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May 24, 2019

Via E-Mail

Laura C. Bremer
U.S. Department of Labor
Office of the Solicitor
90 Seventh Street, Suite 3-700
San Francisco, CA 94103

Re: OFCCP v. Oracle America, Inc., OALJ Case No. 2017-OFC-00006
May 24, 2019 Data Production

Dear Laura:

Today Oracle is producing 61 data files. These data files each relate to one of two populations, paralleling the definition used in my April 12, 2019 letter to you: "Compensation Population 1" refers to individuals who worked at HQCA in the PRODEV, INFTECH, and/or SUPP job functions at some point between January 1, 2013 and January 17, 2017, inclusive.

"Compensation Population 2" (or the "Updated Population") refers to individuals who worked at HQCA in the PRODEV, INFTECH, and/or SUPP job functions at HQCA at some point between January 18, 2017 and January 18, 2019, inclusive, and are not members of Compensation Population 1.

Specifically, Oracle is producing the following:

For Compensation Population 1

- From GSI
 - Emp_Personal_Experience_Qualification_Assign_Details_Supplemental_Product
ion (ORACLE_HQCA_0000581395)
 - This file supplements ORACLE_HQCA_0000070738 with available data
through January 18, 2019.

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- Merged_Assignment_History_Medicare_and_Sal_Admin_Supplemental Production (ORACLE_HQCA_ 0000581401)
 - This file supplements ORACLE_HQCA_0000070748 with available data through January 18, 2019.
- From Fusion
 - hcm_wfc_audit_Supplemental_Production (ORACLE_HQCA_ 0000581397)
 - This file supplements ORACLE_HQCA_0000070745 with available data through January 18, 2019.
 - hcm_wfc_details_Supplemental_Production (ORACLE_HQCA_ 0000581399)
 - This file supplements ORACLE_HQCA_0000070746 with available data through January 18, 2019.
 - Attachments referenced in hcm_wfc_details_ Supplemental_Production (ORACLE_HQCA_0000581399)
 - Attachments at ORACLE_HQCA_0000581415 to ORACLE_HQCA_0000581424
- From GSI and Fusion
 - AppraisalData_Supplemental_Production (ORACLE_HQCA_ 0000581393)
 - This file supplements ORACLE_HQCA_0000070730 with available data through January 18, 2019.
 - Talent_Review_Audit_Supplemental_Production (ORACLE_HQCA_ 0000581406)
 - This file supplements ORACLE_HQCA_0000070753 with available data through January 18, 2019.
 - Talent_Review_Audit_Notes_Supplemental_Production (ORACLE_HQCA_ 0000581404)
 - This file supplements ORACLE_HQCA_0000070754 with available data through January 18, 2019.
 - TalentProfile_Supplemental_Production (ORACLE_HQCA_ 0000581408)
 - This file includes available data through January 18, 2019 for Compensation Population 1.



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For Compensation Population 2 a/k/a the Updated Population

- From GSI
 - Emp_Personal_Experience_Qualification_Assign_Details_Supplemental_Updated_Population (ORACLE_HQCA_0000581396)
 - This file includes available data referenced in ORACLE_HQCA_0000070738 for Compensation Population 2 through January 18, 2019.
 - Merged_Assignment_History_Medicare_and_Sal_Admin_Updated_Population (ORACLE_HQCA_0000581402)
 - This file includes available data referenced in ORACLE_HQCA_0000070748 for Compensation Population 2 through January 18, 2019.
 - gsi_cwb_details_Updated_Population (ORACLE_HQCA_0000581270)
 - This file includes available data referenced in ORACLE_HQCA_0000070743 for Compensation Population 2 through January 18, 2019.
 - Attachments referenced in gsi_cwb_details_Updated_Population (ORACLE_HQCA_0000581270)
 - Attachments at ORACLE_HQCA_0000581274 to ORACLE_HQCA_0000581347
 - gsi_cwb_audit_Updated_Population (ORACLE_HQCA_0000581269)
 - This file includes available data referenced in ORACLE_HQCA_0000070742 and ORACLE_HQCA_0000070744 for Compensation Population 2 through January 18, 2019.
 - gsi_comp_history_Updated_Population (ORACLE_HQCA_0000581268)
 - This file includes available data referenced in ORACLE_HQCA_0000070741 for Compensation Population 2 through January 18, 2019.

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- us_audit_adhoc_comp_total_Updated_Population (ORACLE_HQCA_0000581271)
 - This file includes available data referenced in ORACLE_HQCA_0000070755 for Compensation Population 2 through January 18, 2019.
- us_audit_adhoc_comp_wf_Updated_Population (ORACLE_HQCA_0000581273)
 - This file includes available data referenced in ORACLE_HQCA_0000070756 for Compensation Population 2 through January 18, 2019.
- us_audit_adhoc_comp_wf_attach_Updated_Population (ORACLE_HQCA_0000581272)
 - This file includes available data referenced in ORACLE_HQCA_0000070757 for Compensation Population 2 through January 18, 2019.
- Attachments referenced in us_audit_adhoc_comp_wf_attach_Updated_Population (ORACLE_HQCA_0000581272)
 - Attachments at ORACLE_HQCA_0000581348 to ORACLE_HQCA_0000581392

- From Fusion
 - hcm_wfc_audit_Updated_Population (ORACLE_HQCA_0000581398)
 - This file includes available data referenced in ORACLE_HQCA_0000070745 for Compensation Population 2 through January 18, 2019.
 - hcm_wfc_details_Updated_Population (ORACLE_HQCA_0000581399)
 - This file includes available data referenced in ORACLE_HQCA_0000070746 for Compensation Population 2 through January 18, 2019.

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- Attachments referenced in hcm_wfc_details_Updated_Population (ORACLE_HQCA_0000581399)
 - Attachments at ORACLE_HQCA_0000581410 to ORACLE_HQCA_0000581414
- From GSI and Fusion
 - AppraisalData_Updated_Population (ORACLE_HQCA_0000581394)
 - This file includes available data referenced in ORACLE_HQCA_0000070730 for Compensation Population 2 through January 18, 2019.
 - Talent_Review_Audit_Updated_Population (ORACLE_HQCA_0000581407)
 - This file includes available data referenced in ORACLE_HQCA_0000070753 for Compensation Population 2 through January 18, 2019.
 - Talent_Review_Audit_Notes_Updated_Population (ORACLE_HQCA_0000581405)
 - This file includes available data referenced in ORACLE_HQCA_0000070754 for Compensation Population 2 through January 18, 2019.
 - TalentProfile_Updated_Population (ORACLE_HQCA_0000581409)
 - This file includes available data through January 18, 2019 for Compensation Population 2.

For Compensation Populations 1 and 2

- From Fidelity Stock Plan Services (Oracle's third-party stock plan broker)
 - Stock_Data_Product_Statement_Combined (ORACLE_HQCA_0000581409)
 - This file includes available data through January 18, 2019 for Compensation Populations 1 and 2.

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All of the data in the files identified above is confidential and produced subject to the Protective Order in this matter. As previously explained in my February 27, 2019 letter, Oracle will provide additional data on a rolling basis and anticipates completing this production by May 31, 2019.

As explained in Jennifer Pitcher's November 28, 2017 letter, the data and attachments containing information regarding off-cycle compensation decisions—previously produced at Z_PromApproverMtxRptV2.1.xlsx (ORACLE_HQCA_0000070759), Z_PromApproverAttachmentKey.xlsx (ORACLE_HQCA_0000070758), and attachments referenced therein (ORACLE_HQCA_0000360322 to ORACLE_HQCA_0000364081)—are incredibly burdensome and complex to extract, as they come from multiple data sources and many files cannot be feasibly extracted due to compatibility issues. We are continuing to work to pull these specific files and attachments but have not yet been able to confirm whether it will be possible to do so—and, if it is, whether we will be able to complete extraction, processing, and production before the May 31, 2019 deadline. If you wish to confer further about the possibility that Oracle may be able to produce these particular files and attachments (if at all) only after the May 31, 2019 deadline, please let us know.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kathryn G. Mantoan".

Kathryn G. Mantoan