



December 5, 2017

VIA ELECTRONIC MAIL ONLY

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Re: OFCCP v. Oracle America, Inc., Case No. 2017-OFC-00006,
Second Set of Questions Regarding Oracle Data

Dear Erin and Jennifer:

I write with additional questions regarding the data Oracle produced on October 11, 2017. We are still awaiting a response to Question 7 from my November 14, 2017 letter.

We request that Oracle respond to Questions 1.a through 1.e by this Friday, December 8 and answer the remaining questions by next Tuesday, December 12. If you require clarification for any of the questions below, please do not hesitate to contact me.

* * *

1. Questions Regarding College Applicants

- a. ORACLE_HQCA_0000062859.xlsx appears to be the “supplemental production related to the pre-2015 offers to college applicants” Erin referenced in her October 11, 2017 letter. Some, but not all, of these individuals appear in the RESUMate data Oracle produced. What did this supplemental production consist of? What is the relationship between ORACLE_HQCA_0000062859.xlsx and the data produced in the RESUMate files (*i.e.*, files beginning with FY)?
- b. Does the APPLICANT_PROFILES tab in the PT1_HQCA_IREC_MAIN.xlsx file and the Application Data.xlsx file contain data on individuals hired through Oracle’s college recruiting program? If so, which variable can we use to identify such data?

- c. In the APPLICANT_PROFILES tab of PT1_HQCA_IRec_MAIN.xlsx, what does the field “CHANNEL” (Column BC) refer to? When the field value is “College,” what does that mean?
 - d. In Application Data.xlsx, what does “Current Workflow Name” (Column AW) refer to? When the field value is “Campus Workflow,” what does that mean?
 - i. If “Campus Workflow” refers to applicants who were recruited through Oracle’s college recruiting program, why do some of these individuals appear in Application Data.xlsx, but not in the RESUMate files?
 - e. Which data comprises Oracle’s applicant flow for college applicants?
2. Questions Regarding “Current Status Name” (Column AY) and “Current Status Start Date” (Column AZ) in Application Data.xlsx
- a. What does “Current Status Name” (Column AY) and “Current Status Start Date” (Column AZ) refer to?
 - b. For “Current Status Name,” what do the following field values mean?
 - i. 1st Interview
 - ii. 2nd Interview
 - iii. Additional Interviews
 - iv. Cancel Hire / Reject
 - v. Candidate Withdrew/Declined
 - vi. ERROR-Move Candidate to GSI/iRec
 - vii. Hired - Applicant Started
 - viii. Hired - Pending Start
 - ix. Hiring Manager Review
 - x. Meets Minimum Qualifications
 - xi. Move Candidate to GSI/iRec
 - xii. Move To Interview
 - xiii. Offer Extended to Applicant

- xiv. Offer in GSI
 - xv. Phone Screen
 - xvi. Rejected
 - xvii. To Be Reviewed
 - xviii. To Be Scheduled
- c. If the “Current Status Name” shows something other than an offer or other final disposition (e.g., “Hired,” “Rejected,” “Cancel Hire / Reject,” “Candidate Withdrew / Declined”) and the “Current Status Start Date” suggests that the individual is not currently going through an active application process, what does this mean? For example, if “Current Status Name” is “To Be Reviewed” and the “Current Status Start Date” is from 2014, what happened with this application?
3. How do we determine the disposition of applications prior to July 21, 2014 (*i.e.*, when iRecruitment was used for applications)? We can determine who received offers in PT1_HQCA_IREC_MAIN.xlsx by comparing the data in the “OFFERED_CANDIDATES” and the “APPLICANT PROFILES” tabs. However, the iRecruitment data do not appear to contain the same information that the Taleo data contain (*e.g.*, “Candidate Withdrew/Declined”).
4. Questions Regarding Candidate – Referrals.xlsx Files in Both the I and II Folders
- a. Please confirm that the data shown in Columns B through G identify the candidate being referred.
 - b. Please confirm that the data shown in Columns K through M identify the person who referred the candidate.
 - c. What does GSI Party ID (Column G) and Candidate (Column H) refer to?
 - d. What does Referrer GSI Party ID (Column L) refer to?
 - e. Is GSI Party ID in these files the same as PARTY_ID in other files (*e.g.*, Emp_Personal_Experience_Qualification_Assign_Details.xlsx)?
 - f. Is everyone who has a GSI Party ID or a Referrer GSI Party ID a current or former Oracle employee?

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5. How do we link the performance data in hcm_wfc_detail.xlsx with the earnings data in AllEarnings.xlsx? Which variable should we use (*e.g.*, PERSON_ID)?

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