

**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

JOINT EXHIBIT LIST

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

Date: November 21, 2019

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November 21, 2019

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ORACLE AMERICA, INC.

OFCCP v. ORACLE AMERICA, INC. JOINT EXHIBIT LIST

EXHIBIT NO.	DATE	BATES RANGE	TITLE/DESCRIPTION	PROOF
J-1	2011-03-29	ORACLE_HQCA_0000022954 - ORACLE_HQCA_0000022956	Product Development IC Promotion Template	Oracle: Document describing potential differences between career levels OFCCP: Oracle created document that 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
J-2	2012-06-11	ORACLE_HQCA_0000062725	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-3	2012-08-13	ORACLE_HQCA_0000062716	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-4	2013-02-01	ORACLE_HQCA_0000062732	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-5	2013-06-20	ORACLE_HQCA_0000062717	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-6	2013-06-20	ORACLE_HQCA_0000062728	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-7	2013-06-27	ORACLE_HQCA_0000381043 - ORACLE_HQCA_0000381045	REMINDER: Use Oracle's Integrity Helpline to Ask Compliance or Ethics Questions and Report Suspected Unethical Business Conduct	Oracle: Document describing Oracle's guidelines and training regarding the employee ethics helpline OFCCP: Oracle created Email instructing Oracle employees to use Oracle's integrity helpline to ask compliance or ethics questions.
J-8	2014-01-06	ORACLE_HQCA_0000041818	RE: PLEASE APPROVE: Key Employee Retention Request	Oracle: Document demonstrating potential considerations relevant to off-cycle pay increases for an employee OFCCP: Thomas Kurian making off-cycle salary adjustment request to Safra Catz for employees that might be lost to competition after noting the loss of many key employees to competition.
J-9	2014-02-17	ORACLE_HQCA_0000041821 - ORACLE_HQCA_0000041822	RE: REVISED- FY14_Prod Dev Exec MBO Bonus Plan	Oracle: Document describing potential considerations in allocation of bonuses OFCCP: List of Thomas Kurian's direct reports on the Exec MBO Bonus Plan.
J-10	2014-06-20	ORACLE_HQCA_00000380592	Global Corporate Bonus Process and Fusion Workforce Compensation - Manager Training	Oracle: Document describing Oracle's compensation-related guidelines and practices OFCCP: Oracle created document regarding manager training that includes training regarding manager role, recruiting and hiring, performance management and compensation
J-11	2014-06-25	ORACLE_HQCA_0000062718	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-12	2014-06-25	ORACLE_HQCA_0000062729	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-13	2014-09-24	ORACLE_HQCA_0000417302 - ORACLE_HQCA_0000417306	Compliance Review Letter from OFCCP	Oracle: Letter describing conduct during the audit of Oracle's headquarters location OFCCP: OFCCP's notification letter to Oracle that it was selected for a compliance review and OFCCP's itemized request for information from Oracle.
J-14	2014-10-28	ORACLE_HQCA_000004992 - ORACLE_HQCA_000004997	HQCA 4 of 4	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Oracle e-mail containing attachments that responds to a few of OFCCP's information requests.
J-15	2014-10-28	ORACLE_HQCA_000004998 - ORACLE_HQCA_000005196	HQCA 1 of 4	Oracle: Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP. OFCCP: Oracle e-mail providing its Affirmative Action Plan to OFCCP
J-16	2014-11-01	ORACLE_HQCA_0000062712	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-17	2014-11-01	ORACLE_HQCA_0000062723	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-18	2014-11-19	DOL000001362 - DOL000001364	Compliance Review Letter from OFCCP	Email describing conduct during the audit of Oracle's headquarters location

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EXHIBIT NO.	DATE	BATES RANGE	TITLE/DESCRIPTION	PROOF
J-19	2014-12-01	ORACLE_HQCA_000005208	RE: Oracle HQCA (Redwood Shores, CA) // request for additional pay data	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Oracle's response to OFCCP's written information request.
J-20	2014-12-11	ORACLE_HQCA_000000296 - ORACLE_HQCA_000000299	RE: Oracle HQCA (Redwood Shores, CA) // request for additional pay data	Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP.
J-21	2014-12-15	ORACLE_HQCA_000000300 - ORACLE_HQCA_000000304	RE: Oracle HQCA (Redwood Shores, CA) // request for additional pay data	Oracle: Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP. OFCCP: Oracle email attaching just some of the compensation data that OFCCP requested
J-22	2015-02-11	ORACLE_HQCA_000000597 - ORACLE_HQCA_000000618	Revised compensation database request	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: OFCCP email providing the compensation headers that Oracle should use when building its snapshot.
J-23	2015-02-19	ORACLE_HQCA_000000443 - ORACLE_HQCA_000000569	RE: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures	Oracle: Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP. OFCCP: Document identifies that Oracle provided its Employee Handbook to OFCCP during the audit.
J-24	2015-02-26	ORACLE_HQCA_000000405 - ORACLE_HQCA_000000407	RE: Oracle America, Inc. (Redwood Shores, CA) // policies and procedures	Oracle: Document describing Oracle's guidelines and training and attaching global compensation training OFCCP: 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.
J-25	2015-03-01	ORACLE_HQCA_0000380591	Managing Compensation: March 2015	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-26	2015-03-03	ORACLE_HQCA_000000401 - ORACLE_HQCA_000000404	FW: Oracle HQCA Onsite	Email describing conduct during the audit of Oracle's headquarters location
J-27	2015-03-03	ORACLE_HQCA_0000041856 - ORACLE_HQCA_0000041857	Re: [REDACTED] (VP of [REDACTED] dev) counteroffer proposal	Oracle: Document demonstrating potential considerations relevant to off-cycle pay increases for an employee OFCCP: Off-cycle dive and save request was sent up through President Thomas Kurian to Larry Ellison and both approved a [REDACTED] raise that took the person almost [REDACTED] salary range.
J-28	2015-03-16	ORACLE_HQCA_0000415989 - ORACLE_HQCA_0000415990	RE: List of OFCCP attending on-site	Email describing conduct during the audit of Oracle's headquarters location
J-29	2015-03-26	ORACLE_HQCA_0000005529	Updated discrimination complaints log	Email describing conduct during the audit of Oracle's headquarters location
J-30	2015-04-15	ORACLE_HQCA_0000005500 - ORACLE_HQCA_0000005522	Compliance Evaluation of Oracle	Oracle: Email attaching letter regarding the audit of Oracle's headquarters location. OFCCP: OFCCP responding to the letter by Oracle's counsel objecting to OFCCP's information requests.
J-31	2015-04-27	DOL000001237 - DOL000001240	Atkins Letter to Holman-Harries	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Written communications b/w OFCCP and Oracle wherein OFCCP is requesting various information from Oracle and noting that some information had been previously requested
J-32	2015-05-11	DOL000001235 - DOL000001236	Re: Compliance Evaluation of Oracle, Redwood Shores, CA	Email describing conduct during the audit of Oracle's headquarters location
J-33	2015-05-11	ORACLE_HQCA_0000005490 - ORACLE_HQCA_0000005494	FW: Oracle HQCA Onsite	Email describing conduct during the audit of Oracle's headquarters location
J-34	2015-05-28	DOL000001221 - DOL000001222	RE: Interview with Juana Schurman	Email describing conduct during the audit of Oracle's headquarters location
J-35	2015-05-29	ORACLE_HQCA_0000000032 - ORACLE_HQCA_0000000033	HQCA Update	Email describing conduct during the audit of Oracle's headquarters location
J-36	2015-06-01	ORACLE_HQCA_0000062710	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-37	2015-06-01	ORACLE_HQCA_0000062721	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-38	2015-06-02	ORACLE_HQCA_0000000034	April 27 RFI Item 3	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Oracle e-mail references Oracle's "compensation policies." Lisa Gordon's interview and Oracle's compensation analysis.
J-39	2015-06-07	ORACLE_HQCA_0000000039 - ORACLE_HQCA_0000000041	RE: HQCA Update	Email describing conduct during the audit of Oracle's headquarters location

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EXHIBIT NO.	DATE	BATES RANGE	TITLE/DESCRIPTION	PROOF
J-40	2015-06-10	ORACLE_HQCA_000000045 - ORACLE_HQCA_000000054	RE: HQCA Update	Oracle: Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP. OFCCP: Oracle's e-mail describes the alleged time consuming tasks that its employees had to manually perform to respond to OFCCP's request when Oracle had the information electronically.
J-41	2015-06-16	ORACLE_HQCA_0000000188 - ORACLE_HQCA_0000000189	Item 2 RFI	Oracle: Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP. OFCCP: Oracle responding to OFCCP's information and document requests
J-42	2015-07-30	DOL000001128 - DOL000001131	Re: Compliance Evaluation of Oracle, Redwood Shores, CA	Email describing conduct during the audit of Oracle's headquarters location
J-43	2015-08-05	ORACLE_HQCA_0000381142	Mechanics of an HR Investigation	Oracle: Document describing Oracle's guidelines and training regarding internal investigations. OFCCP: Oracle created document that identifies the process that Oracle is supposed to use during an HR investigation.
J-44	2015-08-12	ORACLE_HQCA_0000062714	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-45	2015-08-12	ORACLE_HQCA_0000062726	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-46	2015-08-26	ORACLE_HQCA_0000415896 - ORACLE_HQCA_0000415900	Oracle Redwood Shores	Email describing conduct during the audit of Oracle's headquarters location
J-47	2015-09-21	ORACLE_HQCA_0000414167 - ORACLE_HQCA_0000414168	RE: Oracle Redwood Shores	Email describing conduct during the audit of Oracle's headquarters location
J-48	2015-10-01	ORACLE_HQCA_0000000227 - ORACLE_HQCA_0000000229	RE: Oracle Redwood Shores	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: OFCCP e-mails seek status of Oracle's responses to its requests and note issues with Oracle not providing documents in a timely manner. Oracle e-mail noted that letter was sent to its attorney
J-49	2015-10-13	ORACLE_HQCA_0000416488	Affirmative Action Training PowerPoint	Oracle: Document describing training Oracle provides to its employees OFCCP: Oracle created document announcing mandatory affirmative action training in October and November 2015 that was initiated due to OFCCP enforcement actions even though Oracle acknowledges in this document that managers involved in hiring, recruiting, promotions or other employment related decisions must take affirmative action training.
J-50	2015-10-23	ORACLE_HQCA_0000380600	Annual Non-Sales Focal Program and Workforce Compensation	Oracle: Document describing Oracle's compensation related training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-51	2015-10-29	ORACLE_HQCA_0000002235 - ORACLE_HQCA_0000002240	HQCA 1 of 29	Oracle: Email describing conduct during the audit of Oracle's headquarters location and attaching documents requested by OFCCP. OFCCP: Oracle's point by point response to OFCCP's request for information on many topics.
J-52	2015-11-02	DOL000001053 - DOL000001058	Doles Letter to Holman-Harries	Email describing conduct during the audit of Oracle's headquarters location
J-53	2015-12-23	DOL000001027 - DOL000001028	RE: Oracle HQCA (Redwood Shores, CA) // hiring data	Email describing conduct during the audit of Oracle's headquarters location
J-54	2016-03-11	DOL000000943 - DOL000000954	RE: Compliance Evaluation of Oracle America, Inc., Redwood Shores, California; OFCCP No. R00192699	Oracle: Email describing OFCCP's determinations of violations by Oracle relating to the audit of its headquarters location OFCCP: OFCCP's Notice of Violation letter describing the violations that OFCCP found at Oracle's Redwood Shores, headquarters location.
J-55	2016-03-16	DOL000001012	RE: Receipt of Letter - HQCA	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Emails relating to conciliation.
J-56	2016-03-18	ORACLE_HQCA_0000000273 - ORACLE_HQCA_0000000274	RE: Receipt of Letter - HQCA	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Emails relating to conciliation.
J-57	2016-03-29	ORACLE_HQCA_0000000275 - ORACLE_HQCA_0000000278	RE: Receipt of Letter - HQCA	Oracle: Email describing conduct during the audit of Oracle's headquarters location and attaching information requests OFCCP: Email relating to conciliation.
J-58	2016-04-11	ORACLE_HQCA_0000002057 - ORACLE_HQCA_0000002066	Oracle Corporation, Redwood Shores, CA; OFCCP No. R00192699	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Letter relating to conciliation.
J-59	2016-04-19	ORACLE_HQCA_0000002089	Oracle Cases	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Email relating to conciliation.
J-60	2016-04-21	DOL000000987 - DOL000000997	RE: Compliance Evaluation of Oracle America, Inc., Redwood Shores, California; OFCCP No. R00192699	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: E-mail related to conciliation
J-61	2016-04-22	ORACLE_HQCA_0000002067 - ORACLE_HQCA_0000002078	Oracle Redwood Shores Evaluation R00192699	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Email attaching letter relating to conciliation.
J-62	2016-04-25	DOL000000938 - DOL000000939	HQCA/April 21 letter	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Emails relating to conciliation.

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EXHIBIT NO.	DATE	BATES RANGE	TITLE/DESCRIPTION	PROOF
J-63	2016-05-12	ORACLE_HQCA_0000062715	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-64	2016-05-12	ORACLE_HQCA_0000062727	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-65	2016-05-25	ORACLE_HQCA_000002094 - ORACLE_HQCA_000002115	Oracle/Redwood Shores	Oracle: Email attaching letter regarding the audit of Oracle's headquarters location OFCCP: Email attaching letter relating to conciliation.
J-66	2016-06-01	ORACLE_HQCA_0000062711	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-67	2016-06-01	ORACLE_HQCA_0000062722	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-68	2016-06-08	DOL00000940 - DOL00000942	RE: Compliance Evaluation of Oracle America, Inc., Redwood Shores, California; OFCCP No. R00192699	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: OFCCP's Show Cause Notice letter that has as an attachment OFCCP's Notice of Violations letter that it issued to Oracle on March 11, 2016
J-69	2016-06-29	DOL00000932 - DOL00000937	Re: Oracle America, Inc.; Redwood Shores, California (OFCCP No. R00192699)	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Letter relating to conciliation.
J-70	2016-08-01	ORACLE_HQCA_0000380149	FY17 Focal: Discussion Document	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-71	2016-09-02	ORACLE_HQCA_0000062713	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-72	2016-09-02	ORACLE_HQCA_0000062724	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-73	2016-09-09	DOL000039038 - DOL000039040	RE: Compliance Evaluation of Oracle America, Inc., Redwood Shores, California; OFCCP No. R00192699	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Letter relating to conciliation.
J-74	2016-09-16	DOL000039041	RE: Compliance Evaluation of Oracle America, Inc., Redwood Shores, California; OFCCP No. R00192699	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: E-mail related to conciliation
J-75	2016-09-16	DOL000039042	RE: Compliance Evaluation of Oracle America, Inc., Redwood Shores, California; OFCCP No. R00192699	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Letter relating to conciliation.
J-76	2016-09-21	DOL000038572 - DOL000038574	Compliance Review of Oracle America, Inc., Redwood Shores; CA OFCCP No. R00192699	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Email relating to conciliation.
J-77	2016-09-23	DOL000039027 - DOL000039029	Atkins Letter to Siniscalco	Oracle: Email describing conduct during the audit of Oracle's headquarters location OFCCP: Letter relating to conciliation.

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EXHIBIT NO.	DATE	BATES RANGE	TITLE/DESCRIPTION	PROOF
J-78	2016-09-26	ORACLE_HQCA_0000380602	Annual Focal Program (Sales & Non-sales) and Workforce Compensation - HR Training	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-79	2016-10-06	DOL000044157 - DOL000044164	Hand Written Conciliation Meeting Notes	Oracle: Document describing OFCCP's recollection of its conciliation meeting with Oracle OFCCP: OFCCP's conciliation meeting notes of the October 6, 2016 conciliation meeting.
J-80	2016-10-06	DOL000044157 - DOL000044164	Transcription of Hand Written Conciliation Meeting Notes	Oracle: Document describing OFCCP's recollection of its conciliation meeting with Oracle OFCCP: OFCCP's conciliation meeting notes of the October 6, 2016 conciliation meeting.
J-81	2016-10-06	DOL000044165 - DOL000044168	Conciliation Meeting Notes	Oracle: Document describing OFCCP's recollection of its conciliation meeting with Oracle OFCCP: OFCCP's conciliation meeting notes of the October 6, 2016 conciliation meeting.
J-82	2016-10-28	ORACLE_HQCA_0000062719	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-83	2016-10-28	ORACLE_HQCA_0000062730	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-84	2016-10-31	Declaration of Gary Siniscalco ISO MSJ re Failure to Conciliate, Ex. Q	Re: Oracle America, Inc.; Redwood Shores, California (OFCCP No. R00192699)	Oracle: Document regarding information and documentation requested by OFCCP regarding the audit of Oracle's headquarters location. OFCCP: Oracle's letter disputes OFCCP's analyses and findings provided in the October 6, 2016, conciliation meeting and does not provide any statistical analysis to rebut OFCCP's analyses or a counter offer to OFCCP's settlement proposal.
J-85	2016-12-09	Declaration of Gary Siniscalco ISO MSJ re Failure to Conciliate, Ex. R	Re: Oracle America, Inc.; Redwood Shores, California (OFCCP No. R00192699)	Oracle: Document regarding OFCCP's referral of the audit of Oracle's headquarters location for enforcement proceedings. OFCCP: OFCCP letter to Oracle explaining that Oracle's October 31, 2016, letter failed to rebut the violations OFCCP identified in the NOV and that OFCCP was referring the case to the Solicitor's Office for enforcement.
J-86	2016-12-12	Declaration of Gary Siniscalco ISO MSJ re Failure to Conciliate, Ex. S	Re: Oracle America, Inc.; Redwood Shores, California (OFCCP No. R00192699)	Oracle: Document describing conduct following the audit of Oracle's headquarters location. OFCCP: Oracle's letter objects to the referral of OFCCP's investigation to the Solicitor's Office.
J-87	2017-01-09	Declaration of Gary Siniscalco ISO MSJ re Failure to Conciliate, Ex. T	Re: OFCCP Enforcement Referral in Compliance Evaluation at Oracle America, Inc. Redwood Shores, CA Facility	Oracle: Document describing conduct following the audit of Oracle's headquarters location. OFCCP: OFCCP's final demand letter prior to filing complaint.
J-88	2017-01-10	ORACLE_HQCA_0000053246	Hiring Manager Recruiting Process	Oracle: Document describing Oracle's compensation-related guidelines and practices OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-89	2017-01-17	Declaration of Gary Siniscalco ISO MSJ re Failure to Conciliate, Ex. U	Re: Oracle America, Inc.; Redwood Shores, California (OFCCP No. R00192699)	Oracle: Document describing conduct during the audit of Oracle's headquarters location OFCCP: Oracle's response to final demand letter.
J-90	2017-01-17	Declaration of Gary Siniscalco ISO MSJ re Failure to Conciliate, Ex. V	Re: Oracle America, Inc. Redwood Shores	Oracle: Email from I. Eliasoph to G. Siniscalco and E. Connell informing Oracle that OFCCP will be filing a complaint. OFCCP: 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.
J-91	2017-03-30	ORACLE_HQCA_0000062720	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.

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EXHIBIT NO.	DATE	BATES RANGE	TITLE/DESCRIPTION	PROOF
J-92	2017-03-30	ORACLE_HQCA_000062731	Global Approval Matrix	Oracle: Document describing Oracle's compensation workflow OFCCP: Oracle created document that identifies the approvals required for various HR transactions, e.g., assignment, hiring, pay (i.e. dollars - salary increase, bonuses, stock options or restricted stock units), etc.
J-93	2017-10-18	ORACLE_HQCA_0000381118 - ORACLE_HQCA_0000381137	HR Learning Session - US Pay Equity Laws and Salary History Bans	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle changing hiring policy regarding prior pay to include what it did previously in seeking prior pay information from applicants
J-94	2017-12-18	ORACLE_HQCA_0000364278 - ORACLE_HQCA_0000364279	Human Resources - Job Changes and Discretionary Titles	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-95	2017-12-18	ORACLE_HQCA_0000364301 - ORACLE_HQCA_0000364303	Human Resources - Total Compensation	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-96	2017-12-20	ORACLE_HQCA_0000364299 - ORACLE_HQCA_0000364300	Human Resources - - Salary Ranges	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-97	2018-01-08	ORACLE_HQCA_0000381077 - ORACLE_HQCA_0000381079	US Pay Equity FAQ for Managers and HR	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-98	2018-06-29	N/A	2018.06.29 [REDACTED] [Oracle] Pitcher ltr to [OFCCP] Bremer	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion. OFCCP: Correspondence between the parties regarding Oracle's data production.
J-99	2018-07-11	ORACLE_HQCA_0000382403 - ORACLE_HQCA_0000382404	Job Changes and Discretionary Titles	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-100	2018-09-17	ORACLE_HQCA_0000417316 - ORACLE_HQCA_0000417319	FW: Announcing Oracle's New Global Rehire Guidelines	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document that identifies the factors that should be considered in determining what job a candidate should be assigned, product and supervisor were not listed.
J-101	2018-10-28	ORACLE_HQCA_0000381138 - ORACLE_HQCA_0000381141	Ethics Point - FAQs Landing Page	Oracle: Document describing Oracle's guidelines and training regarding the employee ethics helpline OFCCP: Oracle created document that describes Oracle's helpline and the process its employees are suppose to follow when responding to complaints.
J-102	2019-05-01	N/A	Deposition of Kate Waggoner, May 1, 2019	Oracle: Deposition testimony that Dr. Saad relied upon in rendering his opinions. OFCCP: Deposition testimony commenting upon Oracle's policies, guidelines, practices, and procedures for administering compensation, hiring, promotions, transfers, mergers & acquisitions, budgets, performance, etc.
J-103	2019-07-19	N/A	Expert Report of Ali Saad, Ph.D.	Oracle: Document describing Oracle's expert's critique of OFCCP's statistical model OFCCP: Document describes Dr. Saad's analysis and basis thereof.
J-104	2019-08-16	N/A	Expert Rebuttal Report of Ali Saad, Ph.D.	Oracle: Document describing Oracle's expert's critique of OFCCP's expert's statistical model. OFCCP: Document describes Dr. Saad's analysis and basis thereof
J-105	2011-05-00	ORACLE_HQCA_0000056957	New Manager Training - Compensation Processes/Compensation Workbench	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-106	2013-05-00	ORACLE_HQCA_0000382399	Global Compensation Guidelines Training	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-107	2014-03-00	ORACLE_HQCA_0000380814 - ORACLE_HQCA_0000380934	2014 Manager Essentials Product Development	Oracle: Document describing Oracle's guidelines and training OFCCP: Oracle created document that describes Oracle's policies, practices, and procedures for working in Product Development that includes being a manager, the employee life cycle that includes recruiting, hiring, on boarding, performance, compensation, etc.
J-108	2014-06-00	ORACLE_HQCA_0000056242	Manager Training - Compensation Process for Global Corporate Bonus & Fusion Workforce Compensation	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-109	2014-06-00	ORACLE_HQCA_0000056247	Global Corporate Bonus Process and Fusion Workforce Compensation - HR Training	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation

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EXHIBIT NO.	DATE	BATES RANGE	TITLE/DESCRIPTION	PROOF
J-110	2015-00-00	ORACLE_HQCA_0000380438	Annual Focal Program (Sales & Non-sales) and Workforce Compensation - HR Training	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-111	2015-03	ORACLE_HQCA_0000056391	Q4FY15 HR Webinar	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-112	2015-09-00	ORACLE_HQCA_0000380158	Performance Appraisals FY15	Oracle: Document describing Oracle's guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering performance appraisals and the status of appraisals.
J-113	2016-04	ORACLE_HQCA_0000380437	Managing Compensation	Oracle: Document describing Oracle's compensation-related guidelines and practices OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-114	2016-07-00	ORACLE_HQCA_0000056234	Managing Compensation	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-115	2016-09-00	ORACLE_HQCA_0000380147	2016 Global Equity Guidelines	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-116	2017-04-00	ORACLE_HQCA_0000364186 - ORACLE_HQCA_0000364187	Reference Guide - Allocations and Changes	Oracle: Document describing Oracle's compensation systems OFCCP: Oracle created document is a reference guide for allocations and changes in one of the compensation programs that Oracle used during the litigation period
J-117	2017-04-00	ORACLE_HQCA_0000364188 - ORACLE_HQCA_0000364191	Reference Guide - Approvals	Oracle: Document describing Oracle's compensation systems OFCCP: Oracle created document is a reference guide for approvals in one of the compensation programs that Oracle used during the litigation period
J-118	2017-04-00	ORACLE_HQCA_0000364199 - ORACLE_HQCA_0000364201	Reference Guide - Distribute and Publish Budgets	Oracle: Document describing Oracle's compensation systems OFCCP: Oracle created document is a reference guide for budgets in one of the compensation programs that Oracle used during the litigation period
J-119	2017-04-00	ORACLE_HQCA_0000364209 - ORACLE_HQCA_0000364210	Reference Guide - Select Budget Method	Oracle: Document describing Oracle's compensation systems OFCCP: Oracle created document is a reference guide for budget selection in one of the compensation programs that Oracle used during the litigation period
J-120	2017-04-00	ORACLE_HQCA_0000364211 - ORACLE_HQCA_0000364212	Reference Guide - Setting User Access	Oracle: Document describing Oracle's compensation systems OFCCP: Oracle created document is a reference guide for deciding which subordinates will be given access to the budget worksheet in one of compensation programs that Oracle used during the litigation period
J-121	2017-04-00	ORACLE_HQCA_0000364220 - ORACLE_HQCA_0000364222	Workforce Compensation - Frequently Asked Questions	Oracle: Document describing Oracle's compensation systems OFCCP: Oracle created document is a reference guide providing answers to frequently asked questions to just one of the compensation programs that Oracle used during the litigation period to include questions relating to the pay recommendations made by managers.
J-122	2017-10-00	ORACLE_HQCA_0000381101 - ORACLE_HQCA_0000381114	Recruit & Hire Guidance - Role Checklist for a Successful Hire: New US Legislation	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document that describes how Oracle is changing hiring policy to no longer ask job applicants about their current or prior pay.
J-123		ORACLE_HQCA_0000022905	Global Job Table	Oracle: Document demonstrating Oracle's job architecture OFCCP: Oracle created document demonstrates the relationship b/w elements of Oracle's global job table and their associated job descriptions for the three job functions at issue in this litigation.
J-124			Career Level Guidelines Matrix Oracle.xls	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created document detailing attributes of the different individual contributor and management global career levels such as knowledge, skills, experience.
J-125		ORACLE_HQCA_0000022906	IC Promotion Template.pdf	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created document that 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
		ORACLE_HQCA_0000022967		

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EXHIBIT NO.	DATE	BATES RANGE	TITLE/DESCRIPTION	PROOF
J-126			MASTER US Manager Orientation 1201 (Native).PPTX	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created document regarding manager training that includes training regarding manager role, recruiting and hiring, performance management and compensation
J-127		ORACLE_HQCA_0000042091 ORACLE_HQCA_0000042098	Compensation Philosophy and Global Job Classification	Oracle: Document describing Oracle's compensation-related guidelines and practices OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-128		ORACLE_HQCA_0000062858	AAP_Location List.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created data file that it created and produced for this litigation
J-129		ORACLE_HQCA_000007022	AllEarnings2.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created data file that it created and produced for this litigation
J-130		ORACLE_HQCA_0000070730	Appraisal_Audit_All_Data (Native)	Oracle: Document describing performance review data OFCCP: Oracle created data file that it created and produced for this litigation regarding history of employee appraisals dating to 2001
J-131		ORACLE_HQCA_0000070738	Emp_Personal_Experience_Qualification_Assign_Details.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created data file that it created and produced for this litigation regarding an employee's personal experience, qualifications, assignment details, previous employment and more.
J-132		ORACLE_HQCA_0000070741	gsi_comp_history.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created data file that it created and produced for this litigation regarding Base Pay, bonus, Stock Options, Other Compensation, and Performance, indicating history of these forms of compensation and performance ratings for employees dating to 1985
J-133		ORACLE_HQCA_0000070747	HQCA_IREC_DATA.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created data file that it created and produced for this litigation
J-134		ORACLE_HQCA_0000070748	Merged Assignment History, Medicare and Sal Admin.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created data file that it created and produced for this litigation
J-135		ORACLE_HQCA_0000070750	Requisition - Description and Qualification Data.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created data file that it created and produced for this litigation
J-136		ORACLE_HQCA_0000070752	Requisition Data.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created data file that it created and produced for this litigation
J-137		ORACLE_HQCA_0000360321	HIB.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Oracle created data file that it created and produced for this litigation
J-138		ORACLE_HQCA_0000364183	Global Compensation Training	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-139		ORACLE_HQCA_0000364227 - ORACLE_HQCA_0000364271	Annual Equity Program and Workforce Compensation - Manager Training	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-140		ORACLE_HQCA_0000364272	Global Compensation Training - 2011 Salary Ranges Final.pptx	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-141		ORACLE_HQCA_0000364273	Global Compensation Training - Americas Region Module	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-142		ORACLE_HQCA_0000364274	Global Compensation Training - Compensation Processes	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-143		ORACLE_HQCA_0000364275	Global Compensation Training - Managing Compensation at Oracle - an Introduction	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation

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EXHIBIT NO.	DATE	BATES RANGE	TITLE/DESCRIPTION	PROOF
J-144		ORACLE_HQCA_0000364276	Global Compensation Training - Job Classification and Global Job Table Module	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-145		ORACLE_HQCA_0000380594 - ORACLE_HQCA_0000380598	Oracle Compensation Guidelines	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-146		ORACLE_HQCA_0000380601	Annual Equity Program and Workforce Compensation - Manager Training	Oracle: Document describing Oracle's compensation-related guidelines and practices OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-147		ORACLE_HQCA_0000380674 - ORACLE_HQCA_0000380813	2017 U.S. Employee Handbook	Oracle: Document describing Oracle's guidelines and training OFCCP: Oracle created document describing, inter alia, its affirmative action, compensation, hiring, promotion and transfer policies, practices and procedures.
J-148		ORACLE_HQCA_0000380935	Career Level Guidelines Matrix	Oracle: Document describing potential differences between career levels OFCCP: Oracle created document detailing attributes of the different individual contributor and management global career levels such as knowledge, skills, experience.
J-149		ORACLE_HQCA_0000380936	Compensation & Mapping Overview	Oracle: Document describing potential compensation considerations OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-150		ORACLE_HQCA_0000380983	Accelerated Hiring Experience Compensation Checklist and Considerations	Oracle: Document describing potential compensation considerations. OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for recruiting and hiring to include compensation.
J-151		ORACLE_HQCA_0000381010	Global Job Classification	Oracle: Document describing Oracle's job classification categories OFCCP: Oracle created document of Oracle's Global Job Classification system that does not link the Product Development and Information Technology job functions and their specialty areas to products.
J-152		ORACLE_HQCA_0000381143-ORACLE_HQCA_0000381220	Oracle Code of Ethics and Business Conduct	Oracle: Document describing Oracle's guidelines on ethics and business conduct. OFCCP: Oracle created document detailing the titles of Lawrence Ellison, Safra Catz and Mark Hurd and Oracle's code of conduct.
J-153		ORACLE_HQCA_0000381306	Annual Bonus Program and Workforce Compensation - Manager Training	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-154		ORACLE_HQCA_0000381453 - ORACLE_HQCA_0000381595	2018 Jan U.S. Employee Handbook	Oracle: Document describing Oracle's guidelines and training OFCCP: Oracle created document describing, inter alia, its affirmative action, compensation, hiring, promotion and transfer policies, practices and procedures.
J-155		ORACLE_HQCA_0000381884 - ORACLE_HQCA_0000382032	2018 Nov U.S. Employee Handbook	Oracle: Document describing Oracle's guidelines and training OFCCP: Oracle created document describing, inter alia, its affirmative action, compensation, hiring, promotion and transfer policies, practices and procedures.
J-156			AllEarnings_Updated_Population.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Document is a data file that Oracle created and produced for this litigation.
J-157		ORACLE_HQCA_0000403939 ORACLE_HQCA_0000416501	Affirmative Action Course	Oracle: Document describing affirmative action training provided to Oracle employees OFCCP: Oracle created document of affirmation action training with no date and with no affirmative action training related to compensation
J-158		ORACLE_HQCA_0000417186	Managing Within the Law: Webinar Manual	Oracle: Document describing Oracle's compensation guidelines and training OFCCP: Oracle created document describing Oracle's policies, practices, and procedures for administering compensation
J-159		ORACLE_HQCA_0000417320 - ORACLE_HQCA_0000417358	2017 Affirmative Action at Oracle	Oracle: Document describing Oracle's affirmative action guidelines and training OFCCP: Oracle created document of its affirmative action training that was first created in 2015 and only addressed representation at Oracle to include being an equal opportunity employer. It did not address compensation.
J-160			CF_81005385_478564052.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Document is a data file that Oracle created and produced for this litigation.
J-161		ORACLE_HQCA_0000423688	gsi_comp_history_Updated_Population.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Document is a data file that Oracle created and produced for this litigation.
J-162		ORACLE_HQCA_0000581268 ORACLE_HQCA_0000581395	Emp_Personal_Experience_Qualification_Assign_Details_Supplemental_Production.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Document is a data file that Oracle created and produced for this litigation.

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EXHIBIT NO.	DATE	BATES RANGE	TITLE/DESCRIPTION	PROOF
J-163		ORACLE_HQCA_0000581396	Emp_Personal_Experience_Qualification_Assign_Details_Supplemental_Updated_Population.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Document is a data file that Oracle created and produced for this litigation.
J-164		ORACLE_HQCA_0000581401	Merged_Assignment_History_Medicare_and_Sal_Admin_Supplemental_Production.xlsx	Oracle: Document relied upon by Dr. Saad in rendering his expert opinion OFCCP: Document is a data file that Oracle created and produced for this litigation.
J-165		ORACLE_HQCA_0000607319 - ORACLE_HQCA_0000607325	Shauna Holman-Harries' Notes	Oracle: Document describing Ms. Holman-Harries' recollection of Oracle's conciliation meeting with OFCCP OFCCP: Oracle's conciliation meeting notes of the October 6, 2016 conciliation meeting..