
From: Shauna Holman Harries <shauna.holman.harries@oracle.com>
To: Luong, Hoan - OFCCP <Luong.Hoan@dol.gov>
CC: Doles, Robert - OFCCP <Doles.Robert@dol.gov>; Neil Bourque <neil.bourque@oracle.com>; Charles Nyakundi <charles.nyakundi@oracle.com>; Lida Daniel <lida.daniel@oracle.com>; Sean Smith <sean.s.smith@oracle.com>; Kela Moon <kela.moon@oracle.com>; Vickie Thrasher <victoria.thrasher@oracle.com>
Sent: 1/8/2016 11:54:01 PM
Subject: RE: Oracle Redwood Shores // interviews for signatures

Hi Hoan, I am returning these documents to you unsigned for a number of reasons. We do not believe it appropriate for managers to sign something where you now expect them to recall what they said in their interview that occurred 7 or 10 months ago (March and June, 2015). Besides taking such a long time to offer these documents to those interviewed (expecting them to recollect accurately everything they said so long ago), these documents do not conform in any way to the manner and form of interview prescribed in OFCCP's FCCM.

I hope you an excellent holiday too.

Best Regards,
Shauna

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Shauna Holman-Harries - Director Diversity Compliance
Phone: +1 602 333 9112 | Fax: +1 602 333 9112 | Mobile: +1 480 689 1858

"Working to create an inclusive, diverse culture that drives innovation and business success."

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From: Luong, Hoan - OFCCP [mailto:Luong.Hoan@dol.gov]
Sent: Monday, January 04, 2016 5:21 PM
To: Shauna Holman Harries (shauna.holman.harries@oracle.com)
Cc: Doles, Robert - OFCCP
Subject: Oracle Redwood Shores // interviews for signatures
Importance: High

Dear Ms. Holman Harries,

I hope you had a wonderful new year. Please have the respective interviewees sign the attachments and return it to OFCCP by **Monday, January 11, 2016**.

Thank you,
Hoan

Exhibit P-257

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