
From: Shauna Holman Harries <shauna.holman.harries@oracle.com>
To: Luong, Hoan - OFCCP <Luong.Hoan@dol.gov>
CC: Neil Bourque <neil.bourque@oracle.com>; Lida Daniel <lida.daniel@oracle.com>; Bill Couch <william.couch@oracle.com>
Sent: 2/19/2015 7:42:59 PM
Subject: RE: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures
Attachments: JGA 2014 HQCA with race breakouts.pdf; Recruitment Process Summary.doc; USEmployeeHandbook.pdf

Hi Hoan. I am attaching Oracle's employee handbook that includes the promotion policy that you requested. See file USEmployeehandbook.pdf, page 44. There is no termination policy. I am also attaching the JGA you requested in a different email for 1-1-14 broken out by race/ethnic groups.

Shauna

From: Luong, Hoan - OFCCP [mailto:Luong.Hoan@dol.gov]
Sent: Tuesday, February 17, 2015 9:01 AM
To: Shauna Holman Harries (shauna.holman.harries@oracle.com)
Subject: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures

Ms. Holman-Harries,

Can you please provide all written policies and procedures for hiring, promotion, and termination for Oracle at the HQCA location? If there are different policies and procedures for different jobs, please provide all for each job.

Please submit the documents to OFCCP by Thursday, February 19, 2015.

Thank you,

Hoan Luong
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