
 - c. ATG: Application Technology Group
 - d. GSIAP: Global Single Instance Application – Production
 - e. IMGAP: Imaging Application
 - f. WFC: Workforce Compensation
 - g. CWB: Compensation Workbench
 - h. HCM: Human Capital Management
2. Our understanding is that the term “ad hoc” as used in the filenames you identify in your letter under sections 2(a)-(c) means compensation through Manager Self Service, as opposed to CWB. Manager Self Service is a self-service application for managers which allows them to initiate a transaction for their direct reports, such as salary change, compensation change, or job change.
3. Our understanding of the term “audit” as used in the filenames you identify in your letter under sections 3(a)-(i) means tracking the change history.



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4. Our understanding is that “regular wages” refers to wages paid to hourly employees; “regular salary” refers to wages paid to salaried employees; and “regular earnings” generally reflects total amount of earnings, which would include, for example, salary, quarterly bonus, and vacation pay.
5. The 22 files in the “Comp_Attachments” folder are listed in the “hcm_wfc_details.xlsx” file. In addition, we also discovered that the “Comp_Attachments” folder should have but did not, include files listed in “gsi_cwb_details.xlsx.” Those files are being produced to you under separate cover.
6. The available files referenced in the “Z_PromApproverAttachmentKey.xlsx” are being produced to you under separate cover. Pulling these attachments was incredibly burdensome and complex as the data had to be fetched from multiple data sources. In addition, some files were unable to be extracted due to compatibility issues. Despite the burden and the complexity of pulling this data, we have endeavored to provide all of the attachments in this file that we are able to pull.
7. We are continuing to research this issue, although it has taken longer than expected and particularly given the holiday last week, we are still working on it. We will respond substantively as soon as possible.

Sincerely,

A handwritten signature in blue ink, appearing to read "JP", with a long horizontal flourish extending to the right.

Jinnifer Pitcher