

**UNITED STATES DEPARTMENT OF LABOR  
OFFICE OF ADMINISTRATIVE LAW JUDGES**

OFFICE OF FEDERAL CONTRACT  
COMPLIANCE PROGRAMS, UNITED  
STATES DEPARTMENT OF LABOR,

Plaintiff,

v.

ORACLE AMERICA, INC.,

Defendant.

OALJ Case No. 2017-OFC-00006

OFCCP No. R00192699

**ORACLE AMERICA, INC.'S  
AMENDED EXHIBIT LIST**

**RECEIVED**

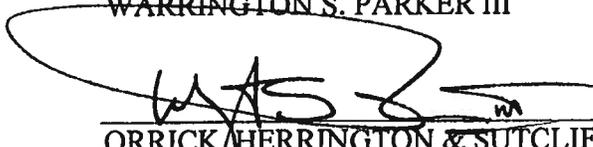
**NOV 26 2019**

Office of Administrative Law Judges

Pursuant to the Court's Notice of Hearing and Pre-Hearing Order dated February 6, 2019, and Order dated September 24, 2019, Defendant Oracle America, Inc. ("Oracle") hereby submits the attached Amended Exhibit List. The parties met and conferred prior to filing this list as required by 29 C.F.R. § 18.80(b).

November 25, 2019

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ORACLE AMERICA, INC.

**ORACLE'S AMENDED EXHIBIT LIST**

CASE NO. 2017-OFC-00006

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-1	2019-03-13	ORACLE_HQCA_0000381309	Global Approval Matrix	Document describing Oracle's compensation workflow
D-2	2013-02-28	N/A	DOL OFCCP Programs Directive 307 (DIR 2013-03)	Document outlining OFCCP's procedures for reviewing contractor compensation systems and practices
D-3	2015-02-27	ORACLE_HQCA_0000000393 - ORACLE_HQCA_0000000394	RE: Oracle HQCA Onsite	Email describing conduct during the audit of Oracle's headquarters location
D-4	2015-03-05	ORACLE_HQCA_0000000395 - ORACLE_HQCA_0000000400	RE: Oracle HQCA Onsite	Email describing conduct during the audit of Oracle's headquarters location
D-5	2015-03-13	ORACLE_HQCA_0000000654 - ORACLE_HQCA_0000000656	RE: HQCA	Email describing conduct during the audit of Oracle's headquarters location
D-6	2015-03-26	ORACLE_HQCA_0000000195 - ORACLE_HQCA_0000000196	3.26.15 Oracle employee interview list	Email describing conduct during the audit of Oracle's headquarters location
D-7	2015-03-31	DOL000038608 - DOL000038611	Re: U.S. Department of Labor Office of Federal Contract Compliance Programs Request for Interview	Email describing conduct during the audit of Oracle's headquarters location
D-8	2015-03-31	ORACLE_HQCA_0000005525 - ORACLE_HQCA_0000005528	Re: OFFCP Compliance Evaluation: Oracle Redwood Shores	Email describing conduct during the audit of Oracle's headquarters location
D-9	2015-04-27	ORACLE_HQCA_0000000687 - ORACLE_HQCA_0000000694	Compliance Evaluation of Oracle, Redwood Shores, CA	Email describing conduct during the audit of Oracle's headquarters location
D-10	2015-06-03	ORACLE_HQCA_0000000215	RE: Oracle HQCA // employee contact information	Email describing conduct during the audit of Oracle's headquarters location
D-11	2015-07-02	ORACLE_HQCA_00000057471-ORACLE_HQCA_0000005473	Employee Interviews and Pleasanton list	Email describing conduct during the audit of Oracle's headquarters location
D-12	2015-07-07	ORACLE_HQCA_0000000193-ORACLE_HQCA_0000000197	HQCA - Redwood Shores, CONFIDENTIAL/ATTORNEY CLIENT PRIVILEGE/WORK PRODUCT	Email describing conduct during the audit of Oracle's headquarters location
D-13	2015-10-27	DOL000001093 - DOL000001097	RE: Oracle HQCA // additional data and follow-up status	Email describing conduct during the audit of Oracle's headquarters location
D-14	2015-11-03	DOL000001042 - DOL000001044	RE: Oracle HQCA	Email describing conduct during the audit of Oracle's headquarters location
D-15	2016-04-19	ORACLE_HQCA_0000002089	Oracle Cases	Email describing conduct during the audit of Oracle's headquarters location
D-16	2016-04-20	DOL000000978 - DOL000000979	FW: HQCA/OFCCP	Email describing conduct during the audit of Oracle's headquarters location
D-17	2016-07-28	DOL000000003 - DOL000000021	Standard Compliance Evaluation Report (SCER) Form	Document intended to describe the facts OFCCP relied upon in issuing the NOV
D-18	2016-10-03	DOL000038577 - DOL000038578	Oracle/HQCA - Reply to OFCCP's September 23, 2016 correspondence	Email describing conduct during the audit of Oracle's headquarters location
D-19	2016-12-21	ORACLE_HQCA_0000053459 - ORACLE_HQCA_0000053462	Oracle Redwood Shores OFCCP No. R00192699	Email attaching letter regarding the audit of Oracle's headquarters location
D-20	2014-10-00	n/a	Federal Contract Compliance Manual	Document outlining OFCCP's own policies and practices regarding the auditing of federal contractors
D-21	2015-06-04	ORACLE_HQCA_0000364280 - ORACLE_HQCA_0000364298	Oracle Global Referral Policy	Document describing Oracle's compensation guidelines and training
D-22	2017-12-18	ORACLE_HQCA_0000364277	Oracle's Compensation Philosophy	Document describing Oracle's compensation guidelines and training
D-23	2018-10-28	ORACLE_HQCA_0000381138 - ORACLE_HQCA_0000381141	EthicsPoint - FAQs Landing Page	Document describing Oracle's guidelines and training regarding the employee ethics helpline
D-24	2016-07-00	ORACLE_HQCA_0000056234	Managing Compensation	Document describing Oracle's compensation guidelines and training

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D-25	2017-04-00	ORACLE_HQCA_0000364184 - ORACLE_HQCA_0000364185	Reference Guide - ADF Desktop Integrator	Document describing Oracle's compensation systems
D-26	2017-04-00	ORACLE_HQCA_0000364192 - ORACLE_HQCA_0000364195	Reference Guide - Compensation Worksheet Overview	Document describing Oracle's compensation systems
D-27	2017-04-00	ORACLE_HQCA_0000364196 - ORACLE_HQCA_0000364198	Reference Guide - Create and Apply Models	Document describing Oracle's compensation systems
D-28	2017-04-00	ORACLE_HQCA_0000364202 - ORACLE_HQCA_0000364205	Reference Guide - Hints & Tips	Document describing Oracle's compensation systems
D-29	2017-04-00	ORACLE_HQCA_0000364206 - ORACLE_HQCA_0000364208	Reference Guide - Manage Allocations in Excel	Document describing Oracle's compensation systems
D-30	2017-04-00	ORACLE_HQCA_0000364213 - ORACLE_HQCA_0000364215	Reference Guide - Toolbar Tips for the Budget Worksheet	Document describing Oracle's compensation systems
D-31	2017-04-00	ORACLE_HQCA_0000364216 - ORACLE_HQCA_0000364219	Reference Guide - Toolbar Tips for the Comp Worksheet	Document describing Oracle's compensation systems
D-32		ORACLE_HQCA_0000364223 - ORACLE_HQCA_0000364226	Helpful Hints to Making the Worksheet More Friendly	Document describing Oracle's compensation systems
D-33		DOL000039043	Oracle's Code of Ethics and Business Conduct (2017)	Document describing Oracle's guidelines and training, including discrimination and diversity
D-34		ORACLE_HQCA_0000000464 - ORACLE_HQCA_0000000569	2015 U.S. Employee Handbook	Document describing Oracle's guidelines and training
D-35		ORACLE_HQCA_0000364299 - ORACLE_HQCA_0000364300	MyOracle.Com HR Page Salary Ranges Guide	Document describing Oracle's compensation guidelines and training
D-36		ORACLE_HQCA_0000381596 - ORACLE_HQCA_0000381739	2018 July U.S. Employee Handbook	Document describing Oracle's guidelines and training
D-37		ORACLE_HQCA_0000381740 - ORACLE_HQCA_0000381883	2018 March U.S. Employee Handbook	Document describing Oracle's compensation guidelines and training
D-38		ORACLE_HQCA_0000382033 - ORACLE_HQCA_0000382177	2018 Sept U.S. Employee Handbook	Document describing Oracle's guidelines and training
D-39	2017-10-23	ORACLE_HQCA_0000381098 - ORACLE_HQCA_0000381099	Fwd: Oracle's Plan to Address US Salary History Laws	Email describing Oracle's compliance with US salary laws
D-40	2014-10-28	ORACLE_HQCA_0000004975 - ORACLE_HQCA_0000004986	HQCA 2 of 4	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-41	2014-10-28	ORACLE_HQCA_0000004987 - ORACLE_HQCA_0000004991	HQCA 3 of 4	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-42	2015-01-09	DOL000000575 - DOL000000593	Oracle (Pleasanton, CA) Compensation Questions	Email describing conduct during the audit of Oracle's headquarters location
D-43	2015-02-09	ORACLE_HQCA_0000000414 - ORACLE_HQCA_0000000417	RE: Oracle Compensation Dataset Request	Email describing conduct during the audit of Oracle's headquarters location
D-44	2015-03-04	ORACLE_HQCA_0000000399 - ORACLE_HQCA_0000000400	Re: On-site Evaluation for Oracle America, Inc. (HQCA), Redwood Shores, CA	Letter describing conduct during the audit of Oracle's headquarters location
D-45	2015-03-17	ORACLE_HQCA_0000414988 - ORACLE_HQCA_0000414989	Data Request	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-46	2015-03-20	ORACLE_HQCA_0000000658 - ORACLE_HQCA_0000000660	RE: On Site	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-47	2015-03-26	ORACLE_HQCA_0000053149 - ORACLE_HQCA_0000053158	Interview List and Resume #1	Email describing conduct during the audit of Oracle's headquarters location

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D-48	2015-03-31	DOL000001273 - DOL000001276	Re: OFCCP Compliance Evaluation: Oracle Redwood Shores	Email describing conduct during the audit of Oracle's headquarters location
D-49	2015-03-31	ORACLE_HQCA_0000000682 - ORACLE_HQCA_0000000683	OFCCP Compliance Evaluation: Oracle Redwood Shores	Email describing conduct during the audit of Oracle's headquarters location
D-50	2015-05-14	ORACLE_HQCA_0000000003 - ORACLE_HQCA_0000000011	HQCA Update	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-51	2015-05-19	ORACLE_HQCA_0000000024 - ORACLE_HQCA_0000000027	RE: HQCA Terminations plus apps/hires	Email describing conduct during the audit of Oracle's headquarters location
D-52	2015-06-24	ORACLE_HQCA_0000416380	Copies of Resumes	Email describing conduct during the audit of Oracle's headquarters location
D-53	2015-07-09	ORACLE_HQCA_0000000200 - ORACLE_HQCA_0000000206	Oracle/Redwood Shores	Email describing conduct during the audit of Oracle's headquarters location
D-54	2015-07-28	DOL000001132 - DOL000001133	Re: Oracle Redwood Shores // Excel List of H1B Employees	Email describing conduct during the audit of Oracle's headquarters location
D-55	2015-08-28	ORACLE_HQCA_0000005408 - ORACLE_HQCA_0000005409	RE: Oracle Redwood Shores	Email describing conduct during the audit of Oracle's headquarters location
D-56	2015-10-29	ORACLE_HQCA_0000002241 - ORACLE_HQCA_0000002263	HQCA 2 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-57	2015-10-29	ORACLE_HQCA_0000002264 - ORACLE_HQCA_0000002328	HQCA 3 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-58	2015-10-29	ORACLE_HQCA_0000002329 - ORACLE_HQCA_0000002363	HQCA 4 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-59	2015-10-29	ORACLE_HQCA_0000003747 - ORACLE_HQCA_0000003780	HQCA 5 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-60	2015-10-29	ORACLE_HQCA_0000002398 - ORACLE_HQCA_0000002438	HQCA 6 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-61	2015-10-29	ORACLE_HQCA_0000002439 - ORACLE_HQCA_0000002529	HQCA 7 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-62	2015-10-29	ORACLE_HQCA_0000002530 - ORACLE_HQCA_0000002546	HQCA 8 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-63	2015-10-29	ORACLE_HQCA_0000002547 - ORACLE_HQCA_0000002589	HQCA 9 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-64	2015-10-29	ORACLE_HQCA_0000002590 - ORACLE_HQCA_0000002614	HQCA 10 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-65	2015-10-29	ORACLE_HQCA_0000002615 - ORACLE_HQCA_0000002685	HQCA 11 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-66	2015-10-29	ORACLE_HQCA_0000002686 - ORACLE_HQCA_0000002746	HQCA 12 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.

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D-67	2015-10-29	ORACLE_HQCA_0000002747 - ORACLE_HQCA_0000002838	HQCA 13 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-68	2015-10-29	ORACLE_HQCA_0000002839 - ORACLE_HQCA_0000002909	HQCA 14 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-69	2015-10-29	ORACLE_HQCA_0000002910 - ORACLE_HQCA_0000002981	HQCA 15 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-70	2015-10-29	ORACLE_HQCA_0000002982 - ORACLE_HQCA_0000003016	HQCA 16 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-71	2015-10-29	ORACLE_HQCA_0000003052 - ORACLE_HQCA_0000003128	HQCA 17 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-72	2015-10-29	ORACLE_HQCA_0000004512 - ORACLE_HQCA_0000004566	HQCA 18 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-73	2015-10-29	ORACLE_HQCA_0000003184 - ORACLE_HQCA_0000003202	HQCA 19 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-74	2015-10-29	ORACLE_HQCA_0000003203 - ORACLE_HQCA_0000003261	HQCA 20 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-75	2015-10-29	ORACLE_HQCA_0000003262 - ORACLE_HQCA_0000003302	HQCA 21 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-76	2015-10-29	ORACLE_HQCA_0000003303 - ORACLE_HQCA_0000003322	HQCA 22 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-77	2015-10-29	ORACLE_HQCA_0000003343 - ORACLE_HQCA_0000003389	HQCA 23 OF 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-78	2015-10-29	ORACLE_HQCA_0000003390 - ORACLE_HQCA_0000003428	HQCA 24 of 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-79	2015-10-29	ORACLE_HQCA_0000003429 - ORACLE_HQCA_0000003458	HQCA 25 of 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-80	2015-10-29	ORACLE_HQCA_0000003459 - ORACLE_HQCA_0000003492	HQCA 26 of 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-81	2015-10-29	ORACLE_HQCA_0000003493 - ORACLE_HQCA_0000003520	HQCA 27 of 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-82	2015-10-29	ORACLE_HQCA_0000004904 - ORACLE_HQCA_0000004954	HQCA 28 of 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.

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D-83	2015-10-29	ORACLE_HQCA_0000003572 - ORACLE_HQCA_0000003591	HQCA 29 of 29	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
D-84	2015-11-06	ORACLE_HQCA_0000000262	HQCA Response	Email describing conduct during the audit of Oracle's headquarters location
D-85	2015-12-17	ORACLE_HQCA_0000000267	RE: Oracle HQCA (Redwood Shores, CA) // hiring data	Email describing conduct during the audit of Oracle's headquarters location
D-86		ORACLE_HQCA_0000042105	V Thrasher HR Leadership Staff Meeting June 13.ppt	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-87	2016-06-14	ORACLE_HQCA_0000042109 - ORACLE_HQCA_0000042110	Oracle Press Release	Press release describing Oracle's efforts to empower and educate girls and women to pursue careers in STEM
D-88	2016-08-03	ORACLE_HQCA_0000042208 - ORACLE_HQCA_0000042209	Oracle's Commitment to Championing STEM Education in 6-12	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-89	2016-08-09	ORACLE_HQCA_0000042227 - ORACLE_HQCA_0000042238	Dimensions of Diversity Newsletter - August 2016	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-90	2016-08-09	ORACLE_HQCA_0000042240	Diversity and Inclusion Power Point presentation	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-91	2016-08-00	ORACLE_HQCA_0000042251	Oracle's Diversity & Inclusion Vision	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-92	2016-08-00	ORACLE_HQCA_0000042306 - ORACLE_HQCA_0000042307	Oracle Women's Leadership (OWL) Overview	Document describing Oracle's good faith efforts to advance diversity in the workplace, particularly related to women
D-93	2015-08-17	ORACLE_HQCA_0000042396	Leveraging the Power of Diversity and Inclusion	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-94	2015-10-01	ORACLE_HQCA_0000042406 - ORACLE_HQCA_0000042407	Oracle's Commitment to African-Americans	Document describing Oracle's good faith efforts to advance diversity in the workplace, particularly related to African-Americans
D-95	2015-10-14	ORACLE_HQCA_0000042408 - ORACLE_HQCA_0000042410	Oracle Hires and Supports Individuals with Disabilities	Document describing Oracle's good faith efforts to advance diversity in the workplace, particularly related to people with disabilities
D-96	2015-10-14	ORACLE_HQCA_0000042411 - ORACLE_HQCA_0000042413	Oracle's Commitment to the LGBT Community	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-97	2016-04-00	ORACLE_HQCA_0000042416 - ORACLE_HQCA_0000042418	Oracle Hires and Supports America's Heroes: Our Veterans	Document describing Oracle's good faith efforts to advance diversity in the workplace, particularly related to veterans
D-98	2015-10-01	ORACLE_HQCA_0000042419 - ORACLE_HQCA_0000042420	Oracle's Commitment to Women	Document describing Oracle's good faith efforts to advance diversity in the workplace, particularly related to women
D-99	2015-10-01	ORACLE_HQCA_0000042421 - ORACLE_HQCA_0000042422	Oracle's Commitment to Hispanics	Document describing Oracle's good faith efforts to advance diversity in the workplace, particularly related to the Hispanic and/or Latino community
D-100	2016-09-14	ORACLE_HQCA_0000042500 - ORACLE_HQCA_0000042517	Oracle US Employees	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-101	2016-09-16	ORACLE_HQCA_0000042557 - ORACLE_HQCA_0000042558	Q&A for Inclusive Leadership Summit at Oracle Open World	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-102		ORACLE_HQCA_0000042810 - ORACLE_HQCA_0000042813	Direct Employers Members Awards - OFCCP Compliance	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-103		ORACLE_HQCA_0000042814	Diversity Inclusion Employee Resource Groups Slide_Final.pptx	Document describing Oracle's good faith efforts to advance diversity in the workplace

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D-104	2014-01-17	ORACLE_HQCA_0000043365 - ORACLE_HQCA_0000043377	Dimensions of Diversity Newsletter - January 2014	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-105	2013-12-03	ORACLE_HQCA_0000043378 - ORACLE_HQCA_0000043388	Dimension of Diversity Newsletter - December 2013	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-106	2013-09-04	ORACLE_HQCA_0000043398 - ORACLE_HQCA_0000043407	Dimensions of Diversity Newsletter - September 2013	Document describing Oracle's good faith efforts to advance diversity in the workplace
D-107		Oracle_HQCA_0000070747	Career Level Guidelines Matrix Oracle.xls	Documents describing the responsibilities and skills required for separate Software Developer 4 job requisitions
D-108		Declaration of Steven Miranda ISO MSJ, Ex. B	Oracle: Strategic Acquisitions	Document describing the varied products at Oracle
D-109		Declaration of Steven Miranda ISO MSJ, Ex. C	Oracle: Acquired Products A-Z	Document describing the varied products at Oracle
D-110	2015-03-13	DOL000001302-DOL000001303	Re: HQCA	Document describing conduct during the audit of Oracle's headquarters location
D-111	2015-07-02	DOL000001139	Exit Conference	Document describing conduct during the audit of Oracle's headquarters location
D-112	2015-05-20	ORACLE_HQCA_0000380146	Oracle Compensation: M&A Orientation Meeting	Document describing Oracle's compensation guidelines and training, including job mapping
D-113	2016-09-16	ORACLE_HQCA_0000380148	Oracle Compensation & Mapping	Document describing Oracle's compensation guidelines and training, including job mapping
D-114	2008-04-01	ORACLE_HQCA_0000547821	Sexual Harassment Awareness Course - U.S. Employees: Version Starting April 2008	Document describing Oracle's training
D-115	2018-06	ORACLE_HQCA_0000381100	Global Rehire Policy Training	Document describing Oracle's compensation-related guidelines and practices
D-116	2013-06	ORACLE_HQCA_0000056239	HR Refresher Compensation Processes/Compensation Workbench	Document describing Oracle's compensation-related guidelines and practices
D-117	2019-05-28	ORACLE_HQCA_0000581471	Salary Range History	Salary Range Histories for job titles in Product Development, IT, and Support at HQCA from FY14 to FY19.
D-118	2019-02-07	DOL000041526 - DOL000041531	Oracle Screening Questionnaire	Document describing OFCCP's interview with current or former Oracle employee
D-119	2019-06-04	DOL000041682 - DOL000041695	Initial Intake Interview - Nisha Parekh	Document describing OFCCP's interview with current or former Oracle employee
D-120		ORACLE_HQCA_0000400317	Career Level Guidelines Matrix	Document describing potential differences between career levels
D-121		ORACLE_HQCA_0000380980	Oracle Acquisition Employment and Compensation Playbook	Document describing potential integration process for acquisition hires
D-122	2018-01	ORACLE_HQCA_0000380973	Oracle Acquisition Employment and Compensation Playbook	Document describing potential integration process for acquisition hires
D-123	2015-03	ORACLE_HQCA_0000380963	LOB Mapping Playbook	Document describing potential integration process for acquisition hires
D-124	2014-08-01	ORACLE_HQCA_0000414377	Affirmative Action PowerPoint	Document describing training Oracle provides to its employees
D-125		ORACLE_HQCA_0000414373	Affirmative Action PowerPoint	Document describing Oracle's diversity initiatives
D-126		ORACLE_HQCA_0000070760	WF_146108858_525151247.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-127		ORACLE_HQCA_0000070761-ORACLE_HQCA_0000070764	WF_146166869_525190454.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.

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<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-128		ORACLE_HQCA_0000070765	WF_146191882_525213810.XLS	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-129		ORACLE_HQCA_0000070766-ORACLE_HQCA_0000070771	WF_146191891_525213816.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-130		ORACLE_HQCA_0000070772-ORACLE_HQCA_0000070780	WF_146196434_525221066.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-131		ORACLE_HQCA_0000070857-ORACLE_HQCA_0000070863	WF_85495033_481482751.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-132		ORACLE_HQCA_0000070897-ORACLE_HQCA_0000070904	WF_89503998_484318241.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-133		ORACLE_HQCA_0000071036	WF_97446095_489892200.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-134		ORACLE_HQCA_0000071049	WF_98127464_490415633.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-135		ORACLE_HQCA_0000071138	WF_102470469_493751841.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-136		ORACLE_HQCA_0000071153	WF_102716530_493949076.xls	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-137		ORACLE_HQCA_0000071159	WF_103154939_494268269.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-138		ORACLE_HQCA_0000071225-ORACLE_HQCA_0000071228	WF_107110029_497177096.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-139		ORACLE_HQCA_0000071585	WF_126390550_510875917.XLS	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-140		ORACLE_HQCA_0000071589	WF_128156993_511988040.xls	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-141		ORACLE_HQCA_0000071662-ORACLE_HQCA_0000071664	WF_132730091_514986009.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-142		ORACLE_HQCA_0000071864	WF_144094204_523678475.xls	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-143		ORACLE_HQCA_0000080560-ORACLE_HQCA_0000080561	WF_147593846_526247938.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-144		ORACLE_HQCA_0000080823-ORACLE_HQCA_0000080825	WF_55946754_462003494.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-145		ORACLE_HQCA_0000080844-ORACLE_HQCA_0000080845	WF_58604773_464621998.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-146		ORACLE_HQCA_0000080852	WF_58707783_464718167.odt	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-147		ORACLE_HQCA_0000080853-ORACLE_HQCA_0000080856	WF_58707784_464718168.odt	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-148		ORACLE_HQCA_0000080895	WF_65868118_468489042.xls	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-149		ORACLE_HQCA_0000081131-ORACLE_HQCA_0000081132	WF_83955979_480381146.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-150		ORACLE_HQCA_0000081218-ORACLE_HQCA_0000081219	WF_90229389_484826654.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-151		ORACLE_HQCA_0000081237-ORACLE_HQCA_0000081241	WF_91142671_485476763.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-152		ORACLE_HQCA_0000081327-ORACLE_HQCA_0000081328	WF_105654142_496115388.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-153		ORACLE_HQCA_0000131147-ORACLE_HQCA_0000131151	WF_150023995_527868789.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-154		ORACLE_HQCA_0000131222	WF_92410682_486321117.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-155		ORACLE_HQCA_0000131223-ORACLE_HQCA_0000131225	WF_92519552_486399609.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-156		ORACLE_HQCA_0000131226	WF_92563104_486416650.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-157		ORACLE_HQCA_0000131241	WF_93825082_487302542.xlsm	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-158		ORACLE_HQCA_0000131251-ORACLE_HQCA_0000131255	WF_93825087_487302549.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-159		ORACLE_HQCA_0000131283	WF_95766457_488614343.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-160		ORACLE_HQCA_0000131294-ORACLE_HQCA_0000131295	WF_97163971_489654874.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-161		ORACLE_HQCA_0000131336	WF_98538125_490751497.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-162		ORACLE_HQCA_0000131350-ORACLE_HQCA_0000131351	WF_98992640_491087178.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-163		ORACLE_HQCA_0000131352	WF_98992641_491087179.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-164		ORACLE_HQCA_0000131374-ORACLE_HQCA_0000131375	WF_100450720_492145915.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-165		ORACLE_HQCA_0000131430	WF_103397564_494452312.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-166		ORACLE_HQCA_0000131478	WF_107830910_497677334.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-167		ORACLE_HQCA_0000131529	WF_111406809_500249030.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-168		ORACLE_HQCA_0000131549	WF_112134271_500760028.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-169		ORACLE_HQCA_0000131606	WF_114228153_502343195.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-170		ORACLE_HQCA_0000131677	WF_122143641_508131634.xls	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-171		ORACLE_HQCA_0000131861	WF_133459659_515637786.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-172		ORACLE_HQCA_0000131916	WF_142402756_522410617.txt	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-173		ORACLE_HQCA_0000299626-ORACLE_HQCA_0000299628	WF_145412715_524700669.eml	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-174		ORACLE_HQCA_0000299633-ORACLE_HQCA_0000299634	[REDACTED]_Resume.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-175		ORACLE_HQCA_0000299635-ORACLE_HQCA_0000299637	WF_145412716_524700670.html	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-176		ORACLE_HQCA_0000299640-ORACLE_HQCA_0000299643	WF_146050305_525108947.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-177		ORACLE_HQCA_0000299644	WF_146050306_525108948.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-178		ORACLE_HQCA_0000305000	WF_140932336_521321555.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-179		ORACLE_HQCA_0000360326-ORACLE_HQCA_0000360330	[REDACTED]_Sr_Dev_Mgr_Promotion.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-180		ORACLE_HQCA_0000360354-ORACLE_HQCA_0000360361	[REDACTED]_Director_Promotion.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-181		ORACLE_HQCA_0000360464-ORACLE_HQCA_0000360470	[REDACTED][1].doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-182		ORACLE_HQCA_0000361863-ORACLE_HQCA_0000361864	[REDACTED]_TK_Pre-approval.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-183		ORACLE_HQCA_0000361961	Dive Save - [REDACTED]	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-184		ORACLE_HQCA_0000362295-ORACLE_HQCA_0000362301	IC Prod Dev Promotion Template_[REDACTED].doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-185		ORACLE_HQCA_0000362418-ORACLE_HQCA_0000362423	IC4_[REDACTED]_Approved.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-186		ORACLE_HQCA_0000362433-ORACLE_HQCA_0000362437	IC4_Promotion_[REDACTED].pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-187		ORACLE_HQCA_0000363658-ORACLE_HQCA_0000363661	[REDACTED]_template.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-188		ORACLE_HQCA_0000363808-ORACLE_HQCA_0000363812	[REDACTED]_IC4_Prod_Dev_Promotion.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-189		ORACLE_HQCA_0000363931-ORACLE_HQCA_0000363935	[REDACTED] Promotion Justification.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-190		ORACLE_HQCA_0000364002-ORACLE_HQCA_0000364006	[REDACTED]_IC3_Promotion_Template.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-191		ORACLE_HQCA_0000364007-ORACLE_HQCA_0000364008	[REDACTED]_Promotion_Pre_Approval.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-192		ORACLE_HQCA_0000590602	DE_885031444_2087276_533854515.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-193		ORACLE_HQCA_0000590603-ORACLE_HQCA_0000590604	DE_885031444_2087276_533854516.eml	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-194		ORACLE_HQCA_0000591159	DE_885315333_2332423_543719090.txt	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-195		ORACLE_HQCA_0000591340-ORACLE_HQCA_0000591341	DE_885583724_2566539_549959990.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-196		ORACLE_HQCA_0000598069-ORACLE_HQCA_0000598074	[REDACTED] - IC Prod Dev Promotion Template.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-197		ORACLE_HQCA_0000598367-ORACLE_HQCA_0000598373	[REDACTED]_Management_Promo.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-198		ORACLE_HQCA_0000598490	D&S_[REDACTED].xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-199		ORACLE_HQCA_0000599544-ORACLE_HQCA_0000599549	[REDACTED] MGR Promo Template-Miranda Nov 2018.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-200		ORACLE_HQCA_0000599740-ORACLE_HQCA_0000599747	[REDACTED]_M3_promotion_template.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-201		ORACLE_HQCA_0000599846-ORACLE_HQCA_0000599851	MGR Promo Template[REDACTED].docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-202		ORACLE_HQCA_0000601095-ORACLE_HQCA_0000601097	[REDACTED].pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-203		ORACLE_HQCA_0000547856	Native SCORM file Anti-Discrimination and Anti-Harassment Training	Document describing training Oracle provides to its employees
D-204		ORACLE_HQCA_0000547857	Native SCORM file Anti-Discrimination and Anti-Harassment Training	Document describing training Oracle provides to its employees
D-205		N/A	1997 National Longitudinal Survey (NLS97)	Document relied upon by Dr. Saad in rendering his expert opinion
D-206		N/A	"Apple and Samsung End Smartphone Patent Wars," New York Times, June 27, 2018	Document relied upon by Dr. Saad in rendering his expert opinion
D-207		N/A	Angrist, Joshua D., and Jörn-Steffen Pischke. 2010. "The Credibility Revolution in Empirical Economics: How Better Research Design Is Taking the Con out of Econometrics." Journal of Economic Perspectives, 24 (2): 3-30.	Document relied upon by Dr. Saad in rendering his expert opinion
D-208		N/A	Angrist, Joshua D., Stacey H. Chen, and Jae Song. 2011. "Long-Term Consequences of Vietnam-Era Conscription: New Estimates Using Social Security Data." American Economic Review, 101 (3): 334-38	Document relied upon by Dr. Saad in rendering his expert opinion
D-209		N/A	Becker, Gary S. Human Capital: A theoretical and empirical analysis, with special reference to education. University of Chicago Press, 2009	Document relied upon by Dr. Saad in rendering his expert opinion
D-210		N/A	Bertrand, Marianne, Claudia Goldin, and Lawrence F. Katz (2010). Dynamics of the Gender Gap for Young Professionals in the Financial and Corporate Sectors. American Economic Journal: Applied Economics, 2(3), pp. 228-55	Document relied upon by Dr. Saad in rendering his expert opinion
D-211		N/A	Blau, Francine D., and Lawrence M. Kahn. "The gender wage gap: Extent, trends, and explanations." Journal of Economic Literature 55, no. 3 (2017): 789-865	Document relied upon by Dr. Saad in rendering his expert opinion
D-212		N/A	Cahuc, Pierre and Andre Zylberberg, Labor Economics, Cambridge: The MIT Press, 2001, p. 175	Document relied upon by Dr. Saad in rendering his expert opinion
D-213		N/A	Cameron, A. Colin, and Pravin K. Trivedi. Microeconometrics: Methods and Applications. Cambridge University Press, 2005. Pp. 48-52.	Document relied upon by Dr. Saad in rendering his expert opinion
D-214		N/A	Ehrenberg, Ronald G., and Robert S. Smith. Modern Labor Economics: Theory and Public Policy. Twelfth Edition. Pearson Education Inc., 2015, pp. 60-70, pp. 373-376, pp. 390-401	Document relied upon by Dr. Saad in rendering his expert opinion
D-215		N/A	Goldin, Claudia. "A grand gender convergence: Its last chapter." The American Economic Review 104, no. 4 (2014): 1091-1119	Document relied upon by Dr. Saad in rendering his expert opinion
D-216		N/A	"Google loses Android battle and could owe Oracle billions of dollars," money.cnn.com, March 28, 2018	Document relied upon by Dr. Saad in rendering his expert opinion
D-217		N/A	Greene, William. (1993) Econometric Analysis, 2nd Edition, NY: Macmillan Publishing Company.	Document relied upon by Dr. Saad in rendering his expert opinion
D-218		N/A	Gujarati, Damodar N. (1988) Basic Econometrics, Second Edition. New York: McGraw-Hill, Inc., p. 18, pp. 23-24, p. 407	Document relied upon by Dr. Saad in rendering his expert opinion
D-219		N/A	Heckman, James J., Robert J. LaLonde, and Jeffrey A. Smith. "The economics and econometrics of active labor market programs." Handbook of Labor Economics, vol. 3, pp. 1865-2097. Elsevier, 1999.	Document relied upon by Dr. Saad in rendering his expert opinion

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-220		N/A	Hellerstein, Judith K. and David Neumark, "Using matched employer-employee data to study labor market discrimination", Handbook on the Economics of Discrimination, edited by William M. Rogers III, Edward Elgar, 2006, p. 34	Document relied upon by Dr. Saad in rendering his expert opinion
D-221		N/A	Hicks, Charles. (1982) Fundamental Concepts in the Design of Experiments, p. 5.	Document relied upon by Dr. Saad in rendering his expert opinion
D-222		N/A	Imbens, Guido W., and Jeffrey M. Wooldridge. 2009. "Recent Developments in the Econometrics of Program Evaluation." Journal of Economic Literature, 47 (1): 5-86.	Document relied upon by Dr. Saad in rendering his expert opinion
D-223		N/A	Jovanovic, Boyan. Job Matching and the Theory of Turnover. The Journal of Political Economy, Vol. 87, No. 5, October, 1979: p. 972-990	Document relied upon by Dr. Saad in rendering his expert opinion
D-224		N/A	Kennedy, Peter. (2008) A guide to econometrics. Malden, MA: Blackwell, p. 27.	Document relied upon by Dr. Saad in rendering his expert opinion
D-225		N/A	Killingsworth, Mark R., and James J. Heckman. "Female labor supply: A survey." Handbook of Labor Economics 1 (1986): 103-204	Document relied upon by Dr. Saad in rendering his expert opinion
D-226		N/A	Lazear, Edward, P. 2000. "Performance Pay and Productivity." American Economic Review, 90 (5): 1346-1361	Document relied upon by Dr. Saad in rendering his expert opinion
D-227		N/A	Litecky, Chuck, et al. (January/February 2010), "Mining for Computing Jobs," IEEE Software.	Document relied upon by Dr. Saad in rendering his expert opinion
D-228		N/A	Madden, Janice Fanning. "Gender differences in the cost of displacement: An empirical test of discrimination in the labor market." The American Economic Review 77, no. 2 (1987): 246-251, p. 246.	Document relied upon by Dr. Saad in rendering his expert opinion
D-229		N/A	Madden, Janice Fanning. "The Persistence of Pay Differentials: The Economics of Sex Discrimination." Women and Work: An Annual Review (Beverly Hills: Sage Publications, 1985), pp. 76-114.	Document relied upon by Dr. Saad in rendering his expert opinion
D-230		N/A	Mincer, Jacob, and Solomon Polachek (1978). An Exchange: The Theory of Human Capital and the Earnings of Women: Women's Earnings Reexamined. The Journal of Human Resources 13(1), pp.118-134.	Document relied upon by Dr. Saad in rendering his expert opinion
D-231		N/A	Mincer, Jacob, and Solomon Polachek. (1974). Family investments in human capital: Earnings of women. Journal of Political Economy, 82(2, Part 2), S76-S108	Document relied upon by Dr. Saad in rendering his expert opinion
D-232		N/A	Mincer, Jacob. "On-the-job training: Costs, returns, and some implications." Journal of Political Economy 70.5, Part 2 (1962): 50-79	Document relied upon by Dr. Saad in rendering his expert opinion
D-233		N/A	Oreopoulos, Philip, Till von Wachter, and Andrew Heisz (2012) "The Short- and Long-Term Career Effects of Graduating in a Recession." American Economic Journal: Applied Economics, 4 (1): 1-29.	Document relied upon by Dr. Saad in rendering his expert opinion
D-234		N/A	Piette, Michael J. and Paul F. White, "Approaches for Dealing with Small Sample Sizes in Employment Discrimination Litigation," Journal of Forensic Economics 12(1), 1999, pp. 43-56	Document relied upon by Dr. Saad in rendering his expert opinion
D-235		N/A	Spivey, Christy. (2005). Time off at what price? The effects of career interruptions on earnings. ILR Review, 59(1), 119-140.	Document relied upon by Dr. Saad in rendering his expert opinion

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-236		N/A	Tambe, Prasanna and Hitt, Lorin M. (2013). Job hopping, information technology spillovers, and productivity growth. <i>Management Science</i> , 60(2): 338-355	Document relied upon by Dr. Saad in rendering his expert opinion
D-237		N/A	Waldfogel, Jane. (1998). Understanding the "family gap" in pay for women with children. <i>Journal of Economic Perspectives</i> , 12(1), 137-156	Document relied upon by Dr. Saad in rendering his expert opinion
D-238		N/A	Woweczko, Izabella A. (2015) Skills and Vacancy Analysis with Data Mining Techniques, <i>Informatics</i> , 2: 31-49	Document relied upon by Dr. Saad in rendering his expert opinion
D-239		N/A	A History of Oracle JDeveloper and Oracle ADF Releases ( <a href="https://www.oracle.com/technetwork/developer-tools/jdev/jdev-history-099970.html">https://www.oracle.com/technetwork/developer-tools/jdev/jdev-history-099970.html</a> ), accessed on June 27, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-240		N/A	Bureau of Labor Statistics, U.S. Department of Labor, Consumer Price Index, Archived Consumer Price Index Supplemental Files, 2018 Supplemental Files ( <a href="https://www.bls.gov/cpi/tables/supplemental-files/home.htm">https://www.bls.gov/cpi/tables/supplemental-files/home.htm</a> ), accessed on June 5, 2019	Document relied upon by Dr. Saad in rendering his expert opinion
D-241		N/A	Bureau of Labor Statistics, U.S. Department of Labor, BLS Reports, Report 1075, Highlights of women's earnings in 2017. ( <a href="https://www.bls.gov/opub/reports/womens-earnings/2017/pdf/home.pdf">https://www.bls.gov/opub/reports/womens-earnings/2017/pdf/home.pdf</a> ), accessed on July 11, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-242		N/A	Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Computer Hardware Engineers ( <a href="https://www.bls.gov/ooh/architecture-and-engineering/computer-hardware-engineers.htm">https://www.bls.gov/ooh/architecture-and-engineering/computer-hardware-engineers.htm</a> ), accessed on June 27, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-243		N/A	GitHub – ropensci/gender: Predict Gender from Names Using Historical Data. ( <a href="https://github.com/ropensci/gender">https://github.com/ropensci/gender</a> ), accessed on August 12, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-244		N/A	Kabir Khanna and Kosuke Imai (2019). wru: Who are You? Bayesian Prediction of Racial Category Using Surname and Geolocation. R package version 0.1-9. ( <a href="https://CRAN.R-project.org/package=wru">https://CRAN.R-project.org/package=wru</a> ), accessed on August 8, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-245		N/A	Lincoln Mullen (2018). Gender: Predict Gender from Names Using Historical Data. R package version 0.5.2.	Document relied upon by Dr. Saad in rendering his expert opinion
D-246		N/A	LinkedIn: [REDACTED] ( <a href="https://www.linkedin.com/in/[REDACTED]-a61a4a1">https://www.linkedin.com/in/[REDACTED]-a61a4a1</a> ), accessed on August 12, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-247		N/A	LinkedIn: [REDACTED] ( <a href="https://www.linkedin.com/in/[REDACTED]-5a1823">https://www.linkedin.com/in/[REDACTED]-5a1823</a> ), accessed on August 12, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-248		N/A	National Center for Education Statistics, Table 322.40. Bachelor's degrees conferred to males by postsecondary institutions, by race/ethnicity and field of study: 2014-15 and 2015-16 ( <a href="https://nces.ed.gov/programs/digest/d17/tables/dt17_322.40.asp">https://nces.ed.gov/programs/digest/d17/tables/dt17_322.40.asp</a> ), accessed on August 12, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-249		N/A	National Center for Education Statistics, Table 322.50. Bachelor's degrees conferred to females by postsecondary institutions, by race/ethnicity and field of study: 2014-15 and 2015-16. ( <a href="https://nces.ed.gov/programs/digest/d17/tables/dt17_322.50.asp">https://nces.ed.gov/programs/digest/d17/tables/dt17_322.50.asp</a> ), accessed on August 12, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-250		N/A	Open Fabrics Alliance, OFED for Linux ( <a href="https://www.openfabrics.org/ofed-for-linux">https://www.openfabrics.org/ofed-for-linux</a> ), accessed on June 27, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-251		N/A	Oracle Fact Sheet ( <a href="http://www.oracle.com/us/corporate/oracle-fact-sheet-079219.pdf">http://www.oracle.com/us/corporate/oracle-fact-sheet-079219.pdf</a> ), accessed on June 2, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-252		N/A	Oracle Job Search ( <a href="https://oracle.taleo.net/careersection/2/jobsearch.ftl?lang=en">https://oracle.taleo.net/careersection/2/jobsearch.ftl?lang=en</a> ), accessed on August 12, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-253		N/A	Oracle Labs ( <a href="https://labs.oracle.com/pls/apex/f?p=LABS:ABOUT:0">https://labs.oracle.com/pls/apex/f?p=LABS:ABOUT:0</a> ), accessed on June 27, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-254		N/A	Oracle Products A-Z ( <a href="https://www.oracle.com/products/oracle-a-z.html">https://www.oracle.com/products/oracle-a-z.html</a> ), accessed on July 16, 2019	Document relied upon by Dr. Saad in rendering his expert opinion
D-255		N/A	Reed Tech USPTO Data Sets. ( <a href="https://patents.reedtech.com/pgbbib.php">https://patents.reedtech.com/pgbbib.php</a> ), accessed on August 8, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-256		N/A	The Gender Equity Report, Executive Summary, p. V, and p. V, footnote 1. ALMANAC SUPPLEMENT December 4, 2001 ( <a href="https://almanac.upenn.edu/archive/v48pdf/011204/GenderEquity.pdf">https://almanac.upenn.edu/archive/v48pdf/011204/GenderEquity.pdf</a> ).	Document relied upon by Dr. Saad in rendering his expert opinion
D-257		N/A	Yahoo! Finance Oracle Corporation (ORCL) NYSE - Nasdaq Real Time Price. Currency in USD, ( <a href="https://finance.yahoo.com/quote/ORCL/history?period1=1357027200&amp;period2=1561878000&amp;interval=1d&amp;filter=history&amp;frequency=1d">https://finance.yahoo.com/quote/ORCL/history?period1=1357027200&amp;period2=1561878000&amp;interval=1d&amp;filter=history&amp;frequency=1d</a> ), accessed on July 15, 2019.	Document relied upon by Dr. Saad in rendering his expert opinion
D-258		ORACLE_HQCA_0000000407	Global Compensation Training - 2011 Managing Pay Final (Native).PPTX	Document relied upon by Dr. Saad in rendering his expert opinion
D-259		ORACLE_HQCA_0000000464	USEmployeeHandbook.pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-260		ORACLE_HQCA_0000022954	PD Promotion Template.pdf.	Document relied upon by Dr. Saad in rendering his expert opinion
D-261		ORACLE_HQCA_0000023006	PD Manager Promotion Template.pdf.	Document relied upon by Dr. Saad in rendering his expert opinion
D-262		ORACLE_HQCA_0000042098-20	Customer Services Comp Training 3 15 - w_new arrows.pptx	Document relied upon by Dr. Saad in rendering his expert opinion
D-263		ORACLE_HQCA_0000056239	HR REFRESH_CWB_TRAINING_APR2011v3_Updated_June2013V3	Document relied upon by Dr. Saad in rendering his expert opinion
D-264		ORACLE_HQCA_0000070754	Talent_Review_Audit_Notes (Native)	Document describing performance review data
D-265		ORACLE_HQCA_0000070755	us_audit_adhoc_comp_total (Native)	Document describing Oracle's compensation workflow
D-266		ORACLE_HQCA_0000070759	Z_PromApproverMtxRpt (Native)	Document describing Oracle's compensation workflow

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-267		ORACLE_HQCA_0000082603-ORACLE_HQCA_0000082605	IRC_2138456_resume.pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-268		ORACLE_HQCA_0000083064-ORACLE_HQCA_0000083066	IRC_2291187_[REDACTED].doc	Document relied upon by Dr. Saad in rendering his expert opinion
D-269		ORACLE_HQCA_0000083187-ORACLE_HQCA_0000083190	IRC_2311039_resume.txt	Document relied upon by Dr. Saad in rendering his expert opinion
D-270		ORACLE_HQCA_0000083390-ORACLE_HQCA_0000083393	IRC_2369266_[REDACTED]_Resume_Eng_Feb-2011.pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-271		ORACLE_HQCA_0000083484-ORACLE_HQCA_0000083498	IRC_2387104_Resume [REDACTED].pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-272		ORACLE_HQCA_0000083767-ORACLE_HQCA_0000083769	IRC_2436444_[REDACTED]_Resume_MAY2011.doc	Document relied upon by Dr. Saad in rendering his expert opinion
D-273		ORACLE_HQCA_0000084212-ORACLE_HQCA_0000084213	IRC_2508615_Resume - [REDACTED].pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-274		ORACLE_HQCA_0000084485	IRC_2561230_[REDACTED].docx	Document relied upon by Dr. Saad in rendering his expert opinion
D-275		ORACLE_HQCA_0000084856-ORACLE_HQCA_0000084860	IRC_2637327_[REDACTED]_Resume_BR_2012.doc	Document relied upon by Dr. Saad in rendering his expert opinion
D-276		ORACLE_HQCA_0000085283	IRC_2711998_Oracle - QA Analyst - Resume.doc	Document relied upon by Dr. Saad in rendering his expert opinion
D-277		ORACLE_HQCA_0000085524-ORACLE_HQCA_0000085526	IRC_2769692_[REDACTED] 2012.docx	Document relied upon by Dr. Saad in rendering his expert opinion
D-278		ORACLE_HQCA_0000085619-ORACLE_HQCA_0000085621	IRC_2838280_[REDACTED]_lin2012-oracle.doc	Document relied upon by Dr. Saad in rendering his expert opinion
D-279		ORACLE_HQCA_0000086216-ORACLE_HQCA_0000086219	IRC_2957600_[REDACTED] - Resume.pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-280		ORACLE_HQCA_0000086748-ORACLE_HQCA_0000086749	IRC_3129762_[REDACTED]_RESUME_key.doc	Document relied upon by Dr. Saad in rendering his expert opinion
D-281		ORACLE_HQCA_0000087999-ORACLE_HQCA_0000088001	IRC_3571958_[REDACTED].docx	Document relied upon by Dr. Saad in rendering his expert opinion
D-282		ORACLE_HQCA_0000300345- ORACLE_HQCA_0000300346	IRC_3981094_curriculumdavide.pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-283		ORACLE_HQCA_0000301172-ORACLE_HQCA_0000301173	IRC_4107833_[REDACTED]_Resume_Oracle.pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-284		ORACLE_HQCA_0000301320-ORACLE_HQCA_0000301321	IRC_4115097_[REDACTED]Resume.pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-285		ORACLE_HQCA_0000302319-ORACLE_HQCA_0000302324	IRC_4249687_[REDACTED]ResumeTR2012.pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-286		ORACLE_HQCA_0000302429-ORACLE_HQCA_0000302430	IRC_4261126_[REDACTED]Resume.doc	Document relied upon by Dr. Saad in rendering his expert opinion
D-287		ORACLE_HQCA_0000302615	IRC_4315318_[REDACTED] - QA Analyst - Oracle.docx	Document relied upon by Dr. Saad in rendering his expert opinion
D-288		ORACLE_HQCA_0000304127-ORACLE_HQCA_0000304129	IRC_4513118_[REDACTED]-May2016.docx	Document relied upon by Dr. Saad in rendering his expert opinion
D-289		ORACLE_HQCA_0000304749-ORACLE_HQCA_0000304750	IRC_4871165_[REDACTED]_resume.pdf	Document relied upon by Dr. Saad in rendering his expert opinion
D-290		ORACLE_HQCA_0000360321	H1B.xlsx	Document relied upon by Dr. Saad in rendering his expert opinion
D-291		ORACLE_HQCA_0000404317	AllEarnings_Supplemental_Production.xlsx	Document relied upon by Dr. Saad in rendering his expert opinion

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-292	2014-07-08	ORACLE_HQCA_0000414372	Patent Refresher - July 8, 2014 (patent Primer 07-07-2014.pptx)	Document relied upon by Dr. Saad in rendering his expert opinion
D-293	2018-02-01	ORACLE_HQCA_0000416526	Amended and Restated 2000 Long-Term Equity Incentive Plan (2000 LTIP 02 01 2018.pdf)	Document relied upon by Dr. Saad in rendering his expert opinion
D-294	2018-07-11	ORACLE_HQCA_0000417308-0000417309	Patent, Trademark & Copyright Group (PatentGroupLandingPage.pdf)	Document relied upon by Dr. Saad in rendering his expert opinion
D-295		ORACLE_HQCA_0000423720	CF_81077593_478616283.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-296		ORACLE_HQCA_0000423721	CF_81077832_478616360.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-297		ORACLE_HQCA_0000423722	CF_81077871_478616398.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-298		ORACLE_HQCA_0000423723	CF_81077970_478616422.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-299		ORACLE_HQCA_0000423724	CF_81078057_478616432.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-300		ORACLE_HQCA_0000581271	us_audit_adhoc_comp_total_Updated_Population	Document describing Oracle's compensation workflow
D-301		ORACLE_HQCA_0000581393	AppraisalData_Supplemental Production	Document describing performance review data
D-302		ORACLE_HQCA_0000581394	AppraisalData_Updated_Population	Document describing performance review data
D-303		ORACLE_HQCA_0000581402	Merged_Assignment_History_Medicare_and_Sal_Admin_Updated_Population.xlsx	Document relied upon by Dr. Saad in rendering his expert opinion
D-304		ORACLE_HQCA_0000581403	Stock_Data_Product_Statement_Combined.xlsx	Document relied upon by Dr. Saad in rendering his expert opinion
D-305		ORACLE_HQCA_0000581404	Talent_Review_Audit_Notes_Supplemental_Population	Document describing performance review data
D-306		ORACLE_HQCA_0000581405	Talent_Review_Audit_Notes_Updated_Population	Document describing performance review data
D-307		ORACLE_HQCA_0000581431	iRec_hqca_vacancies_Supplemental_Production.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-308		ORACLE_HQCA_0000581432	iRec_hqca_vacancies_Updated_Population.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-309		ORACLE_HQCA_0000581433	iRec_offer_approval_comm_history_Supplemental_Production.xls	Document providing data from Oracle's iRecruitment system
D-310		ORACLE_HQCA_0000581434	iRec_offer_approval_comm_history_Updated_Population.xls	Document providing data from Oracle's iRecruitment system
D-311		ORACLE_HQCA_0000581435	iRec_offer_approval_history_Supplemental_Production.xls	Document providing data from Oracle's iRecruitment system
D-312		ORACLE_HQCA_0000581436	iRec_offer_approval_history_Updated_Population.xls	Document providing data from Oracle's iRecruitment system
D-313		ORACLE_HQCA_0000581437	iRec_offer_candidates_Supplemental_Production.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-314		ORACLE_HQCA_0000581438	iRec_offer_candidates_Updated_Population.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-315		ORACLE_HQCA_0000581439	iRec_offer_icds_Supplemental_Production.xls	Document providing data from Oracle's iRecruitment system
D-316		ORACLE_HQCA_0000581440	iRec_offer_icds_Updated_Population.xls	Document providing data from Oracle's iRecruitment system
D-317		ORACLE_HQCA_0000581488	Requisition_Description and Qualification Data_Updated Population.csv	Document relied upon by Dr. Saad in rendering his expert opinion
D-318		ORACLE_HQCA_0000581490	Requisition Data_Updated Population.csv	Document relied upon by Dr. Saad in rendering his expert opinion

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-319		ORACLE_HQCA_0000588436	Requisition_Data_Supplemental_Production.csv	Document relied upon by Dr. Saad in rendering his expert opinion
D-320		ORACLE_HQCA_0000588437	Requisition_Description_and_Qualification_Data_Supplemental_Production.csv	Document relied upon by Dr. Saad in rendering his expert opinion
D-321		ORACLE_HQCA_0000597172	Emp_Personal_Experience_Qualification_Assign_Details_Historical_Population.xlsx	Document relied upon by Dr. Saad in rendering his expert opinion
D-322		ORACLE_HQCA_0000597173	gsi_comp_history_Historical_Population.xlsx	Document relied upon by Dr. Saad in rendering his expert opinion
D-323		ORACLE_HQCA_0000597179	iRec_hqca_vacancies_Historical_Population.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-324		ORACLE_HQCA_0000597180	iRec_offer_approval_commm_history_Historical_Population.xls	Document providing data from Oracle's iRecruitment system
D-325		ORACLE_HQCA_0000597181	iRec_offer_approval_history_Historical_Population.xls	Document providing data from Oracle's iRecruitment system
D-326		ORACLE_HQCA_0000597182	iRec_offer_candidates_Historical_Population.xls	Document relied upon by Dr. Saad in rendering his expert opinion
D-327		ORACLE_HQCA_0000597183	iRec_offer_icds_Historical_Population.xls	Document providing data from Oracle's iRecruitment system
D-328		ORACLE_HQCA_0000597895	Approval Matrix	Document describing Oracle's compensation workflow
D-329	2019-01-17	ORACLE_HQCA_0000607281	Declaration of Steven Miranda in Support of Defendant Oracle America, Inc.'s Motion for Summary Judgment or, in the alternative, Summary Adjudication	Document relied upon by Dr. Saad in rendering his expert opinion
D-330	2013-09-23	ORACLE_HQCA_0000007519	University Offer Approval Request for employee	Document concerning the hire of candidate
D-331		ORACLE_HQCA_0000304997	WF_140932333_521321552.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-332		ORACLE_HQCA_0000434712	CF_132730078_514985995.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-333	2017-03-23	ORACLE_HQCA_0000361708	[REDACTED] -MRG Prod Dev Promotion Template Nov-2011_Final.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-334		ORACLE_HQCA_0000593420	IRC_4725114_[REDACTED]-new.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-335		ORACLE_HQCA_0000432190	CF_119533141_506308300.xls	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-336		N/A	Back-up files provided with Madden July 19, 2019 report	Documents relied upon by Dr. Madden in rendering her expert opinion.
D-337		N/A	Back-up files provided with Madden August 16, 2019 report	Documents relied upon by Dr. Madden in rendering her expert opinion.
D-338		N/A	Back-up files provided with Saad July 19, 2019 report	Document relied upon by Dr. Saad in rendering his expert opinion.
D-339		N/A	Back-up files provided with Saad August 16, 2019 rebuttal report	Document relied upon by Dr. Saad in rendering his expert opinion.
D-340		N/A	Back-up files associated with OFCCP's Second Amended Complaint	Documents relied upon by OFCCP in issuing the SAC
D-341		N/A	Back-up files associated with OFCCP's Notice of Violation	Documents relied upon by OFCCP in issuing its NOV

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-342		N/A	Back-up files provided with Madden October 11, 2019 sur-rebuttal declaration	Documents relied upon by Dr. Madden, which Oracle includes on this list, subject to and without waiving Oracle's previously filed objections to the admission of the Madden October 11, 2019 sur-rebuttal declaration, which if sustained would entail that neither the declaration nor any associated back-up would be presented or admitted at hearing
D-343		ORACLE_HQCA_0000581408	TalentProfile_Supplemental_Production	Document describing performance review data
D-344		ORACLE_HQCA_0000581409	TalentProfile_Updated_Population	Document describing performance review data
D-345		ORACLE_HQCA_0000601421	gsi_comp_history_Supplemental_Production	Document describing Oracle's compensation workflow
D-346		ORACLE_HQCA_0000071022-ORACLE_HQCA_0000071026	WF_96567301_489220479.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-347		ORACLE_HQCA_0000071066	WF_99046899_491116176.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-348		ORACLE_HQCA_0000071492	WF_119533141_506308300.xls	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-349		ORACLE_HQCA_0000071493	WF_119533148_506308302.pptx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-350		ORACLE_HQCA_0000071525-ORACLE_HQCA_0000071530	WF_124173801_509454642.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-351		ORACLE_HQCA_0000071618	WF_130780930_513623160.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-352		ORACLE_HQCA_0000071660-ORACLE_HQCA_0000071661	WF_132730078_514985995.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-353		ORACLE_HQCA_0000071683	WF_133919231_515973851.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-354		ORACLE_HQCA_0000071684-ORACLE_HQCA_0000071687	WF_133919233_515973854.eml	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-355		ORACLE_HQCA_0000080920-ORACLE_HQCA_0000080921	WF_68328961_470012001.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-356		ORACLE_HQCA_0000080927	WF_69531978_470839762.rtf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-357		ORACLE_HQCA_0000081887-ORACLE_HQCA_0000081888	IRC_338189_[REDACTED]Resume.doc	Resume listing skills, qualification, and
D-358		ORACLE_HQCA_0000082823-ORACLE_HQCA_0000082828	IRC_2236854_[REDACTED] Resume.doc	Resume listing skills, qualification, and
D-359		ORACLE_HQCA_0000083025-ORACLE_HQCA_0000083027	IRC_2274768_[REDACTED].doc	Resume listing skills, qualification, and
D-360		ORACLE_HQCA_0000083126-ORACLE_HQCA_0000083127	IRC_2300857_[REDACTED].doc	Resume listing skills, qualification, and
D-361		ORACLE_HQCA_0000084354-ORACLE_HQCA_0000084356	IRC_2547967_[REDACTED].doc	Resume listing skills, qualification, and
D-362		ORACLE_HQCA_0000085999-ORACLE_HQCA_0000086004	IRC_2915760_[REDACTED] Resume_201209.doc.doc	Resume listing skills, qualification, and
D-363		ORACLE_HQCA_0000086193-ORACLE_HQCA_0000086196	IRC_2947940_[REDACTED].doc	Resume listing skills, qualification, and
D-364		ORACLE_HQCA_0000086650-ORACLE_HQCA_0000086652	IRC_3101675_[REDACTED] resume.doc	Resume listing skills, qualification, and
D-365		ORACLE_HQCA_0000088041-ORACLE_HQCA_0000088044	IRC_3597455_[REDACTED] Resume.pdf	Resume listing skills, qualification, and
D-366		ORACLE_HQCA_0000088717-ORACLE_HQCA_0000088718	IRC_3825267_[REDACTED].docx	Resume listing skills, qualification, and
D-367		ORACLE_HQCA_0000131334-ORACLE_HQCA_0000131335	WF_98538124_490751496.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-368		ORACLE_HQCA_0000131395	WF_102791651_494001765.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-369		ORACLE_HQCA_0000131627	WF_114622818_502642389.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-370		ORACLE_HQCA_0000268706-ORACLE_HQCA_0000268708	IRC_1344772_[REDACTED].doc	Resume listing skills, qualification, and
D-371		ORACLE_HQCA_0000271996-ORACLE_HQCA_0000271998	IRC_2713550_[REDACTED]_resume.doc	Resume listing skills, qualification, and
D-372		ORACLE_HQCA_0000273738-ORACLE_HQCA_0000273741	IRC_2869219_[REDACTED].doc	Resume listing skills, qualification, and
D-373		ORACLE_HQCA_0000275480-ORACLE_HQCA_0000275491	IRC_2943508_Architect_[REDACTED].doc	Resume listing skills, qualification, and
D-374		ORACLE_HQCA_0000281063-ORACLE_HQCA_0000281065	IRC_3223606_[REDACTED]Oracle.doc	Resume listing skills, qualification, and
D-375		ORACLE_HQCA_0000298792	WF_150023996_527868790.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-376		ORACLE_HQCA_0000299526	WF_140932332_521321551.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-377		ORACLE_HQCA_0000299559	WF_142950688_522812323.xls	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-378		ORACLE_HQCA_0000299596	WF_144163977_523732621.txt	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-379		ORACLE_HQCA_0000299619	WF_145172012_524520385.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-380		ORACLE_HQCA_0000299885-ORACLE_HQCA_0000299886	IRC_2973911_[REDACTED]_Resume.pdf	Resume listing skills, qualification, and
D-381		ORACLE_HQCA_0000300495-ORACLE_HQCA_0000300496	IRC_4025229_[REDACTED] - Resume.pdf	Resume listing skills, qualification, and
D-382		ORACLE_HQCA_0000300935-ORACLE_HQCA_0000300938	IRC_4097117_[REDACTED]01262012 - Oracle.odt	Resume listing skills, qualification, and
D-383		ORACLE_HQCA_0000303440-ORACLE_HQCA_0000303441	IRC_4405506_[REDACTED]+Reusme.docx	Resume listing skills, qualification, and
D-384		ORACLE_HQCA_0000303764-ORACLE_HQCA_0000303766	IRC_4451246_[REDACTED]Resume.pdf	Resume listing skills, qualification, and
D-385		ORACLE_HQCA_0000303995-ORACLE_HQCA_0000304007	IRC_4483845_Architect_[REDACTED].doc	Resume listing skills, qualification, and
D-386		ORACLE_HQCA_0000304644-ORACLE_HQCA_0000304648	IRC_4813933_[REDACTED]_Resume_051117.docx	Resume listing skills, qualification, and
D-387		ORACLE_HQCA_0000304781-ORACLE_HQCA_0000304782	IRC_4877538_[REDACTED] - Resume.pdf	Resume listing skills, qualification, and
D-388		ORACLE_HQCA_0000313084-ORACLE_HQCA_0000313087	2014-10-14T18_43_25-04_00_2014-10-14T18_43_25-04_00_[REDACTED] Resume for Oracle.pdf	Resume listing skills, qualification, and experience.
D-389		ORACLE_HQCA_0000350961-ORACLE_HQCA_0000350962	IRC_2973911_[REDACTED]_Resume.pdf	Resume listing skills, qualification, and
D-390		ORACLE_HQCA_0000357394-ORACLE_HQCA_0000357396	IRC_4253107_[REDACTED] Resume Oracle FS Leader.docx	Resume listing skills, qualification, and experience.
D-391		ORACLE_HQCA_0000357959-ORACLE_HQCA_0000357960	IRC_4401293_[REDACTED]_Resume.docx	Resume listing skills, qualification, and
D-392		ORACLE_HQCA_0000360452-ORACLE_HQCA_0000360457	[REDACTED]M4.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-393		ORACLE_HQCA_0000360553-ORACLE_HQCA_0000360560	[REDACTED] M4 Promotion_Aug2012.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-394		ORACLE_HQCA_0000360580-ORACLE_HQCA_0000360583	[REDACTED]_Senior_Director.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-395		ORACLE_HQCA_0000361648-ORACLE_HQCA_0000361654	[REDACTED]CMTS2017.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-396		ORACLE_HQCA_0000361655-ORACLE_HQCA_0000361677	[REDACTED]_Snr_Mgr_Promotion.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-397		ORACLE_HQCA_0000361907-ORACLE_HQCA_0000361920	cmts_[REDACTED].docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-398		ORACLE_HQCA_0000362030-ORACLE_HQCA_0000362032	FW REVIEW AND APPROVAL REQUESTED Dive and Save[REDACTED]Webb LOB.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-399		ORACLE_HQCA_0000362083-ORACLE_HQCA_0000362097	[REDACTED] - IC Prod Dev Promotion Template Nov-2011_Final.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-400		ORACLE_HQCA_0000362557	ICpromotiontemplate_Dev FY18_[REDACTED].xlsm	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-401		ORACLE_HQCA_0000362705-ORACLE_HQCA_0000362711	[REDACTED] - ST Senior Management Promotion Template.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-402		ORACLE_HQCA_0000362793-ORACLE_HQCA_0000362800	M2_Promotion_[REDACTED].docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-403		ORACLE_HQCA_0000362965-ORACLE_HQCA_0000362970	[REDACTED]_Promotion_160325.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-404		ORACLE_HQCA_0000363108-ORACLE_HQCA_0000363112	MRG Prod Dev Promotion For [REDACTED].docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-405		ORACLE_HQCA_0000363220	PLEASE APPROVE [REDACTED] promotion to Vice President .pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-406		ORACLE_HQCA_0000363275-ORACLE_HQCA_0000363283	Product Development IC Promotion Template_Final_29 May 2015_[REDACTED].doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-407		ORACLE_HQCA_0000363873-ORACLE_HQCA_0000363876	Teck-MRG Prod Dev Promotion.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-408		ORACLE_HQCA_0000363893-ORACLE_HQCA_0000363896	[REDACTED] VP Promotion Template.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-409		ORACLE_HQCA_0000364034	[REDACTED]_VP_approval.htm	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-410		ORACLE_HQCA_0000364035-ORACLE_HQCA_0000364039	[REDACTED] - Mgr.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-411		ORACLE_HQCA_0000364040-ORACLE_HQCA_0000364041	[REDACTED]-promotion-salary-justification-VP.txt	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-412		ORACLE_HQCA_0000432956-ORACLE_HQCA_0000432965	CF_123983703_509303048.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-413		ORACLE_HQCA_0000451588-ORACLE_HQCA_0000451589	CF_1912975_32553947.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-414		ORACLE_HQCA_0000452421-ORACLE_HQCA_0000452424	CF_2028014_35398398.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-415		ORACLE_HQCA_0000457465	CF_26715751_433719565.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-416		ORACLE_HQCA_0000483069-ORACLE_HQCA_0000483070	CF_27067449_433996541.tif	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-417		ORACLE_HQCA_0000532782-ORACLE_HQCA_0000532784	CF_88611435_483709902.html	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-418		ORACLE_HQCA_0000555238-ORACLE_HQCA_0000555240	[REDACTED]_25603_Oracle Transfer.pdf	Resume listing skills, qualification, and
D-419		ORACLE_HQCA_0000555405;ORACLE_HQCA_0000555408	[REDACTED]_66971_Obliv.pdf	Resume listing skills, qualification, and
D-420		ORACLE_HQCA_0000562498-ORACLE_HQCA_0000562499	[REDACTED]_67004_Obliv, Inc..pdf	Resume listing skills, qualification, and
D-421		ORACLE_HQCA_0000567526-ORACLE_HQCA_0000567530	[REDACTED]_44888_Siebel Systems Inc.pdf	Resume listing skills, qualification, and
D-422		ORACLE_HQCA_0000568879	[REDACTED]_36058_2019-04-29.pdf	Resume listing skills, qualification, and
D-423		ORACLE_HQCA_0000575699	[REDACTED]_35300_2019-04-29.pdf	Resume listing skills, qualification, and
D-424		ORACLE_HQCA_0000579309	[REDACTED]_9753_Siebel Systems Inc.pdf	Resume listing skills, qualification, and
D-425		ORACLE_HQCA_0000593300-ORACLE_HQCA_0000593301	IRC_4679126_Resume-[REDACTED]-HQ.pdf	Resume listing skills, qualification, and
D-426		ORACLE_HQCA_0000593392-ORACLE_HQCA_0000593394	IRC_4713262_ctalluri.docx	Resume listing skills, qualification, and
D-427		ORACLE_HQCA_0000590488-ORACLE_HQCA_0000590489	2018-12-06T12_16_45-05_00_2018-12-06T12_16_45-05_00_[REDACTED]_18001DHQ.docx	Resume listing skills, qualification, and experience.
D-428		ORACLE_HQCA_0000590525-ORACLE_HQCA_0000590526	2019-03-04T21_20_39-05_00_2019-03-04T21_20_39-05_00_[REDACTED] - Resume - Mar 2019.pdf	Resume listing skills, qualification, and experience.
D-429		ORACLE_HQCA_0000590626	DE_885157744_2194584_537123721.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-430		ORACLE_HQCA_0000591415	DE_885664107_2628742_551523560.xlsx	Data attachment including promotion, new hire, dive-and-save, or other justifications.

**Defendant Oracle America Inc.'s Amended Exhibit List**

<b>EXHIBIT NO.</b>	<b>DATE</b>	<b>BATES RANGE</b>	<b>TITLE/DESCRIPTION</b>	<b>PROOF</b>
D-431		ORACLE_HQCA_0000598406-ORACLE_HQCA_0000598417	[REDACTED] - CMTS.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-432		ORACLE_HQCA_0000598444-ORACLE_HQCA_0000598457	CMTS_Proposal_[REDACTED]_v10.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-433		ORACLE_HQCA_0000599610-ORACLE_HQCA_0000599613	M5_cindy_hsin_promotion_final.doc	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-434		ORACLE_HQCA_0000600791-ORACLE_HQCA_0000600800	[REDACTED]_VPPromotion.docx	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-435		ORACLE_HQCA_0000007519- ORACLE_HQCA_0000007522	Email Fwd: Re: +++UNIVERSITY OFFER APPROVAL REQUEST FOR [REDACTED] of CMU	Email concerning hire of candidate.
D-436		ORACLE_HQCA_0000019640	[REDACTED].doc	Resume listing skills, qualification, and
D-437		ORACLE_HQCA_0000581282-ORACLE_HQCA_0000581284	IC_Promo_[REDACTED]_2012.pdf	Data attachment including promotion, new hire, dive-and-save, or other justifications.
D-438		N/A	Curriculum Vitae of Dr. Ali Saad	Document identifying the qualifications of Dr. Saad
D-439		N/A	Deposition of Hea Jung Atkins	Testimony of Hea Jung Atkins, former OFCCP district director for the San Francisco District, who will testify regarding the audit of Oracle's headquarters location.
D-440		N/A	Deposition of Dr. Michael Brunetti	Testimony of Michael Brunetti, statistician, who will testify about the statistical analysis underlying the Second Amended Complaint.
D-441		N/A	Deposition of Dr. Shirong Andy Leu	Testimony of Shirong Andy Leu, an OFCCP statistician, who will testify about the statistical analysis underlying the NOV.
D-442		N/A	Deposition of Sean Ratliff	Testimony of Sean Ratliff, district director of San Diego District Office of OFCCP who will testify about OFCCP's requests during the audit period and Oracle's responses.
D-443		N/A	Deposition of Jane Suhr	Testimony of Jane Suhr, regional director of the pacific region of OFCCP who will testify regarding OFCCP's audit of Oracle's headquarters location and the conciliation efforts that followed.
D-444	2015-06-15	ORACLE_HQCA_0000000408 - ORACLE_HQCA_0000000409	Item 2 RFI	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.

**PROOF OF SERVICE BY ELECTRONIC MAIL**

I am more than eighteen years old and not a party to this action. My business address is Orrick, Herrington & Sutcliffe LLP, The Orrick Building, 405 Howard Street, San Francisco, California 94105-2669. My electronic service address is [jkaddah@orrick.com](mailto:jkaddah@orrick.com).

On November 26, 2019, I served the interested parties in this action with the following document(s):

ORACLE AMERICA, INC.'S AMENDED EXHIBIT LIST

by serving true copies of these documents via electronic mail in Adobe PDF format the documents listed above to the electronic addresses set forth below:

Laura Bremer ([Bremer.Laura@dol.gov](mailto:Bremer.Laura@dol.gov))  
Ian Eliasoph ([Eliasoph.Ian@dol.gov](mailto:Eliasoph.Ian@dol.gov))  
Norman E. Garcia ([Garcia.Norman@DOL.GOV](mailto:Garcia.Norman@DOL.GOV))  
Charles C. Song ([Song.Charles.C@dol.gov](mailto:Song.Charles.C@dol.gov))  
Jessica Flores ([flores.jessica@dol.gov](mailto:flores.jessica@dol.gov))  
M. Ana Hermsillo ([Hermsillo.Mary.A@dol.gov](mailto:Hermsillo.Mary.A@dol.gov))  
Andrew J. Schultz ([schultz.andrew@dol.gov](mailto:schultz.andrew@dol.gov))

U.S. Department of Labor, Office of the Solicitor, Region IX – San Francisco  
90 Seventh Street, Suite 3-700  
San Francisco, CA 94103  
Telephone: (415) 625-7769 / Fax: (415) 625-7772

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on November 26, 2019, at San Francisco, California.

  
\_\_\_\_\_  
Jacqueline D. Kaddah