

From: [Mantoan, Kathryn G.](#)
To: [Miller, Jeremiah - SOL](#)
Cc: [Connell, Erin M.](#); [Siniscalco, Gary R.](#); [Parker, Warrington](#); [Bremer, Laura - SOL](#); [Garcia, Norman - SOL](#)
Subject: RE: OFCCP v. Oracle Amercia, Inc.--- Data Production 28
Date: Friday, June 28, 2019 11:22:58 AM
Attachments: [image.png](#)

Hi Jeremiah:

I write in further response to your question about the status of an supplemental “gsi_comp_history.xlsx” file for Population 1.

As documents we have produced to date make clear, the tool used by managers at Oracle to record compensation information changed in the 2014-2015 time frame, with an initial limited pilot followed by a broader roll-out. *See, e.g.*, ORACLE_HQCA_0000042095 at slide 38 notes (“We have used Compensation Workbench (CWB) in the past to make recommendations for all the compensation programs. Workforce Compensation will replace CWB this year. Workforce Compensation also referred to as Fusion Workforce Compensation (FWC) is the tool we are currently selling as part of our HCM product.”). Given this transition, no supplement was pulled for “gsi_comp_history.xlsx” for Population 1, given Oracle’s transition from CWB (a GSI-based tool) to WFC (a Fusion-based tool) in 2014-2015 and the fact that the original “gsi_comp_history.xlsx” file for this population (ORACLE_HQCA_0000070741) had a cut-off date that post-dated that transition.

Having researched your question, our understanding is that there is a possibility that a supplemental pull of the “gsi_comp_history.xlsx” file for Population 1 may include some limited information post-dating the original pull, due to certain information from other sources being pulled into (and thus available in) the specific data repository from which the “gsi_comp_history.xlsx” file was obtained. In light of that possibility, we are in the process of pulling, and agree to promptly produce, a supplemental “gsi_comp_history.xlsx” file for Compensation Population 1 containing entries from January 18, 2017 through January 18, 2019, inclusive. We presently anticipate being able to provide that file by next Wednesday, July 3, 2019.

Nevertheless, the vast majority of data contained in the “gsi_comp_history.xlsx” file, including information about base salary values and changes, already has been supplemented. For example, the information in the “BasePay” tab in the “gsi_comp_history.xlsx” file is also available in the “Salary History Window” tab of the “Merged Assignment History, Medicare and Sal Admin.xlsx” file, which Oracle has already supplemented. *Compare* ORACLE_HQCA_0000070748 (“Merged Assignment History, Medicare and Sal Admin.xlsx” with data for Population 1 through Jan. 17, 2017) *with* ORACLE_HQCA_0000070741 (“gsi_comp_history.xlsx” with data for Population 1 through Jan. 17, 2017); *see also* ORACLE_HQCA_0000581401 (“Merged_Assignment_History_Medicare_and_Sal_Admin_Supplemental_Production.xlsx” with data for Population 1 from Jan. 18, 2017 through Jan. 18, 2019).

Thank you,
Katie

From: Mantoan, Kathryn G.

Sent: Friday, June 21, 2019 4:09 PM

To: Miller, Jeremiah - SOL <Miller.Jeremiah@dol.gov>

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Hi Jeremiah:

We are looking into this issue and will get back to you as soon as possible. My understanding, though, is that information contained in the `gsi_comp_history.xlsx` file (*e.g.*, base pay changes, bonus awards, *etc.*) is likely included in other files covering the period from January 18, 2017 to January 18, 2019 as well, as various files can and do overlap as to certain information.

Thank you,
Katie

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From: Miller, Jeremiah - SOL <Miller.Jeremiah@dol.gov>

Sent: Thursday, June 20, 2019 5:10 PM

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Hi Kathryn,

I am trying to locate the supplementation Oracle agreed to produce for Compensation Population 1 of the information in `gsi_comp_history.xlsx` (ORACLE_HQCA_0000070741) covering the period from January 18, 2017 to January 18, 2019.

I see from your cover letter of May 24, 2019 (attached) that you produced this data for Compensation Population 2 at (ORACLE_HQCA_0000581268); however you say that Compensation

Population 2 is only “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.” Accordingly, it appears there should be a separate updated `gsi_comp_history` file for Compensation Population 1.

Could you please let me know where to find that information? Based on my review of your productions, I don't believe we have that information.

Thank you,
Jeremiah

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