



November 14, 2017

**VIA ELECTRONIC MAIL ONLY**

Erin M. Connell  
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Re: OFCCP v. Oracle America, Inc., Case No. 2017-OFC-00006,  
Questions Regarding Oracle Data

Dear Erin:

Below are questions regarding the data Oracle produced on October 11, 2017. Taking into account the Thanksgiving holiday, we request that Oracle provide answers by Tuesday, November 28, 2017.

If you require clarification for any of the questions below, please do not hesitate to contact me.

\* \* \*

1. Many of the files produced contain acronyms in their filenames. Please identify what these acronyms mean, or confirm the acronyms as shown below.
  - a. GSI: Global Single Instance
  - b. WF?
  - c. ATG?
  - d. GSIAP: Global Single Instance
  - e. IMGAP?
  - f. WFC?
  - g. CWB: Compensation Workbench
  - h. HCM: Human Capital Management Fusion

2. Several of the files have the term “ad hoc” in the filename (see below). What does the term “ad hoc” mean in these contexts?
  - a. “us\_audit\_adhoc\_comp\_total.xlsx”
  - b. “us\_audit\_adhoc\_comp\_wf.xlsx”
  - c. “us\_audit\_adhoc\_comp\_wf\_attach.xlsx”
3. Several of the files have the term “audit” in the filename (see below). What does the term “audit” mean in these contexts?
  - a. “Appraisal\_Audit\_All\_Data.xlsx”
  - b. “gsi\_cwb\_audit.xlsx”
  - c. “gsi\_focal\_only\_audit.xlsx”
  - d. “us\_audit\_adhoc\_comp\_total.xlsx”
  - e. “us\_audit\_adhoc\_comp\_wf.xlsx”
  - f. “us\_audit\_adhoc\_comp\_wf\_attach.xlsx”
  - g. “Talent\_Review\_Audit.xlsx”
  - h. “Talent\_Review\_Audit\_Notes.xlsx”
  - i. “hcm\_wfc\_audit.xlsx”
4. In the “AllEarnings.xlsx” spreadsheet, what is the difference between “rearnings,” “regwages,” and “regsalary?”
5. Oracle produced a folder named “Comp\_Attachments” with 22 files. Where is the attachment key that links these files to the relevant employee or transaction associated with each of the 22 files?
6. Oracle produced a file named “Z\_PromApproverAttachmentKey.xlsx.” In each of the 491 rows, Column G lists document names. Where are the 491 documents located?
7. A review of “Emp\_Personal\_Experience\_Qualification\_Assign\_Details.xlsx” shows that Oracle produced information on 7,514 unique individuals in its production of “Data Pertaining to HQCA Employees in the PRODEV, INFTECH, and SUPP Job Functions.” We have been unable to locate a resume for 4,305 of these individuals.

The column “RESUME\_EXISTS” in the above-mentioned file contains a “Y” for at least

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2,314 of these 4,305 persons, suggesting that there should be a resume for at least these 2,314 individuals. Please provide the additional resumes. We can provide a list of the PersonIDs, if necessary.

Very truly yours,

JANET M. HEROLD  
Regional Solicitor

A handwritten signature in black ink, appearing to read 'MARC A. PILOTIN', with a long horizontal flourish extending to the right.

MARC A. PILOTIN  
Trial Attorney