JANET M. HEROLD
Regional Solicitor
IAN H. ELIASOPH
Counsel
LAURA C. BREMER
Acting Counsel for Civil Rights
NORMAN E. GARCIA
Senior Trial Attorney
DAVID L. EDELI
Trial Attorney
UNITED STATES DEPARTMENT OF LABOR
90 Seventh St., Rm. 3-700
San Francisco, CA 94103
Tel: (415) 625-7747
Fax: (415) 625-7772
Email: garcia.norman@dol.gov

Attorneys for OFCCP

UNITED STATES DEPARTMENT OF LABOR
OFFICE OF ADMINISTRATIVE LAW JUDGES

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS, UNITED STATES DEPARTMENT OF LABOR,	
Plaintiff,	Case No. 2017-OFC-00006
v.	
ORACLE AMERICA, INC.	
Defendant.	

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Pursuant to the Court's Order Granting OFCCP Summary Judgment as to Oracle's Affirmative Defenses Related to the Show Cause Notice and Conciliation dated December 3,

2019, to withdrawal conciliation exhibits and OFCCP's Responses to Oracle's Objections to Trial exhibits filed today, OFCCP is filing a Second Amended Hearing Exhibit List. This list removes Exhibits P60, and P203-206.

DATED: December 4, 2019

KATE S. O'SCANNLAIN
Solicitor of Labor

JANET M. HEROLD
Regional Solicitor

IAN H. ELIASOPH
Counsel

LAURA C. BREMER
Acting Counsel for Civil Rights

/s/ Norman E. Garcia
NORMAN E. GARCIA
Senior Trial Attorney

OFFICE OF THE SOLICITOR
U.S. DEPARTMENT OF LABOR
Attorneys for OFCCP

CERTIFICATE OF SERVICE

I, Norman E. Garcia, am a citizen of the United States of American and am over 18 years of age. I am not a party to the within action. My business address is 90 7th Street, Suite 3-700, San Francisco, California, 94103.

On December 4, 2019, I served **OFFCP'S AMENDED HEARING EXHIBIT LIST with Certificate of Service**

in this action by **e-mail** to:

Gary R. Siniscalco: grsiniscalco@orrick.com
Erin M. Connell: econnell@orrick.com
Warrington Parker: wparker@orrick.com
John Giansello: jgiansello@orrick.com
Kayla Grundy: (kgrundy@orrick.com)
Jacqueline Kaddah: jkaddah@orrick.com

I certified under penalty of perjury that the above is true and correct.

Executed: December 4, 2019

/s/ Norman E. Garcia
NORMAN E. GARCIA
Senior Trial Attorney

Office of the Solicitor
United States Department of Labor

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-1	N/A	07/19/19	Dr. Janice Madden Expert Report	Provides Dr. Madden's expert analysis and basis thereof.
P-2	N/A	08/16/19	Dr. Janice Madden Expert Rebuttal Report	Provides Dr. Madden's expert rebuttal analysis and basis thereof.
P-3	N/A	10/10/19	Deposition Transcript for Dr. Janice Madden	Dr. Madden responds to questions during her deposition.
P-4	N/A	10/11/19	Declaration of Dr. Janice Madden introduced as Ex. 9 of Dr. Ali Saad's Deposition	Provides expert clarification of previous expert reports.
P-5	N/A	10/31/19	Declaration of Dr. Janice Madden	Provides expert clarification of previous expert reports.
P-6	N/A	11/07/19	Declaration of Janice F. Madden	Provides expert clarification of previous expert reports and responds to Dr. Saad's declaration.
P-7	N/A	10/11/19	Deposition Transcript for Dr. Ali Saad	Dr. Saad responds to questions during his deposition.
P-8	N/A	07/19/19	Excerpt of Dr. Ali Saad's Backup Data	Details the data that Dr. Saad relied upon for his expert analysis.
P-9	N/A	07/19/19	Excerpt of Dr. Ali Saad's Backup Data—B-error Messages	Details the data that Dr. Saad relied upon for his expert analysis.
P-10	N/A	07/03/19	Condensed PMK Deposition Transcript for Tamerlane Baxter	Oracle's policies, guidelines, practices, and procedures for administering and responding to complaints.
P-11	N/A	05/24/19	Condensed Deposition Transcript for Lynne Carrelli	Oracle's policies, guidelines, practices, and procedures for administering compensation.
P-12	N/A	06/11/19	Condensed Deposition Transcript for Madhavi Cheruvu	Oracle's HR policies, guidelines, practices, and procedures hiring, compensation, affirmative action, promotions, transfers, etc., from HR VP perspective
P-13	N/A	07/18/19	Deposition Errata Sheet for Madhavi Cheruvu's 6/11/19 Deposition	Changes Oracle made to deposition testimony.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-14	398926 - 399189[1]	07/26/18	Anje Dodson's Jewett PMK Deposition Transcript	Oracle's policies, guidelines, practices, and procedures for training and performance.
P-15	399314 - 399378	10/16/18	Kristina Edwards' Jewett PMK Deposition Transcript	Oracle's policies, guidelines, practices, and procedures for administering compensation, hiring, mergers & acquisitions, budgets, etc.
P-16	N/A	05/08/19	Condensed Deposition Transcript for Shauna Holman-Harries	Actions Oracle took to comply with the Executive Order 11246, its implementing regulations, and OFCCP's requests; Oracle's pay equity and compensation analyses; communications between Oracle and OFCCP, etc.
P-17	N/A	06/10/19	Deposition Errata Sheet for Shauna Holman-Harries' 5/8/19 Deposition	Changes Oracle made to deposition testimony.
P-18	N/A	08/1/19	Condensed PMK Deposition Transcript for Shauna Holman-Harries	Actions Oracle took to comply with the Executive Order, its implementing regulations, and OFCCP's requests; Oracle's pay equity and compensation analyses; communications between.
P-19	N/A	09/03/19	Deposition Errata Sheet for Shauna Holman-Harries' 8/1/19 PMK Deposition	Changes Oracle made to deposition testimony.
P-20	399391 - 399454	10/23/18	Chad Kidder's Jewett PMK Deposition Transcript	Oracle's policies, guidelines, practices, and procedures for recruiting.
P-21	N/A	06/14/19	Condensed Deposition Transcript for Juan Loaiza	Oracle's policies, guidelines, practices, and procedures for administering compensation, hiring, promotions, transfers,

[1] Unless otherwise indicated, the Bates stamp numbers referenced in this Exhibit List refer to Oracle's production and have the preface of ORACLE_HQCA. For ease of reading, the Bates numbers shown in this list do not include the multiple zeros that precede the relevant numbers on the documents themselves. For example, the Bates stamp numbers on the document at P-14 are ORACLE_HQCA_000039826 to ORACLE_HQCA_0000399189; the Exhibit List just shows the Bates stamp numbers as 398926-399189. Where an exhibit in this list is a document that OFCCP produced in discovery, the Bates stamp number will include "DOL" before the page numbers.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
				performance, affirmative action, etc.
P-22	400584 - 401021	07/26/18	Kate Waggoner's Jewett PMK Deposition Transcript	Oracle's policies, guidelines, practices, and procedures for administering compensation, hiring, mergers & acquisitions, budgets, performance, etc.
P-23	N/A	06/05/19	Deposition Errata Sheet for Kate Waggoner's 5/1/19 Deposition	Changes Oracle made to deposition testimony.
P-24	N/A	07/19/19	Condensed PMK Deposition Transcript for Kate Waggoner	Oracle's policies, guidelines, practices, and procedures for administering compensation, hiring, mergers & acquisitions, budgets, etc.
P-25	N/A	08/26/19	Deposition Errata Sheet for Kate Waggoner's 7/19/19 PMK Deposition	Changes Oracle made to deposition testimony.
P-26	N/A	05/30/19	Condensed Deposition Transcript for Joyce Westerdahl	Oracle's HR policies, guidelines, practices, and procedures hiring, compensation, affirmative action, promotions, transfers, etc., from HR EVP perspective
P-27	N/A	07/1/19	Deposition Errata Sheet for Joyce Westerdahl's 5/30/19 Deposition	Changes Oracle made to deposition testimony.
P-28	364272	Copyright 2011	Dep. Ex. 1 – Oracle Created Document: Global Compensation Training Salary Ranges at Oracle	Oracle's policies, guidelines, practices, and procedures for administering compensation.
P-29	380147	09/2016	Dep. Ex. 2 – Oracle Created Document: Global Equity Guidelines Regional Compensation & Recruiting Rollout	Oracle's policies, practices, and procedures for administering compensation.
P-30	42098	Copyright 2012	Dep. Ex. 3 – Oracle Created Document: Untitled Oracle Compensation Presentation	Oracle's policies, practices, and procedures for administering compensation.
P-31	364301 - 364303	12/18/17	Dep. Ex. 4 – Oracle Created Document: Global Compensation: Total	Oracle's policies, practices, and procedures for administering compensation.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
			Compensation, www.my.oracle.com	
P-32	380594 - 380598	N/A	Dep. Ex. 5 – Oracle Created Document: Oracle Compensation Guidelines	Oracle's policies, practices, and procedures for administering compensation.
P-33	382403	Copyright 2018	Dep. Ex. 6 – Oracle Created Document: Global Compensation Related to Job Changes and Discretionary Titles	Oracle's policies, practices, and procedures for administering compensation.
P-34	56234	Copyright 2016	Dep. Ex. 7 – Oracle Created Document: Managing Compensation	Oracle's policies, practices, and procedures for administering compensation.
P-35	62720	03/30/17	Dep. Ex. 8 – Oracle Created Document: Global Approval Matrix	Identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars), etc.
P-36	62732	02/01/13	Dep. Ex. 9 – Oracle Created Document: Global Approval Matrix Automated	Identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars), etc.
P-37	56957	05/2011	Dep. Ex. 10 – Oracle Created Document: New Manager Training: Compensation Processes/Compensation Workbench	Oracle's policies, practices, and procedures for administering compensation.
P-38	381306	Copyright 2018	Dep. Ex. 11 – Oracle Created Document: Annual Bonus Program & Workforce Compensation Manager Training	Oracle's policies, practices, and procedures for administering compensation.
P-39	27021	11/19/13	Dep. Ex. 12 – Email between Oracle employees	The email identifies the information that is made available to an approver about a candidate applying for a job at Oracle.
P-40	381077 - 381079	Copyright 2017	Dep. Ex. 13 – Oracle Created Document: Oracle FAQ, U.S. Pay Equity for Managers & HR	Oracle's policies, practices, and procedures for administering compensation.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-41	382399	Copyright 2017	Dep. Ex. 15 – Oracle Created Document: Global Compensation Guidelines, Training North America: U.S. Oracle	Oracle's policies, practices, and procedures for administering compensation.
P-42	32357	N/A	Dep. Ex. 16 – Oracle Created Document: Oracle, North America Recruiting	Oracle's policies, practices, and procedures for recruiting and hiring.
P-43	N/A	10/02/18	Dep. Ex. 17 – Declaration of Shauna Holman-Harries	Sworn statement regarding the taking of Lisa Gordon's interview, her revisions to interview notes and Lisa Gordon signing interview statement. Declaration includes Lisa Gordon's signed interview.
P-44	N/A	04/20/17	Dep. Ex. 19 – Declaration of Shauna Holman-Harries	Sworn statement alleging what occurred during OFCCP's underlying audit.
P-45	596	10/28/14	Dep. Ex. 20 – Email From Hea Jung Atkins to Shauna Holman-Harries	Email submitting Oracle's Affirmative Action Plan to OFCCP.
P-46	4999 - 5196	01/2014	Dep. Ex. 21 – Oracle's Affirmative Action Plan	Oracle's policies, practices, and procedures for affirmative action and its representation analyses.
P-47	5203 - 5206	11/20/14	Dep. Ex. 22 – Email from Hoan Luong to Shauna Holman-Harries	Written communications between OFCCP and Oracle wherein OFCCP is requesting written information.
P-48	5208	12/01/14	Dep. Ex. 23 – Email from Shauna Holman-Harries to OFCCP	Oracle's response to OFCCP's written information request.
P-49	345	02/19/15	Dep. Ex. 24 – Email Exchange between Hoan Loang to Shauna Holman-Harries	Written communications between OFCCP and Oracle wherein OFCCP is requesting Oracle's written policies and procedures for hiring, promotion, and terminations, and Oracle's response thereto to include it providing its employee handbook.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-50	464 - 569	Latest Revision 09/2014	Dep. Ex. 25 – Oracle Created Document: Oracle U.S. Employee Handbook	Excerpts from Oracle's Employee Handbook related to affirmative action, hiring, compensation, promotions, transfers, etc.
P-51	382618	N/A	Dep. Ex. 26 – Oracle Created Document: Compensation Review & Oversight	Oracle's policies, practices, and procedures for administering compensation.
P-52	382598, 382607	N/A	Dep. Ex. 28 – Oracle Created Document: Analysis of Pay at Oracle	Oracle's policies, practices, and procedures for administering compensation.
P-53	405 - 407	02/26/15	Dep. Ex. 29 – Email Exchange between Shauna Holman-Harries and Hoan Luong	Written communications b/w OFCCP and Oracle wherein OFCCP is requesting Oracle's written policies and procedures for promotions, transfers, and performance/merit and Oracle's response thereto.
P-54	DOL 1237 - 1240	04/27/15	Dep. Ex. 30 – Letter from Hea Jung Atkins to Shauna Holman-Harries	OFCCP letter wherein OFCCP is requesting various information from Oracle and noting that some information had been previously requested, but not provided.
P-55	34	06/02/15	Dep. Ex. 31 – Email from Shauna Holman-Harries to Hoan Luong	Oracle email references Oracle's "compensation policies," Lisa Gordon's interview and Oracle's compensation analysis.
P-56	DOL 575 - 593	02/11/15	Dep. Ex. 32 –Signed Sworn Interview Statement of Lisa Gordon	Signed sworn statement by Oracle's Director of Compensation containing her responses to OFCCP's questions to include her identifying that Oracle had compensation policies.
P-57	N/A	01/09/15 - 01/13/15	Depo. Ex. 33 – Lisa Gordon's Revisions to OFCCP's Draft Interview Statement.	Lisa Gordon made changes to the draft interview statement to correct any issues she found such that she subsequently signed an interview statement after these revisions were made.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-58	5441 - 5446	11/02/15	Dep. Ex. 35 – Letter From Robert Doles to Shauna Holman-Harries	OFCCP noting outstanding information due from Oracle and its repeated requests for this information.
P-59	188	06/16/15	Dep. Ex. 36 – Email from Shauna Holman-Harries to Hea Jung Atkins	Oracle responding to OFCCP's information and document requests.
P-60	189		Exhibit removed	
P-61	695 - 698	10/29/15	Dep. Ex. 38 – Email From Shauna Holman-Harries to Hoan Luong	Oracle's point by point response to OFCCP's request for information on many topics.
P-62	1124, 1128 - 1131	08/26/15	Dep. Ex. 39 – Email From Hea Jung Atkins to Shauna Holman-Harries	OFCCP identifying that it has not received a response to its 7/30/15 letter attached to the email.
P-63	4992	10/28/14	Dep. Ex. 40 – Email from Shauna Holman-Harries to Hea Jung Atkins	Oracle email containing attachments that responds to OFCCP's information requests.
P-64	4997	01/01/14	Dep. Ex. 41 – Excerpt from Oracle's Item 11 Report	Oracle's item 11 report identifies the problematic information that Oracle initially provided to OFCCP about its employees.
P-65	45 - 54	06/10/15	Dep. Ex. 42 – Email from Shauna Holman-Harries to Hea Jung Atkins	Oracle's email lists the time-consuming tasks that its employee had to manually perform to respond to OFCCP's request when Oracle had the information electronically.
P-66	227 - 229	08/26/15, 08/28/15, 09/21/15, 10/01/15	Dep. Ex. 43 – Email Exchange between Hoan Loang and Shauna Holman-Harries	OFCCP's emails seek status of Oracle's responses to its requests and note issues with Oracle not providing documents in a timely manner. Oracle email noted that letter was sent to its attorney.
P-67	DOL 40003 - 40022	02/12/15	Dep. Ex. 44 – Email from Shauna Holman-Harries to OFCCP	Shauna Holman-Harries provided OFCCP with Lisa Gordon's signed sworn statement via email.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-68	381115 - 381117	10/27/17	Dep. Ex. 45 – Email from Lynne Carrelli to Kredwar	Oracle is changing its prior pay policy such that it will no longer ask about prior pay and will remove a current compensation field in its offer form.
P-69	381118- 381137	10/18/17 - 10/19/17	Dep. Ex. 46 – Oracle Created Document: HR Learning Session, U.S. Pay Equity Laws & Salary History	Oracle changing hiring policy regarding prior pay to include what it did previously in seeking prior pay.
P-70	381101- 381 114	10/2017	Dep. Ex. 47 – Oracle Created Document: Recruit & Hire Guidance	Oracle changing hiring policy regarding prior pay to include what it did previously in seeking prior pay.
P-71	DOL 27397 - 27398	03/28/12	Dep. Ex. 48 – Oracle Created Document: iRecruitment Requisition for Senior Software Developer	Oracle's requisition shows details of an available Oracle positon and states in italic font in a different color that as part of Oracle's employment process, candidates will be required to complete a pre-employment screening process prior to an offer being made that include a "salary verification."
P-72	34106 - 34110	04/2014 - 05/2014	Dep. Ex. 49 – Email Exchange between an Oracle recruiter and an applicant.	Email exchange regarding Application for Senior Software Developer. Email in chain includes details about an available Oracle position and states in italic font that as part of Oracle's employment process, candidates will be required to complete a pre-employment screening process prior to an offer being made that include a "salary verification."
P-73	33891 - 33894	N/A	Dep. Ex. 50 – Oracle Created Document: Job Announcement for "Solution Architect"	The job announcement includes details about an available position at Oracle and states in italic font that as part of Oracle's employment

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
				process, candidates will be required to complete a pre-employment screening process prior to an offer being made that include a "salary verification."
P-74	29001 & 33810	03/04/13 on one summary	Dep. Ex. 51 – Oracle Created Document: Oracle's Two "Candidate Profile Summaries"	Oracle's "Candidate Profile Summaries" have a "current compensation field" that lists a candidate's current compensation, and at times, the method used to verify this compensation such as a W-2.
P-75	56242	06/2014	Dep. Ex. 52 – Oracle Created Document: Manager Training: Compensation Process for Global Corporate Bonus & Fusion Workforce Compensation	Oracle's policies, practices, and procedures for administering compensation.
P-76	380453	08/25/16	Dep. Ex. 53 – Email from Zeira Singh to Various People	Demonstrates that Larry Ellison is approving the compensation package for college hires.
P-77	56247	Copyright 2014	Dep. Ex. 54 – Oracle Created Document: Oracle Global Corporate Bonus Process	Oracle's policies, practices, and procedures for administering compensation.
P-78	417320 - 417358	Copyright 2015	Dep. Ex. 55 – Oracle Created Document: Affirmative Action at Oracle	This affirmative action training at Oracle was created in 2015 and only addressed representation at Oracle to include being an equal opportunity employer. It did not address compensation.
P-79	417316 - 417319	09/17/18	Dep. Ex. 56 – Email Exchanges between Oracle Employees	Emails relates to Oracle's Global Rehire Guidelines and identifies the factors that should be considered in determining what role a candidate should be assigned, product and supervisor were not listed.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-80	381010	N/A	Dep. Ex. 57 – Oracle Created Document: Global Job Classification	Oracle's Global Job Classification does not link the Product Development and Information Technology .job functions and their specialty areas to products.
P-81	N/A	05/28/19	Dep. Ex. 58 – Oracle Created Document: Oracle Executive Biography for Joyce Westerdahl	Details what Oracle's HR EVP has done and what she does.
P-82	41856 - 41857	03/03/15	Dep. Ex. 59 – Email Exchanges between Oracle Employees	Email exchange regards a counteroffer proposal. Off-cycle dive and save request was sent up through President Thomas Kurian to Larry Ellison and both approved $83K raise that took the person almost $60K above the maximum of the salary range.
P-83	41818	01/06/14	Dep. Ex. 60 – Email Exchanges between Oracle Employees	Email exchange regards a key employee retention request. Thomas Kurian making off-cycle request to Safra Catz for employees that might be lost to competition after noting the loss of many key employees to competition.
P-84	41853 - 41854	07/09/14, 07/07/14	Dep. Ex. 63 – Email Exchanges between Oracle Employees	Emails announces a global corporate bonus for Oracle in 2014.
P-85	41821	02/17/14	Dep. Ex. 64 – Email Exchanges between Oracle Employees	List of Thomas Kurian's direct reports on the Revised Executive MBO Bonus Plan.
P-86	41828	06/10/14	Dep. Ex. 65 – Email Exchanges between Oracle Employees	Emails relates to FY 15 Annual Stock Grant. Email notes the size of the stock grants being provided to Thomas Kurian and Edward Screven.
P-87	49220	07/01/16	Dep. Ex. 67 – Email between Joyce Westerdahl and Undisclosed Recipients	Email announces that Oracle is starting a multi-year review of its functional job families.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-88	DOL 534 - 539	03/24/15 & 03/26/15	Dep. Ex. 72 – OFCCP's Interview Notes of Madhawi Cheruvu	This interview details Oracle's compensation, hiring, and acquisition policies and procedures and her personal involvement with them.
P-89	419969	N/A	Dep. Ex. 74 – Oracle Created Document: HR Business Partner Position Overview	Document details the responsibilities and qualifications of an HR business partner.
P-90	23758 - 23760	12/09/2013 -12/11/13	Dep. Ex. 75 – Email Exchanges between Oracle Employees	HR VP has the authority to approve headcount for an LOB.
P-91	23655 - 23656	02/28/14- 03/1/14	Dep. Ex. 76 – Email Exchange between Oracle Employees	Emails details that Oracle lost a candidate because of low compensation.
P-92	N/A	03/10/17- 03/29/17	Dep. Ex. 77 – Email Exchanges between Oracle Employees	Emails identified that Thomas Kurian approved 12 off-cycle salary adjustments because of compensation issues such as risk of loss to a competitor.
P-93	DOL 521 - 524	03/25/15	Dep. Ex. 78 – OFCCP's Interview Notes of Juan Loaiza	This interview details Oracle's compensation, hiring, and performance evaluation policies and procedures and his personal involvement with them.
P-94	DOL 31658 - 31661	02/17/14	Dep. Ex. 79 – Oracle Created Document: Oracle iRecruitment Candidate Recruitment Details	Document shows that Oracle's iRecruitment Candidate Recruitment Details has a field for candidate's current salary that contained the candidate's salary and bonus amounts.
P-95	472274 472276, 472278, 472280[2]	12/22/08	Dep. Ex. 80 – Oracle Created Document: "Candidate Offer Information" for applicant	Document details that Oracle's "Candidate Offer Information" had a mandatory field for "candidate's previous employer and compensation" that had the name of the employer and monetary amount listed.

[2] This document is four pages long. Oracle copied it double sided even though the back side pages were blank and put Bates stamp numbers on these blank pages. These blank pages were removed for deposition. The same issue applied to exhibit P-96.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-96	498119, 498121, 498123	N/A	Dep. Ex. 81 – Oracle Created Document: "Candidate Offer Information" for applicant	Document details that Oracle's "Candidate Offer Information" had a mandatory field for "candidate's previous employer and compensation" that had the name of the employer and monetary amount listed.
P-97	464341 - 464344	01/06/15	Dep. Ex. 82 – Oracle Created Document: "Candidate Offer Information" for applicant	Document details that Oracle's "Candidate Offer Information" had a mandatory field for "candidate's previous employer and compensation" that had "college hire" listed.
P-98	464386 - 464389	03/09/15	Dep. Ex. 83 – Oracle Created Document: "Candidate Offer Information" for applicant	Document details that Oracle's "Candidate Offer Information" had a mandatory field for "candidate's previous employer and compensation" that had the name of the employer and monetary amount listed.
P-99	417060	Copyright 2017	Dep. Ex. 84 – Screenshots from Oracle Created Document: "Workforce Compensation Hints and Tips" Video	Identifies data fields inside Oracle's software program for administering compensation.
P-100	414414 - 414418	N/A	Dep. Ex. 85 – Oracle Created Document: iRecruitment "Candidate Details" for applicant	Document details (1) a manager was hired at a compa ratio of 69.61 such that the salary being paid was below the minimum of the salary range, (2) the details of the job offer and the approval process, and (3) Thomas Kurian and Steven Miranda were two of the approvers.
P-101	414379 - 414389	N/A	Dep. Ex. 86 – Oracle Created Document: Partial Personnel File of applicant	An Oracle Employee's personnel file details that four years after being promoted and having an "exceeds" performance evaluation she is still below the minimum of the salary band in 2016.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-102	434971 - 434972	06/15/15	Dep. Ex. 87 – Oracle Created Document: Out of Cycle Salary Adjustment Proposal for Oracle employee	Proposed salary adjustment because his current salary was below the minimum of the salary band and Oracle could not correct it during the focal reviews because of the limited budget. Requested adjustment was over $43K. Request noted that others also face "significant salary compression" and the manager faces a "'rob Peter to reward Paul for a promotion'" situation.
P-103	437696 - 437701	05/07/14	Dep. Ex. 88 – Oracle Created Document: Request for Dive and Save Salary Adjustment for Oracle employee	Proposed dive and save salary adjustment of $50K or over 65% above the person's current salary. Justification notes that this person is critical to Oracle and the people reporting to her make "45% to 65% more than she is."
P-104	432004 - 432006	07/23/14 - 07/25/14	Dep. Ex. 89 – Email Exchanges between Oracle Employees	Dive and save salary adjustment request approved. Thomas Kurian approves a 22% increase of over $37.8K for a person who has had outstanding performance evaluations for the last five years, has five patents and is a critical resource for the team. Despite this performance and criticality, the person was in the first quartile of the salary range.
P-105	433359 - 433364	12/18/14 - 01/17/15	Dep. Ex. 90 – Email Exchanges between Oracle Employees	Emails relate to salary adjustment requests. Thomas Kurian approved another off-cycle request for a 25.9% increase of $36K for a person that was below the minimum of the salary-range who was described as "the best and only person in my organization who

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
				can properly release and program manage the Fusion Service Initiative." The justification again noted that she "has been compressed for several years now" and that management had previously only allocated $5K for salary increases for three employees as part of a reorganization.
P-106	41732	Copyright 2017	Dep. Ex. 92 – Oracle Created Document: Manage Base Pay Using Cloud Self-Service	Video snippet of compensation information available to a manager.
P-107	381043 - 381045	06/27/13	Dep. Ex. 94 – Email From Oracle SVP, General Counsel, and Secretary to Oracle Corporate Broadcast	Email instructing Oracle employees to use Oracle's integrity helpline to ask compliance or ethics questions.
P-108	381138 - 381141	Copyright 2012 & 2013	Dep. Ex. 95 – Oracle Created Document: Frequently Asked Questions for Oracle's Integrity Helpline	Document describes the helpline and the process for responding to complaints.
P-109	N/A	08/05/15 - 08/06/15	Dep. Ex. 96 – Oracle Created Document: Mechanics of an HR Investigation	Document identifies the process that Oracle is supposed to use during an HR investigation.
P-110	381081 - 381097	N/A	Dep. Ex. 97 – Oracle Created Document: HR Investigations Training Handout	Document provides workplace investigation guidelines.
P-111	416517	05/06/16 - 05/10/16	Dep. Ex. 98 – Email Exchanges between Oracle Employees	Emails relates to Equal Pay Act inquiry. Email identifies that a female employee is inquiring whether she is being paid properly under the law.
P-112	547809 - 547810	03/31/16 - 09/01/17	Dep. Ex. 99 – Email Exchanges between Oracle Employees	Emails identify that a female employee is complaining about sex and race based treatment.
P-113	547811	11/09/17	Dep. Ex. 100 – Oracle Created Document: Oracle Memorandum: Investigation Results	Memorandum responds to pay concerns and found no evidence that gender or race played a role in decisions affecting her pay.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-114	547812 - 547814	10/25/18	Dep. Ex. 101 – Email Exchanges between Oracle Employees	Emails identifies that a female employee is complaining about discrimination and retaliation for filing complaint.
P-115	547808	12/13/08	Dep. Ex. 102 – Email Exchanges between Oracle Employees	Emails responding to latest complaint and communications about it such that employee allegedly asked to withdraw complaint.
P-116	416837	12/07/17	Dep. Ex. 103 – Oracle Created Document: Oracle Memorandum: Investigation Results	Memorandum responds to pay concerns and found no evidence that gender played a role in decisions affecting her pay.
P-117	362828 - 362834	N/A	Dep. Ex. 104 – Oracle Created Document: Oracle Management Promotion Template for Oracle employee	Document shows what the management promotion template considers and how it is used.
P-118	416500	04/10/17- 04/11/17	Dep. Ex. 105 – Email Exchanges between Oracle Employees	Low wage compensation pay concerns made by an Oracle employee.
P-119	416510- 416511	07/03/17	Dep. Ex. 106 – Oracle Created Document: Oracle Personal and Confidential Memorandum to Oracle employee	Memorandum responds to pay concerns and found no evidence that gender played a role in decisions affecting her pay.
P-120	417061	04/12/17	Dep. Ex. 107 – Email from one Oracle employee to another	Low wage compensation pay concerns made by an Oracle employee.
P-121	416515 - 416516	07/07/17	Dep. Ex. 108 – Oracle Created Document: Oracle Memorandum: Investigation Results	Memorandum responds to pay concerns and found no evidence that gender played a role in decisions affecting her pay.
P-122	414176	10/03/16	Dep. Ex. 109 – Email Exchanges between Oracle Employees	Low wage compensation pay concerns made by an Oracle employee.
P-123	414179 - 414180	01/26/17 - 02/02/17	Dep. Ex. 110 – Email Exchanges between Oracle Employees	Female employee noted that her salary was below the minimum of the salary band and she was told that Oracle was unable to substantiate her pay complaint.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-124	416519	02/26/18	Dep. Ex. 111 – Email Exchanges between Oracle Employees	Low wage compensation pay concerns made by an Oracle employee.
P-125	416518	06/08/18	Dep. Ex. 112 – Email Exchanges between Oracle Employees	One of the emails responds to a pay complaint and noted that because "the budget was very limited" for the salary increases that became effective on 1/1/18, the female employee did not receive a salary increase.
P-126	414178	12/22/16	Dep. Ex. 113 – Email Exchanges between Oracle Employees	One of the emails responds to pay concerns and found no evidence that gender played a role in decisions affecting her pay.
P-127	417063	11/01/18	Dep. Ex. 114 – Email Exchanges between Oracle Employees	Low wage compensation pay concerns made by an Oracle employee.
P-128	544710	02/26/19	Dep. Ex. 115 – Oracle Created Document: Oracle Memorandum: Investigation Results	Document found no evidence of pay discrimination based on gender.
P-129	62752 - 62755	05/31/17	Dep. Ex. 117 – Redacted Email Exchange between Oracle Employees	One of the emails details discrimination and harassment.
P-130	N/A	Copyright 2017	Dep. Ex. 119 – Oracle Created Document: Oracle Code of Ethics and Business Conduct	Document details titles of Lawrence Ellison, Safra Catz and Mark Hurd and Oracle's code of conduct.
P-131	DOL 4594 - 4688	N/A	Dep. Ex. 122 – Oracle Created Spreadsheet	Data associated with the five elements of Oracle's global job table and descriptions related to those elements.
P-132	189	N/A	Dep. Ex. 124 – Excerpt from Oracle Created Spreadsheet	Document identifies the fields listed in the 2014 snapshot and the types of information entered or not entered into those fields by Oracle.
P-133	700	N/A	Dep. Ex. 127 – Excerpts from Oracle Created Document	Document showing executive titles and compensation.
P-134	N/A	04/15/15	Dep. Ex. 128 – OFCCP Letter from Jane Suhr to	Letter relates to OFCCP's Compliance Evaluation of

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
			Oracle's counsel, Gary Siniscalco	Oracle Redwood Shores. This letter contains OFCCP's response to Oracle counsel's objections to OFCCP's information requests.
P-135	DOL 943 - 954	03/11/16	Dep. Ex. 129 – OFCCP's Notice of Violation Letter Issued to Oracle	Contents of OFCCP's Notice of Violation letter.
P-136	N/A	06/08/16	Dep. Ex. 130 – OFCCP's Show Cause Notice Letter Issued to Oracle	Contents of OFCCP's Show Cause Notice letter.
P-137	N/A	12/12/16	Dep. Ex. 132 – Letter from Erin Connell to the Solicitor of Labor, Patricia Smith	Letter objects to the referral of OFCCP's investigation to the Solicitor's Office.
P-138	N/A	01/09/17	Dep. Ex. 133 – Letter from Ian Eliasoph to Gary Siniscalco and Erin Connell	OFCCP's final demand letter prior to filing complaint.
P-139	N/A	01/17/17	Dep. Ex. 134 – Letter from Gary Siniscalco to Ian Eliasoph	Oracle's response to final demand letter.
P-140	N/A	01/17/17	Dep. Ex. 135 – Email from t Ian Eliasoph to Gary Siniscalco and Erin Connell	The Solicitor's office response to Oracle's 1/17/17 detailing that Oracle failed to provide the necessary data for OFCCP to provide more precise settlement amounts.
P-141	382580	N/A	Oracle Created Document: Managing Compensation at Oracle	Oracle's policies, practices, and procedures for administering compensation.
P-142	382600 - 382603	N/A	Oracle Created Document: Oracle Compensation Guidelines	Oracle's policies, practices, and procedures for administering compensation.
P-143	22959	N/A	Oracle Created Document: Eligibility: FY14 Focal Stock Grant	Oracle's policies, practices, and procedures for administering compensation.
P-144	380593	N/A	Oracle Created Document: Eligibility: FY13 Focal Stock Grant	Oracle's policies, practices, and procedures for administering compensation.
P-145	416489 - 416493	06/2016	Oracle Created Document: Stock Options/Restricted Stock Units (RSUs) FAQ-June 2016	Oracle's policies, practices, and procedures for administering compensation.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-146	22960 - 22961	05/30/13	Email between Oracle Employees	Email addressing Oracle's compensation policies regarding stock
P-147	12587	09/11/13	Email Exchanges between Chantel Dumont and Oracle Employees	Identifies narrow salary ranges to be offered to college hires that differ by degree that were not created by hiring manager input.
P-148	23717	09/24/13	Email from Chantel Dumont to Oracle Employees	Identifies narrow salary ranges to be offered to college hires that differ by degree that were not created by hiring manager input.
P-149	380671 - 380673	04/14/15 - 04/16/15	Email Exchanges between Chantel Dumont and Oracle Employees	Identifies narrow salary ranges to be offered to college hires that differ by degree that were not created by hiring manager input.
P-150	400251 - 400296	06/2014	Oracle Created Document: Global Corporate Bonus Process & Fusion Workforce Compensation	Oracle's policies, practices, and procedures for administering compensation.
P-151	400297 - 400311	06/2013	Oracle Created Document: Annual Stock Grant Process	Oracle's policies, practices, and procedures for administering compensation.
P-152	400362 - 400402	07/2016	Oracle Created Document: Managing Compensation	Oracle's policies, practices, and procedures for administering compensation.
P-153	400456 - 400467	Copyright 2015	Oracle Created Document: Compensation at Oracle	Oracle's policies, practices, and procedures for administering compensation.
P-154	400468 - 400487	09/2017	Oracle Created Document: Oracle Compensation Overview	Oracle's policies, practices, and procedures for administering compensation.
P-155	400558 - 400560	04/2017	Oracle Created Document: Workforce Compensation FAQ	Provides answers to frequently asked questions regarding use of Oracle's Workforce Compensation software program.
P-156	400519 - 400530	09/2016	Oracle Created Document: Global Equity Guidelines-Regional Compensation & Recruiting Rollout – Presentation	Oracle's policies, practices, and procedures for administering compensation.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-157	400531 - 400554	03/2014	Oracle Created Document: Fusion Workforce Compensation Manager User Guide Global Bonus Plan	Oracle's policies, practices, and procedures for administering compensation.
P-158	399684 - 399721	N/A	Oracle Created Document: Global Compensation Training – Salary Ranges at Oracle	Oracle's policies, practices, and procedures for administering compensation.
P-159	399862 - 399893	Copyright 2011	Oracle Created Document: Oracle Global Compensation Training – Americas Region Module	Oracle's policies, practices, and procedures for administering compensation.
P-160	399894 - 399921	Copyright 2011	Oracle Created Document: Oracle Global Compensation Training – Compensation Processes	Oracle's policies, practices, and procedures for administering compensation.
P-161	399922 - 399950	Copyright 2011	Oracle Created Document: Oracle Global Compensation Training – Managing Compensation at Oracle – An Introduction	Oracle's policies, practices, and procedures for administering compensation.
P-162	399955 - 399990	Copyright 2011	Oracle Created Document: Oracle Global Compensation Training – Job Classification and Global Job Table Module	Oracle's policies, practices, and procedures for administering compensation.
P-163	399638 - 399683	Copyright 2011	Oracle Created Document: Oracle Global Compensation Training – Managing Pay Module	Oracle's policies, practices, and procedures for administering compensation.
P-164	41830 - 41832	06/17/14 - 06/20/14	Email Exchange between Safra Catz and Others	Emails address options for bonus budget distribution for FY14.
P-165	41833	07/30/14	Email Exchange between Larry Ellison and Thomas Kurian and Oracle Employees	Larry Ellison approving Thomas Kurian's request for a larger bonus budget.
P-166	41847	04/23/15	Email Exchange between Safra Catz and Kate Waggoner	Safra Catz sets Thomas Kurian's stock option pool.
P-167	400162	12/13/13	Email by Oracle employee to himself	Identifies narrow ranges salary ranges to be offered to college hires that differ by degree that

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
				were not created by hiring manager input.
P-168	400163	10/20/15	Email from Chantal Dumont to Lawrence Lynn	Identifies narrow salary ranges to be offered to college hires that differ by degree that were not created by hiring manager for FY2016.
P-169	400165	09/20/16	Email from Chantal Dumont to an Oracle Employee	Demonstrates that Oracle's college recruiting has decision making authority for the compensation of college hires.
P-170	400166 - 400168	04/16/15	Email Exchange between Oracle Employees	Identifies narrow salary ranges to be offered to college hires that differ by degree that were not created by hiring manager input FY2016.
P-171	N/A	2015	2014 Snapshot (ORACLE_HQCA_000000 3616) Sorted by Three Job Functions (Inftech, Prodev, Supp) by Specialty Area by Systems Job Title by Salary Grade	Jobs have the same salary grade assigned to them across the different job functions, specialty areas and systems job titles.
P-172	N/A	2019	IRS Circular Excerpt	Identifies the types of wages listed on the W-2 form.
P-173	360865 - 360866	04/2008	Oracle Created Document: Position Criteria for Individual Contributor Global Career Levels	Details summary of experience, scope of position, technical ability, external visibility, teamwork and internal influence, achievements and recommendations for different IC global career levels.
P-174	400403 - 400452	03/2015	Q4FY15 HR Webinar: Oracle Compensation	Oracle's policies, practices, and procedures for administering compensation.
P-175	399638 - 399990	Various	Oracle Created Documents Introduced as Exhibit 24 at the July 26, 2018 Deposition of Kate Waggoner in the *Jewett* Matter	Oracle's policies, practices, and procedures for administering compensation.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-176	57179	Copyright 2017	Oracle Created Document: Recruit & Hire at Oracle: Module 6: How to Create an Offer in iRecruitment	Oracle's policies, practices, and procedures for recruiting and hiring.
P-177	56907 - 56932	No Date, 2013 Examples	Oracle Created Document: Oracle Recruiting Program Manager (RPM) Training Manual	Oracle's policies, practices, and procedures for recruiting and hiring
P-178	20125 - 20179	07/14/14	Oracle Created Document: Oracle College Recruiting Manuel	Oracle's policies, practices, and procedures for recruiting and hiring
P-179	57181	10/17/19	Oracle Created Document: Recruit & Hire at Oracle; Module 1: Introduction to Recruiting & Hiring	Oracle's policies, practices, and procedures for recruiting and hiring.
P-180	56772	Copyright 2016	Oracle Created Document: NA Talent Advisory	Oracle's policies, practices, and procedures for recruiting and hiring.
P-181	56566	Copyright 2014	Oracle Created Document: Welcome to New Recruiter On-Boarding!	Oracle's policies, practices, and procedures for recruiting and hiring.
P-182	12204 - 12210	09/09/13 - 09/14/13	Email Exchange between Chantel Dumont and an Oracle Employee	Demonstrates that Oracle's college recruiting organization has decision making authority for the compensation of college hires.
P-183	11640 - 11645	03/12/14 - 03/14/14	Email Exchange between Chantel Dumont and an Oracle Employee	Demonstrates that Oracle's college recruiting organization has decision making authority for the compensation of college hires.
P-184	12173 - 12183	05/15/13 - 05/17/13	Email Exchange between Chantel Dumont and an Oracle Employee	Demonstrates that Oracle's college recruiting organization has decision making authority for the compensation of college hires.
P-185	36993 - 36994	10/25/13	Email Exchange between Oracle Employees	Identifies that Larry Ellison created a Map program at Oracle wherein an offer is made with all of the normal benefits of an offer without a specific job position.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-186	400488 - 400518	07/11/17	Oracle Created Document: Accelerated Hiring Experience Compensation Checklist & Consideration	Oracle's policies, practices, and procedures for recruiting and hiring.
P-187	399194 - 399207	Copyright 2017	Oracle Created Document: Recruit & Hire Guidance – Role Checklist for a Successful Hire: New US Legislation	Oracle's policies, practices, and procedures for recruiting and hiring.
P-188	399208 - 399228	N/A	Oracle Created Document: Recruiting – Creating Vacancy Announcement	Oracle's policies, practices, and procedures for recruiting and hiring.
P-189	382682 - 382710	07/21/15	Oracle Created Document: US College Recruiting Oracle Recruiting Cloud Instruction Manual – Part 1 Recruiting Process	Oracle's policies, practices, and procedures for recruiting and hiring.
P-190	382713 - 382754	05/06/2015	Oracle Created Document: US College Recruiting Oracle Recruiting Cloud Instruction Manual – Part 2 Offers	Oracle's policies, practices, and procedures for recruiting and hiring.
P-191	70756	10/11/17	Oracle Created Document: Approver Data Spreadsheet for HR transactions	Document details approver actions and comments to various HR transactions.
P-192	DOL 44390 - 44393	2010	Email Exchange between an Oracle Job Applicant and an Oracle Recruiter	Recruiter informing candidate that "I need your current salary. . . . It's a mandatory field." After candidate expressed concern about providing it because she was not being compensated according to her worth and previous salary, she provided it.
P-193	399193	11/08/17	Email from Recruiting-Announcement	Email announcing that various fields associated with prior pay will no longer be mandatory.
P-194	400555 - 400557	01/08/18	Oracle Created Document: US Pay Equity FAQ For Managers and HR	Oracle's policies, practices, and procedures for recruiting and hiring.
P-195	4999 - 5015	01/2014	Oracle Created Document: Excerpt from Oracle's Affirmative Action Plan	Abbreviated form of Oracle's Affirmative Action Plan that focuses on who has oversight,

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
				responsibilities, development and execution of action programs, reporting and internal auditing system and identification of problem areas.
P-196	15195 - 15196	03/28/12	Oracle Created Document: Job Posting for Senior Software Developer – Fusion Lifecycle Management	Oracle's requisition shows details of an available Oracle positon and states in italic font in a different color that as part of Oracle's employment process, candidates will be required to complete a pre-employment screening process prior to an offer being made that include a "salary verification."
P-197	N/A	06/05/19 - 07/12/19	Email Exchange between Oracle's and OFCCP's counsel	Email from Oracle's counsel stating that Oracle's PMK testimony in Jewett is binding on Oracle in the present case.
P-198	N/A	08/08/13 - 08/15/13	Email exchange between Safra Catz and Thomas Kurian	Thomas Kurian requests a $50M increase in his salary pool to address his developers leaving to go to other companies because of pay issues.
P-199	N/A	10/11/17	Email from Laura Bremer to Erin Connell	E-mail documents that Oracle's counsel continues to refuse to produce information requested in the audit for the 2013 snapshot. An example is visa information.
P-200	N/A	03/14/19	Letter from John Giansello to Norman Garcia and Laura Bremer	Letter from an Oracle attorney wherein Oracle continues to refuse to provide information requested for the 2013 snapshot. An example thereof is visa information.
P-201	N/A	02/15/19	Letter from Laura Bremer to Erin Connell	Letter from OFCCP attorney wherein OFCCP again requests visa information from Oracle.
P-202	N/A	04/23/16-05/09/16	Email Exchange between Hea Jung Atkins and Gary Siniscalco	Emails between OFCCP and Oracle's counsel regarding NOV issues.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-203	N/A		Exhibit removed because of the Court's Conciliation Order on December 3, 2019	
P-204	N/A		Exhibit removed because of the Court's Conciliation Order on December 3, 2019	
P-205	N/A		Exhibit removed because of the Court's Conciliation Order on December 3, 2019	
P-206	N/A		Exhibit removed because of the Court's Conciliation Order on December 3, 2019	
P-207	607042 - 607054	09/19/18	Oracle's Responses and Objections to Plaintiffs' Third Set of Special Interrogatories	Oracle admits that it does not have a database or retrievable information to identify what products an employee was assigned.
P-208	N/A	12/18/17	Letter from Jinnifer Pitcher to Marc Pilotin	Correspondence between the parties regarding Oracle's data production.
P-209	N/A	06/08/18	Letter from Laura Bremer to Erin Connell	Correspondence between the parties regarding Oracle's data production.
P-210	N/A	06/08/18	Letter from Laura Bremer to Erin Connell	Correspondence between the parties regarding Oracle's data production.
P-211	N/A	06/29/18	Letter from Jinnifer Pitcher to Laura Bremer	Correspondence between the parties regarding Oracle's data production.
P-212	N/A	07/06/18	Letter from Laura Bremer to Jinnifer Pitcher	Correspondence between the parties regarding Oracle's data production.
P-213	N/A	05/30/19	Letter from Kathryn Mantoan to Laura Bremer	Correspondence between the parties regarding Oracle's data production.
P-214	N/A	05/31/19	Letter from Kathryn Mantoan to Laura Bremer	Correspondence between the parties regarding Oracle's data production.
P-215	N/A	03/06/19	Letter from Laura Bremer to Kathryn Mantoan	Correspondence between the parties regarding Oracle's data production.
P-216	N/A	06/29/18	Letter from Erin Connell to Laura Bremer	Correspondence between the parties regarding Oracle's data production.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-217	N/A	03/20/19	Letter from Laura Bremer to Kathryn Mantoan	Correspondence between the parties regarding Oracle's data production.
P-218	N/A	02/15/19	Letter from Laura Bremer to Erin Connell	Correspondence between the parties regarding Oracle's data production.
P-219	346154	N/A	Oracle Created Data File at 364154	Cost Center Hierarchies.
P-220	N/A	06/30/17	Letter from Marc Pilotin to J.R. Riddell	Correspondence between the parties regarding Oracle's data production.
P-221	N/A	10/11/17	Letter from Erin Connell to Laura Bremer	Correspondence between the parties regarding Oracle's data production.
P-222	N/A	11/28/17	Letter from Jinnifer Pitcher to Marc Pilotin	Correspondence between the parties regarding Oracle's data production.
P-223	N/A	07/13/18	Letter from Jinnifer Pitcher to Laura Bremer	Correspondence between the parties regarding Oracle's data production.
P-224	N/A	04/12/18	Letter from Kathryn Mantoan to Laura Bremer	Correspondence between the parties regarding Oracle's data production.
P-225	N/A	05/24/19	Letter from Kathryn Mantoan to Laura Bremer	Correspondence between the parties regarding Oracle's data production.
P-226	N/A	03/14/19	Letter from Kathryn Mantoan to Laura Bremer	Correspondence between the parties regarding Oracle's data production.
P-227	N/A	03/29/19	Letter from Kathryn Mantoan to Laura Bremer	Correspondence between the parties regarding Oracle's data production.
P-228	N/A	11/14/17	Letter from Marc Pilotin to Erin Connell	Correspondence between the parties regarding Oracle's data production.
P-229	N/A	04/10/19	Email Exchange between Kathryn Mantoan and Laura Bremer	Correspondence between the parties regarding Oracle's data production.
P-230	N/A	02/14/19	Email Exchange between Laura Bremer and Kathryn Mantoan	Correspondence between the parties regarding Oracle's data production.
P-231	N/A	06/07/19	Letter from Jinnifer Pitcher to Laura Bremer	Correspondence between the parties regarding Oracle's data production.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-232	N/A	07/11/17	Letter from J.R. Riddell to Marc Pilotin	Correspondence between the parties regarding Oracle's data production.
P-233	N/A	07/28/17	Letter from Erin Connell to Marc Pilotin	Correspondence between the parties regarding Oracle's data production.
P-234	N/A	12/05/17	Letter from Marc Pilotin to Erin Connell and Jinnifer Pitcher	Correspondence between the parties regarding Oracle's data production.
P-235	N/A	12/08/17	Letter from Jinnifer Pitcher to Marc Pilotin	Correspondence between the parties regarding Oracle's data production.
P-236	70741	10/31/17	Oracle Created Data File at 70741 (gsi_comp_history.xlsx)	Data spreadsheet has Base Pay, bonus, Stock Options, Other Compensation, and Performance, indicating history of these forms of compensation and performance ratings for employees, going back to 1985.
P-237	70721	10/31/17	Oracle Created Data File at 70721 (AllEarnings.xlsx)	Data spreadsheet has tabs for each year from 2003-2016; for each year showing amounts of compensation for each employee for the year, broken out by type of compensation.
P-238	70748	10/31/17	Oracle Created Data File at (Merged Assignment History, Medicare and Sal Admin.xlsx)	Data spreadsheet has significant data regarding an employee's compensation.
P-239	70743	10/31/17	Oracle Created Data File at 70743 (GSI_CWB_details)	Data spreadsheet has changes in compensation for bonuses, stock grants, and compensation increases going back to 2003 plus performance rankings.
P-240	N/A	07/17/17	Letter from Marc Pilotin to J.R. Riddell and Lara Graham	Correspondence between the parties regarding Oracle's data and document production.
P-241	N/A	08/02/17	Letter from Marc Pilotin to Erin Connell	Correspondence between the parties regarding Oracle's data and document production.
P-242	N/A	08/04/17	Letter from Marc Pilotin to Erin Connell	Correspondence between the parties regarding Oracle's data and document production.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-243	N/A	05/21/19	Letter from John Giansello to Charles Song	Letter wherein Oracle's counsel continues to refuse to produce information requested in the audit for the 2013 snapshot.
P-244	DOL 1307 - 1308	03/04/15	Letter from Brian Mickel to Shauna Holman-Harries	OFCCP letter requesting specific information from Oracle during the audit and provides information for OFCCP's on-site visit at Oracle.
P-245	DOL 1285 - 1286	03/19/15	Email from Brian Mickel to Shauna Holman-Harries	OFCCP letter requesting specific information from Oracle during the audit and provides information for OFCCP's on-site visit at Oracle.
P-246	N/A	08/03/17	Letter from Erin Connell to Marc Pilotin	Oracle proposed a stipulation that it has been a government contractor for over 20 years and that the total amount of Oracle's federal government contracts exceeded $100 million each year since 2013.
P-247	N/A	05/31/19	Defendant Oracle America, Inc.'s Responses and Objections to Second Set of Requests for Admission (RFA)	Admissions that Oracle made to OFCCP's RFAs.
P-248	N/A	02/25/19	Defendant Oracle America, Inc.'s Responses and Objections to Fifth Set of Requests For Production of Documents	Oracle's document production responses in this litigation.
P-249	N/A	09/26/17	Defendant Oracle America, Inc.'s Responses and Objections to Third Set of Requests For Production of Documents	Oracle's document production responses in this litigation.
P-250	N/A	09/19/18	Defendant Oracle America, Inc.'s Responses and Objections to Plaintiff's First Set of Form	Oracle's interrogatory answers in Jewett that it produced in this litigation.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
			Interrogatories – Employment Law	
P-251	N/A	04/03/19	Letter from Laura Bremer to Kathryn Mantoan	Correspondence between the parties regarding Oracle's data production.
P-252	N/A	10/18/19	Exhibits Volume 1 of 3 of the Declaration of Erin Connell ISO Defendant Oracle America, Inc.'s Motion for Summary Judgment or, In the Alternative, For Partial Summary Judgment containing Exhibits J-L	Exhibits J - L from Erin Connell's Exhibit Volume I concern Oracle's policies, practices, and procedures for administering compensation.
P-253	N/A	01/18/19	Compendium of Evidence ISO Defendant Oracle America, Inc.'s Motions for Summary Judgment, or, in the Alternative, Summary Adjudication.	This public record compendium filed in the Superior Court of San Mateo County provides evidence through the declarations and documents attached thereto of Oracle's Counsel, Kate Waggoner, Anje Dodson, Steven Miranda, Chad Kidder, Vickie Thrasher, and various other Oracle employees of Oracle's compensation, hiring, promotion, transfer, off-cycle, focal reviews, etc. policies, procedures, and trainings.
P-254	DOL 38371 - 38376	N/A	OFCCP Created Document: Federal Contractor Selection System (FCSS) Scheduling Report	OFCCP's Compliance Review of Oracle Redwood Shores was scheduled in accordance with OFCCP's neutral selection plan.
P-255	DOL 39983 - 40002	02/10/15	Email from Shauna Holman-Harries to Min-Chih Yeh	Email from Ms. Holman-Harries specifically stating that she is providing "the interview statement with Lisa's revisions" containing an attachment with revisions to Lisa Gordon's interview statement.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-256	443	02/09/15	Email from Shauna Holman-Harries to Hoan Luong	Document identifies that Oracle provided its Employee Handbook to OFCCP during the audit.
P-257	270	01/04/16-01/08/16	Email Exchange between Hoan Luong and Shauna Holman-Harries	Email from OFCCP requesting interview statements be signed, and email from Oracle declining.
P-258	N/A	07/03/19	Letter from Kathryn Mantoan to Laura Bremer	Correspondence between the parties regarding Oracle's data and document production.
P-259	699 & attachment with no BSN	N/A	Dep. Ex. 126 – Excerpts from Oracle Created Data File at 699	Excerpts identify the data fields from a 2014 snapshot.
P-260	3616	N/A	Oracle Created Data File at 3616 (2014 snapshot)	Excerpt of the data fields for this snapshot and the data, if any, that Oracle provided for them for Oracle's employees working at its headquarters at Redwood Shores as of 1/1/14.
P-261	53641 - 53665	12/13/16	Oracle Created Document: Dimensions of Diversity Newsletter	Document identifies that Thomas Kurian was President of Product Development.
P-262	42275 - 42277	09/19/16	Oracle Created Document: Speaker Biographies for Safra Catz and Mark Hurd	Identifies co-CEOs and identifies their back grounds.
P-263	N/A	05/24/19	"The Highest-Paid CEOs of 2018: A Year So Lucrative, We Had to Redraw Our Chart," The New York Times	Details how Oracle's budget is sufficient to pay its co-CEOs $108 million each.
P-264	N/A	2017	Oracle Schedule 14A Filing Under the Securities Exchange Act of 1934	In response to shareholder proposal No. 7 (a request for a pay equity report) Oracle's Board of Directors submitted a statement in opposition and unanimously recommended a vote against this proposal.
P-265	416501 - 416509	N/A	Affirmative Action Course	The Affirmative Action Training that Oracle provided to its employees did not address compensation and did not address the requirements

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
				under EO 11246 for Compensation.
P-266	N/A	11/01/19	Statement of Genuine Disputes of Material Facts	Details the undisputed facts from Oracle's Statement of Uncontested Facts that remained after OFCCP contested other facts.
P-267	N/A	11/01/19	Defendant Oracle America, Inc.'s Responses to Plaintiff OFCCP's Statement of Uncontested Facts in Support of OFCCP's Motion for Summary Judgment	Details the undisputed facts from OFCCP's Statement of Uncontested Facts that remained after Oracle contested other facts.
P-268	400561 - 400570	N/A	Oracle Created Document: Example LOB Position Alignment & Mapping Playbook Oracle & ACQ CO	Oracle's policies, practices, and procedures for administering acquisitions.
P-269	N/A	06/20/19 - 06/28/19	Email Exchanges between Kathryn Mantoan to Jeremiah Miller	Correspondence between the parties regarding Oracle's data and document production.
P-270	607042 - 607054	09/19/18	Oracle's Responses and Objections to Plaintiff Jewett's Third Set of Special Interrogatories	Oracle's interrogatory answers in Jewett that it produced in this litigation.
P-271	N/A	N/A	Deposition Errata Sheet for Dr. Janice Madden	Changes made to deposition testimony.
P-272	N/A	09/18/19	Declaration of Shauna Holman-Harries in Support of Defendant Oracle America, Inc.'s Motion for Summary Judgment or, in the Alternative, for Partial Summary Judgment and Exhibits A-Y attached thereto.	The declaration and exhibits attached thereto provide evidence of the actions that occurred during OFCCP's audit of ORACLE HQCA and the actions that Oracle took to comply with EO 11246.
P-273	N/A	09/20/19	Declaration of Gary Siniscalco in Support of Defendant Oracle America, Inc.'s Motion for Summary Judgment or, in the Alternative, for Partial Summary Judgment and	The declaration and exhibits attached thereto provide evidence of the actions that occurred during OFCCP's audits of ORACLE HQCA.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
			Exhibits A & C attached thereto.	
P-274	N/A	09/17/19	Declaration of Kate Waggoner in Support of Defendant Oracle America, Inc.'s Motion for Summary Judgment or, in the Alternative, for Partial Summary Judgment and Exhibits A-D attached thereto.	The declaration and exhibits attached thereto provide evidence regarding Oracle's policies, practices, and procedures for administering compensation.
P-275	N/A	04/18/17	Declaration of Gary Siniscalco in Support of Defendant Oracle America, Inc.'s Motion for Summary Judgment or, in the Alternative, to Stay the Proceeding for Failure to Conciliate and Exhibits I-P attached thereto	The declaration and exhibits attached thereto provide evidence of the actions that occurred during OFCCP's audit of ORACLE HQCA and the parties' actions during conciliation.
P-276	N/A	04/20/17	Declaration of Victoria Thrasher ISO Oracle's MPO re: Confidential Information	The declaration provides evidence regarding how Oracle develops and treats its organization, hiring, promotion and compensation policies, practices, strategy, processes and procedures.
P-277	N/A	08/25/17	Declaration of Linda Zhao ISO Oracle's Opposition to OFCCP's MTC and for Order Setting Production Schedule	The declaration provides evidence regarding the contents of Oracle's various computer systems and the pulling of information from them.
P-278	N/A	07/03/19	Declaration of Gary Siniscalco ISO Oracle's Opposition to OFCCP's MTC Oracle's Compensation Analyses	The declaration provides evidence regarding the pay equity analyses that Oracle conducts and that none of them were conducted for the purpose of complying with 41 C.F.R. § 60-2.17.
P-279	N/A	03/07/17	Defendant Oracle America, Inc.'s Responses and Objections to First Set of	Oracle's document production responses in this litigation.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
			Requests For Production of Documents.	
P-280	N/A	03/20/17	Defendant Oracle America, Inc.'s Responses and Objections to Second Set of Requests For Production of Documents.	Oracle's document production responses in this litigation.
P-281	N/A	07/12/17	Defendant Oracle America, Inc.'s Amended and Supplemental Responses and Objections to First Set of Requests For Production of Documents.	Oracle's document production responses in this litigation.
P-282	N/A	07/12/17	Defendant Oracle America, Inc.'s Amended and Supplemental Responses and Objections to Second Set of Requests For Production of Documents.	Oracle's document production responses in this litigation.
P-283	N/A	05/13/19	Defendant Oracle America, Inc.'s Objections to OFCCP's Second Set of Interrogatories	Oracle's interrogatory answers in this litigation.
P-284	N/A	04/23/19	Defendant Oracle America, Inc.'s Responses and Objections to OFCCP's Sixth Set of Requests for Production of Documents	Oracle's document production responses in this litigation.
P-285	N/A	07/01/19[3]	Corrected Declaration of Victoria Thrasher ISO Oracle's America, Inc.'s Motion to Seal Portions of Plaintiff's Motion to Compel Oracle's Compensation Analyses.	Declaration provides evidence of Oracle's policies, practices, and procedures for administering compensation as well as administering its affirmative action program.
P-286	N/A	10/03/19	Declaration of Erin Connell ISO Oracle America, Inc.'s Position Statement Regarding 41 C.F.R. § 60-2.17(b)(3)	Declaration provides evidence of Oracle's policies, practices, and procedures for administering compensation as well as an Oracle Interrogatory response.

[3] This is the date listed on the declaration in the document.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-287	N/A	10/03/19	Oracle America Inc.'s Position Statement Regarding: 41 C.F.R. § 60-2.17(b)(3)	Position statement demonstrates that Oracle had compensation policies and did not comply with 41 C.F.R. § 60-2.17(b)(3).
P-288	N/A	02/28/19	Declaration of Michael Leftwich ISO Oracle's Opposition to Motion for Class Certification	This public record declaration provides evidence of Oracle's internal process for assimilating employees acquired through mergers and acquisitions into Oracle to include a mapping process that is not a selection or application process.
P-289	N/A	03/01/19	Declaration of Chad Kidder ISO Oracle's Opposition to Motion for Class Certification	This public record declaration provides evidence of Oracle's policies, practices, and procedures for recruiting and hiring to include those associated with prior pay.
P-290	N/A	01/17/19	Declaration of Steven Miranda ISO Defendant Oracle America, Inc.'s Motion for Summary Judgment or, in the Alternative, Summary Adjudication	This public record declaration provides evidence of the configuration of Oracle's Product Development Line of Business; the duties, skills responsibilities Oracle's product development employees; the technologies that they use; and Oracle's policies, practices, and procedures for administering compensation.
P-291	DOL 44170 - 44183, 44375 - 34482	04/10/17 - 02/27/18	Email Exchange between Oracle Employees	Low wage compensation pay concerns made by an Oracle employee.
P-292	597952 - 597954	05/2015	Oracle Created Document: IC Promotion Template	Template provides the promotion position criteria for the individual contributor global career levels IC3 – IC6 positions by detailing the criteria required for six factors for each of these IC positions.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-293	598245 - 598247	05/13/10	Oracle Created Document: Position Criteria	Template provides the position criteria for the individual contributor global career levels IC3 – IC6 positions by detailing the criteria required for six factors for each of these IC positions.
P-294	598348 - 598353	05/15/18 - 05/25/18	Email Exchange between Thomas Kurian and Oracle Employees	Dive and save e-mail exchange identifies a recommended 26% percent pay increase of $31,954 and the approval thereof.
P-295	DOL 28493 - 28494	05/15/13	Oracle Created Document: iRecruitment Vacancy for Senior Software Developer	Oracle's requisition shows details of an available Oracle positon and states in italic font in a different color that as part of Oracle's employment process, candidates will be required to complete a pre-employment screening process prior to an offer being made that include a "salary verification."
P-296	DOL 29014 - 29015	05/15/13	Oracle Created Document: iRecruitment Vacancy for Senior Software Developer	Oracle's requisition shows details of an available Oracle positon and states in italic font in a different color that as part of Oracle's employment process, candidates will be required to complete a pre-employment screening process prior to an offer being made that include a "salary verification."
P-297	598592 - 598595	05/2015	Oracle Created Document: Management Promotion Template	Template provides the position criteria for promotion for the management global career levels M2 – M6 positions by detailing the criteria required for six factors for each of these management positions.
P-298	598739 - 598743	04/25/18 - 04/30/18	Email Exchange between Oracle Employees	Dive and save e-mail exchange identifies a recommended 26% percent

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
				pay increase of $31,954 and the approval thereof.
P-299	598744 - 598747	03/30/18 - 04/6/18	Email Exchange between Oracle Employees	Dive and save e-mail exchange identifies a recommended 17% percent pay increase of $21,771 and the approval thereof.
P-300	598939 - 598940	11/17/11	Oracle Created Document: Position Criteria	Template provides the position criteria for the individual contributor global career levels IC3 – IC6 positions by detailing the criteria required for six factors for each of these IC positions.
P-301	599385 - 599389	02/28/18 - 03/05/18	Email Exchange between Thomas Kurian and Oracle Employees	Dive and save e-mail exchange identifies a recommended 15% percent pay increase of $39,239 plus 3000 additional RSUs and the approval thereof.
P-302	599778 - 599780	08/2017	Oracle Created Document: Position Criteria	Template provides the position criteria for the individual contributor global career levels IC3 – IC6 positions by detailing the criteria required for six factors for each of these IC positions.
P-303	600115 - 600123	07/24/18- 7/30/18	Email Exchange between Thomas Kurian and Oracle Employees	Dive and save e-mail exchange identifies a recommended 22% percent pay increase of $31,262 and the approval thereof.
P-304	607015 - 607019	09/18/18	Defendant Oracle America, Inc.'s Responses and Objections to Plaintiff's First Set of Form Interrogatories – Employment Law	Oracle's interrogatory response states it believes that Lisa Gordon signed her OFCCP interview form at page 18 of exhibit 18 of Anje Dodson's deposition and stated it does not intend to context the authenticity of Ms. Gordon's signature.
P-305	607020- 607025	09/18/18	Defendant Oracle America, Inc.'s Responses and Objections to Plaintiff's	Oracle admits that page 18 of exhibit 18 of Anje Dodson's deposition is a true and correct

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
			First Set of Requests For Admissions	copy of an OFCCP interview summary of Lisa Gordon and that Lisa Gordon's signature on that document "is consistent with the appearance of Ms. Gordon's signature in other documents maintained by Oracle in the regular course of business."
P-306	607055-607059	10/03/18	Defendant Oracle America, Inc.'s Responses and Objections to Plaintiffs Second Set of Form Interrogatories	Oracle's interrogatory responses stated that its managers make compensation decision w="without regard to gender" and "legal counsel undertake privileged analyses to review and evaluate Oracle's pay systems, pay decisions, and pay data as warranted, for compliance with applicable state and federal non-discrimination requirements and to assess legal risk.
P-307	607060-607067	10/03/18	Defendant Oracle America, Inc.'s Responses and Objections to Plaintiff's Second Set of Requests For Admissions	Oracle makes admissions about what its requirements are under the implementing regulations for EO 11246.
P-308	607187-607192	12/11/18	Defendant Oracle America, Inc.'s Amended Responses and Objections to Plaintiff's Second Set of Form Interrogatories	Oracle's interrogatory responses stated that its managers make compensation decision w="without regard to gender" and "legal counsel undertake privileged analyses to review and evaluate Oracle's pay systems, pay decisions, and pay data as warranted, for compliance with applicable state and federal non-discrimination requirements and to assess legal risk.
P-309	N/A	05/06/19	Defendant Oracle America, Inc.'s Responses and	Oracle's document production responses in this litigation.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
			Objections to OFCCP's First Set of Requests For Admissions	
P-310	N/A	05/06/19	Defendant Oracle America, Inc.'s Responses and Objections to OFCCP's Seventh Set of Requests For Production	Oracle's document production responses in this litigation.
P-311	N/A	01/28/19	Defendant Oracle America, Inc.'s Responses and Objections to OFCCP's Fourth Set of Requests For Production	Oracle's document production responses in this litigation.
P-312	426641	N/A	Oracle Created Data File at 426641 (Dive/Save Requests (Open))	Dive and save proposal identifies a recommended 24% percent pay increase of $37,000 for a person having a compa ratio of just .8 who is described as a "superstar."
P-313	426958	N/A	Oracle Created Data File at 426958 (Dive/Save Requests (Open))	Dive and save proposal identifies a recommended 28% percent pay increase of $28,000 for a person having a compa ratio of just .68 who is below the minimum of his salary range who is described as a "star BI performer."
P-314	428190	N/A	Oracle Created Data File at 428190 (Dive/Save Requests (Open))	Dive and save proposal identifies a recommended 16% percent pay increase of $19,000 for a person having a compa ratio of just .72 who is less than $2,000 above the minimum of the salary range and has received 5, 4 and 4 evaluation ratings on a scale of 1-5 with 5 being the highest over the last three years.
P-315	428266	N/A	Oracle Created Data File at 428266 (Dive/Save Requests (Open))	Dive and save proposal identifies a recommended 30% percent pay increase of $37,000 for a person having a compa ratio of just .73 who is less than $3,000 above the

Exh #	Bates #	Date	Document Title/Description	Document's Proof
				minimum of the salary range and has received 5, 4 and 4 evaluation ratings on a scale of 1-5 with 5 being the highest over the last three years and is described as "the technical authority for the team. She commands expert knowledge.... is the team lead in many areas.... is the role model for the JVMD team."
P-316	428680	N/A	Oracle Created Data File at 428680 (Dive/Save Requests (Open))	Dive and save proposal identifies a recommended 30% percent pay increase of $39,000 for a person having a compa ratio of just .79 who has received 4, 5 and 4 evaluation ratings on a scale of 1-5 with 5 being the highest over the last three years and is described as "is one of the key contributor to the Nimbula project.... It will be a big loss for the team to lose a seasoned manager in the midst of a tight delivery schedule"
P-317	423500	N/A	Oracle Created Data File at 423500 (Dive/Save Requests (Open))	Dive and save proposal identifies a recommended 22% percent pay increase of $31,500 for a person having a compa ratio of just .78 who has received 5, 4 and 3 evaluation ratings on a scale of 1-5 with 5 being the highest over the last three years and is described as "The quality of her work as a leader, innovator, and designer is self-evident in the quality and high praise the Fusion HCM applications have received from customers and analysts."

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-318	423920	N/A	Oracle Created Data File at 423920 (Dive/Save Requests (Open))	Dive and save proposal identifies a recommended 22% percent pay increase of $21,800 for a person having a compa ratio of .87 who has received 4, 3 and 3 evaluation ratings on a scale of 1-5 with 5 being the highest over the last three years and is described as "has become a star performer and her loss would not only affect the morale of the remaining members of the group, but would be a loss is productivity and ability to deliver the releases on time."
P-319	62859	N/A	Oracle Created Data File at 62859	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-320	364118	N/A	Oracle Created Data File at 364118 (Corporate Cost Center List)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-321	423978	N/A	Oracle Created Data File at 423978 (Dive/Save Requests (Open))	Dive and save proposal identifies a recommended 36% percent pay increase of $52,624 for a person having a compa ratio of .69 who has received 5, 5, 5 evaluation ratings on a scale of 1-5 with 5 being the highest over the last three years and who was more than $10,000 below the minimum of the salary range.
P-322	417060	Copyright 2017	Oracle Created Video: "Workforce Compensation Hints and Tips"	Video showing the data fields in Oracle's workforce compensation software program and how they can be used.
P-323	N/A	N06/1989	Exhibit 6, Dr. Ali Saad Deposition: "Schooling and Occupational Choice in Nineteenth Century America," Dr. Ali Saad,	Shows the limited extent of Dr. Saad's publications.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
			Journal of Economic History	
P-324	N/A	N/A	Exhibit 8, Dr. Ali Saad Deposition: Excerpts from *A Guide to Econometrics*, Peter Kennedy	Addresses the methodology used by Dr. Saad.
P-325	N/A	N/A	Exhibit 10, Dr. Ali Saad Deposition: Radford's Approach to Valuing Equity Compensation	Addresses the methodology used by Dr. Saad.
P-326	N/A	N/A	Declaration of Erin Connell in Support of Defendant Oracle America, Inc.'s Motion for Summary Judgment or, in the Alternative, for Partial Summary Judgment	Declaration provides evidence regarding Oracle's compensation documents.
P-327	N/A	10/18/19	Exhibit 11, Dr. Ali Saad Deposition: Backup Data for Dr. Saad	Addresses the methodology used by Dr. Saad.
P-328	N/A	01/16/19	Oracle Created Data File titled "tf_mat.xlsx"	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-329	N/A	11/12/19	Deposition Errata Sheet for Dr. Ali Saad	Changes made to deposition testimony.
P-330	DOL 26402	N/A	OFCCP Created Data File at 26402	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-331	DOL 34179 - 181	01/11/13	Excerpt of Radford Global Technology Survey	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-332	DOL 38077 - 226	2007	Radford Surveys + Consulting: 2007 Benchmark Survey Report Specifications	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-333	DOL 39944	N/A	STATA .do File	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-334	6936 - 6943	09/09/13 - 09/23/13	Email Exchange between Chantal Dumont and Oracle Employees	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-335	21846 - 21848	N/A	Oracle Created Document: Where We Recruit	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-336	21849 - 21850	09/17/13	Email from an Oracle employee to Oracle Employees	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-337	21918 - 21928	Last Updated 12/09/13	Oracle Created Document: Corporate College Recruiting Process Overview and Guide	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-338	21930 - 21967	N/A	Oracle Created Document: Storyboard Template	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-339	21971 - 21991	N/A	Oracle Created Document: College Recruiting Home	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-340	22032	01/07/14	Email from an Oracle employee to other Oracle Employees	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-341	22035 - 22036	02/19/14 - 02/20/14	Email from an Oracle employee to other Oracle Employees	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-342	22295 - 22304	Last Updated 2/20/12	Oracle Created Document: Corporate College Recruiting Process Overview and Guide	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-343	22305	2/14/14	Email from Oracle employee to himself	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P- 344	22585 - 22586	11/19/13 - 11/20/13	Email Exchange between Oracle employees	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-345	22701	N/A	Oracle Created Document: Career Fair Representative Orientation: Oracle College Recruiting PowerPoint	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-346	22719 - 22720	11/13/13 - 11/14/13	Email Exchange between Oracle Employees	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-347	22833 - 22843	Last Updated 12/09/13	Oracle Created Document: Corporate College Recruiting Process Overview and Guide	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-348	22922 - 22936	Last Updated 06/2013	Oracle Created Document: Annual Stock Grant Process	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-349	23420 - 22422	Last Updated 11/01/11	Oracle Created Document: Oracle College Recruiting Program for Development	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-350	23640 - 23643	02/07/14	Email Exchange between Chantal Dumont and Oracle Employees	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-351	34862 - 34872	Last Updated 05/23/13	Oracle Created Document: Corporate College Recruiting Process Overview and Guide	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-352	41703 - 41758	N/A	Oracle Created Document: New Employee Offer Packet	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-353	42095	03/2015	Oracle Created Document: Q4FY15 HR Webinar: Oracle Compensation	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-354	42097	03/19/15	Email from an Oracle employee to Lisa Gordon	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-355	42100	12/02/16	Email from Lisa Gordon to an Oracle employee	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-356	56233	08/08/16	Email from an Oracle employee to Lisa Gordon	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-357	56322 - 56345	N10/2012	Oracle Created Document: Fusion Workforce Compensation Manager User Guide Global Bonus Plan	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-358	56413	05/18/15	Email from between Oracle employees	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-359	56893	09/06/14	Email between Oracle employees	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-360	62858	N/A	Oracle Created Data File at 62858	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-361	70723	N/A	Oracle Created Data File at 70723 (Application – Candidate Skills)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-362	70724	N/A	Oracle Created Data File at 70724 (Application – CSW History)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-363	70725	N/A	Oracle Created Data File at 70725 (Application – Education)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-364	70726	N/A	Oracle Created Data File at 70726 (Application – Experience)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-365	70727	N/A	Oracle Created Data File at 70727 (Application – History)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-366	70728	N/A	Oracle Created Data File at 70728 (Application – Source)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-367	70729	N/A	Oracle Created Data File at 70729 (Application Data)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-368	70731	N/A	Oracle Created Data File at 70731 (Candidate – Demographics)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-369	70732	N/A	Oracle Created Data File at 70732 (Candidate – Languages)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-370	70733	N/A	Oracle Created Data File at 70733 (Candidate – Referrals)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-371	70734	N/A	Oracle Created Data File at 70734 (Candidate Preferences – Job File)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-372	70735	N/A	Oracle Created Data File at 70735 (Candidate Preferences – Location)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-373	70736	N/A	Oracle Created Data File at 70736 (Candidate Preference)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-374	70737	N/A	Oracle Created Data File at 70737	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-375	70738	N/A	Oracle Created Data File at 70738	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-376	70739	N/A	Oracle Created Data File at 70739 (Taleo Data)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-377	70749	N/A	Oracle Created Data File at 70749 (Requisition – Collaborators Data)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-378	70750	N/A	Oracle Created Data File at 70750	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-379	70751	N/A	Oracle Created Data File at 70751 (Requisition – Other Locations)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-380	70752	N/A	Oracle Created Data File at 70752 (Requisition Data)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-381	89010	N/A	Oracle Created Data File at 89010 (Application – Candidate Skills)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-382	89011	N/A	Oracle Created Data File at 89011 (Application – CSW History)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-383	89012	N/A	Oracle Created Data File at 89012 (Application – Education)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-384	89013	N/A	Oracle Created Data File at 89013 (Application – Experience)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-385	89014	N/A	Oracle Created Data File at 89014 (Application – History)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-386	89015	N/A	Oracle Created Data File at 89015 (Application – Source)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-387	89016	N/A	Oracle Created Data File at 8906 (Application Data)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-388	89017	N/A	Oracle Created Data File at 89017 (Candidate – Demographics)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-389	89018	N/A	Oracle Created Data File at 89018 (Candidate – Govt Clearance)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-390	89019	N/A	Oracle Created Data File at 89019 (Candidate – Languages)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-391	89020	N/A	Oracle Created Data File at 89020 (Candidate – Referrals)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-392	89021	N/A	Oracle Created Data File at 89021 (Candidate Preferences)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-393	89022	N/A	Oracle Created Data File at 89022 (Candidate Preferences – Location)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-394	89023	N/A	Oracle Created Data File at 89023 (Candidate Preferences)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-395	89024	N/A	Oracle Created Data File at 89024 (Taleo Data)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-396	91761	N/A	Oracle Created Data File at 91761 (FY13 Last Name A-L Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-397	94395	N/A	Oracle Created Data File at 94395 (FY13 Last Name M-Z Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-398	97973	N/A	Oracle Created Data File at 97973 (FY14 Last Name A-L Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-399	101656	N/A	Oracle Created Data File at 101656 (FY14 Last Name M-Z Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-400	104171	N/A	Oracle Created Data File at 104171 (FY15 Last Name A-I Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-401	107077	N/A	Oracle Created Data File at 107077 (FY15 Last Name J-R Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-402	110010	N/A	Oracle Created Data File at 110010 (FY15 Last Name S-Z Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-403	112877	N/A	Oracle Created Data File at 112877 (FY16 Last Name A-I Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-404	115836	N/A	Oracle Created Data File at 115836 (FY16 Last Name J-R Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-405	118772	N/A	Oracle Created Data File at 118772 (FY16 Last Name S-Z Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-406	121270	N/A	Oracle Created Data File at 121270 (FY17 Last Name A-I Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-407	123814	N/A	Oracle Created Data File at 123814 (FY17 Last Name J-R Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-408	126154	N/A	Oracle Created Data File at 126154 (FY17 Last Name S-Z Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-409	128175	N/A	Oracle Created Data File at 128175 (FY18 Text Fields.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-410	128176	N/A	Oracle Created Data File at 128176 (PT1_HQCA_IREC_MAIN .xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-411	128177	N/A	Oracle Created Data File at 128177 (Requisition-Collaborators Data.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-412	128178	N/A	Oracle Created Data File at 128178 (Requisition - Description and Qualification Data.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-413	128179	N/A	Oracle Created Data File at 128179 (Requisition – Other Locations)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-414	128180	N/A	Oracle Created Data File at 128180 (Requisition Data)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-415	380456 - 380555	04/2016	Oracle Created Document: Manager Essentials: Product Development	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-416	381036 - 381037	07/11/17	Oracle Created Document: Glossary of Key Compensation Terms	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-417	381038 - 381039	06/04/18	Oracle Created Document: New Hire Workflow Job Classification and	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
			Compensation Review Checklist	
P-418	381046-047	09/30/13	Email from Dorian Daley to Corporate Broadcast	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-419	381074 - 381076	N/A	Oracle Created Document: Oracle HR Global Approval Matrix User Guide	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-420	382402	07/11/18	Oracle Created Document: Oracle's Compensation Philosophy	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-421	400577 - 400578	07/11/17	Oracle Created Document: Glossary of Key Compensation Terms	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-422	414372	07/08/14	Oracle Created Document: Patent Refresher	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-423	416118	N/A	Oracle Created Data File at 416118	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-424	581270	N/A	Oracle Created Data File at 581270	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-425	581298 - 358102	9/2010	Oracle Created Document: Individual Contributor Promotion Template	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-426	581399	N/A	Oracle Created Data File at 581399	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-427	581400	N/A	Oracle Created Data File at 581400	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-428	581427	N/A	Oracle Created Data File at 581427	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-429	581428	N/A	Oracle Created Data File at 581428	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-430	581429	N/A	Oracle Created Data File at 581429	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-431	597175	N/A	Oracle Created Data File at 597175	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-432	597177	N/A	Oracle Created Data File at 597177	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-433	597178	N/A	Oracle Created Data File at 597178	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-434	N/A	07/19/19	Backup Data for Dr. Janice Madden's July 9, 2019 Expert Report	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-435	N/A	08/16/19	Backup Data For Dr. Janice Madden's August 16, 2019 Expert Rebuttal Report	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-436	N/A	10/11/19	Backup Data For Dr. Janice Madden's October 11, 2019, Declaration	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-437	414169 - 414170	Last Updated 06/26/14	Oracle Created Document: Oracle Patent Award Program	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-438	414368 - 414371	Copyright 2013	Oracle Created Document: Fact Sheet on Patents at Oracle	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-439	N/A	03/04/19	Declaration of Dr. Ali Saad ISO Oracle's Opposition to Plaintiff Jewett's Motion for Class Certification and Dr. Saad Expert Report	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-440	N/A	01/16/19	Declaration of David Neumark in Support of Plaintiffs' Motion For Class Certification	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-441	N/A	N/A	Back up Data for Dr. Ali Saad, RE Model: total compensation, female v. male, by job function & year	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-442	N/A	01/18/19	Compendium of Evidence ISO Oracle's MSJ against Plaintiff	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-443	N/A	05/28/19	E-mail from Kathryn Mantoan to Laura Bremer and other recipients	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-444	N/A	N/A	Backup Data for Dr. Ali Saad: Build Stocks Valued LOG	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-445	N/A	N/A	Oracle Created Data File (hcm_wfc_detail.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-446	N/A	N/A	Oracle Created Data File (I_HQCA_IREC_DATA.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-447	N/A	N/A	Oracle Created Data File (I_Merged Assignment History, Medicare and Sal Admin.xlsx)	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-448	N/A	01/28/19	Department of the Treasury "2019 General Instructions for Forms W-2 and W-3"	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-449	N/A	11/08/19	Defendant Oracle America, Inc.'s Response to Plaintiff OFCCP's Statement of Additional Uncontested Facts in Opposition to Oracle's Motion for Summary Judgment or, in the Alternative, for Partial Summary Judgment	Details the undisputed facts from OFCCP's Statement of Additional Uncontested Facts that remained after Oracle contested other facts.
P-450	N/A	2018	Oracle Schedule 14A Filing Under the Securities Exchange Act of 1934	In response to shareholder proposal No. 4 (a request for a pay equity report) Oracle's Board of Directors submitted a statement in opposition and unanimously recommended a vote against this proposal.
P-451	N/A	2019	Oracle Schedule 14A Filing Under the Securities Exchange Act of 1934	In response to shareholder proposal No. 4 (a request for a pay equity report) Oracle's Board of Directors submitted a statement in opposition and unanimously recommended a vote against this proposal.
P-452	N/A	1982	Pay Discrimination Research and Litigation: The Use **of** Regression by David E. Bloom and Mark R. Killingsworth	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-453	N/A	05/1980	The Judicial Reception of Multiple Regression Studies in Race and Sex	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
			Discrimination Cases by Michael O. Finkelstein	
P-454	N/A	05/1980	Multiple Regression in Legal Proceedings by Franklin M. Fisher	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-455	N/A	1977	Statistical methods for Social Scientists by Eric A. Hanushek and John E. Jackson	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-456	N/A	05/1993	Analyzing Employment Discrimination: From the Seminar Room to the Courtroom by Mark R. Killingsworth	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-457	N/A	2004	Sage Reference: The SAGE Encyclopedia of Social Science Research Methods Endogenous Variable	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-458	N/A	2004	The SAGE Encyclopedia of Social Science Research Methods Exogenous Variable	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-459	N/A	1999	Approaches to Social Research, Third Edition by Royce A. Singleton, Jr. and Bruce C. Stratis	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-460	N/A	1984	Tobit Models: A Survey by Takeshi Amemiya	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-461	N/A	1958	Estimation of Relationships for Limited Dependent Variables by James Tobin	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-462	N/A	1998	A Guide to Econometrics by Peter Kennedy	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-463	N/A	1999	Race and Gender in the Labor Market by Joseph G. Altonji and Rebeccda M. Blani	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-464	N/A	01/2016	The Gender Wage Gap: Extent, Trends, and Explanations by Francine D. Blau and Lawrence M. Kahn	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-465	N/A	04/1990	Gender Differences in Current and Starting Salaries: The Role of Performance, College Major, and Job Title by Barry Gerhart	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-466	N/A	1998	Gender Wage Discrimination Bias? A Meta-Regression Analysis	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-467	N/A	09/2016	Black-White Wage Gaps Expand With Rising Wage Inequality by Valerie Wilson and William M. Rodgers III	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-468	N/A	01/2017	The Effect of the External Labor Market on the Gender Pay Gap Among Executives by Cristina Quintana-Garcia and Marta M. Elvira	Document relied upon by Dr. Janice F. Madden in rendering her expert opinion.
P-469	N/A	N/A	Backup Data File for Dr. Saad's July 19, 2019, Expert Report	The backup data Dr. Saad used for his July 19, 2019, Expert Report.
P-470	N/A	N/A	Backup Data File for Dr. Saad's August 16, 2019, Expert Rebuttal Report	The backup data Dr. Saad used for his August 16, 2019, Expert Rebuttal Report.
P-471	N/A	01/28/19	Defendant Oracle America, Inc.'s Objections to First Set of Interrogatories	Oracle's interrogatory answers in this litigation.
P-472	427182 - 427185	04/01/13 - 04/05/13	Email exchange between Oracle employees to include Thomas Kurian and Madhavi Cheruvu	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-473	362030 - 362032	06/06/17 - 07/06/17	Email exchange between Oracle employees to include Thomas Kurian and Madhavi Cheruvu	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-474	362019 - 362020	01/23/17	Email exchange between Oracle employees	Document demonstrates and describes Oracle's compensation and budget

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Exh #	Bates #	Date	Document Title/Description	Document's Proof
				approval policies, procedures, practices and actions.
P-475	590902	11/02/16 - 11/03/16	Email exchange between Oracle employees	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-476	81412 - 81414	02/24/14 - 02/28/14	Email exchange between Oracle employees to include Thomas Kurian and Madhavi Cheruvu	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-477	41809 - 41810	08/06/13 - 08/13/13	Email exchange between Oracle employees to include Safra Catz, Joyce Westerdahl, Thomas Kurian and Madhavi Cheruvu	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-478	463386	03/31/14 – 11/14/13	Email exchange between Oracle employees to include Chantel Dumont, Lawrence Lynn and Carolyn Balkenhol	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-479	131412 - 131415	05/23/13	Email exchange between Oracle employees to include Andrew Mendelsohn and Carolyn Balkenhol	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-480	23389 - 23390	11/14/13 - 11/18/13	Email exchange between Oracle employees to include Chantel Dumont, Lawrence Lynn and Carolyn Balkenhol	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-481	434714 - 434716	04/22/15 – 05/19/15	Email exchange between Oracle employees	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-482	432756 - 432757	07/02/14 - 10/31/14	Email exchange between Oracle employees	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-483	427258 - 427265	N/A	Promotion recommendation for an Oracle management employee	Document demonstrates and describes the factors that Oracle considers for management promotions.
P-484	361863 - 361864	09/05/17 – 09/06/17	Email exchange between Oracle employees to include Thomas Kurian and Madhavi Cheruvu	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-485	41813	08/08/13 – 08/15/13	Email exchange between Oracle employees to include Thomas Kurian, Safra Catz and Larry Ellison	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-486	131229 - 131233	09/21/12 - 11/06/12	Email exchange between Oracle employees	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-487	14139 - 14141	03/03/14 - 03/04/13	Email exchange between Oracle employees	Document demonstrates and describes Oracle's compensation and budget approval policies, procedures, practices and actions.
P-488	N/A	12/21/18	An Email between Oracle Employees	Document demonstrates Oracle's compensation policies, procedures, practices and actions.
P-489	23384	11/16/13	An Email between Oracle Employees including Carolyn Balkenhol, Lawrence Lynn, and Chantal Dumont	Email identifies how Oracle's college hires should be compensated.
P-490	23385	11/14/13 - 11/16/13	Emails between Oracle Employees including Carolyn Balkenhol, Lawrence Lynn, and Chantal Dumont	Email identifies how Oracle's college hires should be compensated.
P-491	23386	11/14/13 - 11/16/13	Emails between Oracle Employees including Carolyn Balkenhol, Lawrence Lynn, and Chantal Dumont	Email identifies how Oracle's college hires should be compensated.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-492	23387	11/14/13 - 11/16/13	Emails between Oracle Employees including Carolyn Balkenhol, Lawrence Lynn, and Chantal Dumont	Email identifies how Oracle's college hires should be compensated.
P-493	23661 - 23664	03/14/14 – 03/28/14	Emails between Oracle Employees including Larry Ellison, Safra Catz, Andrew Mendelsohn, and Lawrence Lynn	Email identifies how Oracle's college hires should be compensated regarding restricted stock units.
P-494	81224 - 81225	N/A	Interview Feedback of Oracle job applicant	Document identifies Oracle's evaluation of job applicant.
P-495	85580 - 85582	N/A	Resume of Oracle job applicant	Document identifies job applicant's qualifications.
P-496	131299	N/A	Hire justification	Oracle's policies, guidelines, practices, and procedures for administering compensation.
P-497	299077 - 299080	05/23/13	Emails between Oracle Employees including Carolyn Balkenhol and Andrew Mendelsohn	Document identifies what Oracle considers during the hiring approval process.
P-498	575337 - 575348	N/A	Personnel File Documents	Documents identify education, work experience, hiring information, and other work related information of Oracle employee.
P-499	DOL 44530	12/28/11	An Email between Oracle Employees	Document identifies that transfer approvals go up to Larry Ellison's office.
P-500	DOL 44531	06/01/19	Employee's Compensation	Document identifies over a 10% salary adjustment on June 1, 2019.
P-501	DOL 44532	2017	An Email between Oracle Employees	Email identifies repeated non-promotion of Oracle employee while peers are promoted.
P-502	DOL 44533	08/25/11	Emails between Oracle Employees	Emails address Oracle's promotion policies.
P-503	DOL 44534	N/A	Emails between Oracle Employees	Emails address Oracle's approval process.
P-504	DOL 44535	06/01/19	Compensation History	Document identifies salary history of employee.
P-505	DOL 44536	N/A	Emails between Oracle Employees	Emails address lack of promotion.

OFCCP'S SECOND AMENDED HEARING EXHIBIT LIST

Exh #	Bates #	Date	Document Title/Description	Document's Proof
P-506	71660 - 71661	N/A	Dive and Save Salary Adjustment justification	Dive and save salary adjustment justification seeks a 19% pay increase of $35,040.
P-507	477258 - 477265	N/A	Promotion Justification	Detailed management M3 to M4 promotion justification.
P-508	42054	2013	Thomas Kurian's Master List for College Hires FY13	Document provides summary of Thomas Kurian's College Hires for FY 2013.
P-509	42055	2014	Thomas Kurian's Master List for College Hires FY14	Document provides summary of Thomas Kurian's College Hires for FY 2014.
P-510	42056	2015	Thomas Kurian's Master List for College Hires FY15	Document provides summary of Thomas Kurian's College Hires for FY 2015.
P-511	42057	2016	Thomas Kurian's Master List for College Hires FY16	Document provides summary of Thomas Kurian's College Hires for FY 2016.
P-512	42058	2017	Thomas Kurian's Master List for College Hires FY17	Document provides summary of Thomas Kurian's College Hires for FY 2017.