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**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.

Case No. 2017-OFC-00006

DECLARATION OF JANICE F. MADDEN

I, Janice F. Madden, state and declare as follows.

1. The Office of Federal Contract Compliance Programs, U.S. Department of Labor has retained me as an expert labor economist and statistician in OFCCP v. Oracle America, Inc. After I submitted my rebuttal expert report, I received Dr. Saad's rebuttal expert report.

OFCCP v. Oracle America, Inc., Case
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MADDEN DECLARATION

Exhibit P-4



2. I have personal knowledge of the matters set forth in this declaration, and I could and would competently testify thereto if called upon to do so.

3. In paragraph 49 of Dr. Saad's rebuttal report, he states "[c]ollege major and field of study are unquestionably omitted variables relevant to Dr. Madden's analysis, and there is no reason to simply assume that they are distributed identically across the demographic groups. There is no evidence that everything left out of Dr. Madden's model is demographically neutral and can be safely ignored."

4. In response to Dr. Saad's claim, I analyze how the addition of college major and field of study affect the race and gender differentials in compensation (that is, the coefficients on race and gender) as originally reported in Tables 1a, 1b, 2a, 2b and 3a of my July 19, 2019 report. I have prepared tables showing the results with the addition of college major and field of study, using the classification of majors designed by Dr. Saad as listed in his rebuttal report.

- a. Tables A-1 through A-5 are attached to this declaration as Exhibits A-1, A-2, A-3, A-4, and A-5.
- b. Exhibit A-1 is titled "Madden Table 1(a) _ Revised adding Saad's Coded Majors at col5."
- c. Exhibit A-2 is titled "Madden Table 1(b) _ Revised adding Saad's Coded Majors at col5."
- d. Exhibit A-3 is titled "Madden Table 2(a) _ Revised adding Saad's Coded Majors at col5."
- e. Exhibit A-4 is titled "Madden Table 2(b) _ Revised adding Saad's Coded Majors at col5."
- f. Exhibit A-5 is titled "Madden Table 3(a) _ Revised adding Saad's Coded Majors at col5."

5. Columns 5 through 8 of Tables A-1 through A-5 report the effects of adding Dr. Saad's college major variable to the original analyses reported in columns 5 through 8 of Tables 1a, 1b, 2a, 2b and 3a of my July 19, 2019 report. Comparisons of the reported coefficients and standard deviations in the two sets of tables (1a, 1b, 2a, 2b, 3a from the original report and Tables A-1 through A-5) show that adding college major has no substantial effect on the size or significance of the race and gender differences in compensation.

6. At pages 54 through 55 of his Rebuttal Report, Dr. Saad discusses the job assignments of hires who were directed to requisition notices posted by Oracle. He analyzes those requisition placements separately by Global Career Level or with no controls for the Global Career Level and then claims that Oracle assigns the hires "irrespective of race or gender" in his rebuttal report. I have analyzed his data on these requisitions to test for the overall race and gender differentials in the global career initial assignments of these requisition-based hires that he claims are gender and race neutral. I attach a summary of this analysis as Exhibit B.

- a. Exhibit B is titled "Table Differences in Global Career Level Assignments for Experienced Hires Relative to Requisition Specified Global Career Level, Controlling for Global Career Level in Requisition and Year By Gender and Race in Dr. Saad's Data, 2013-2018"
- b. The Exhibit B Table shows statistically significant, or systematic, lower Global Career Level assignments by race (for Asians) and by gender in Global Career Level jobs, after the Global Career Level of the requisition is controlled.

7. Dr. Saad reports the salary ranges in the job functions analyzed in this case. In response, I have prepared a table illustrating the gender and racial disparities within those salary ranges he identifies. Attached as Exhibit C is the chart I created to illustrate the differences in pay for Oracle women, Asian, and black employees compared to whites or male employees in

each pay category. Exhibit C is titled “The Distribution of Dr. Saad's Total Compensation in 2014 by Job Function, Gender, and Race (Higher Compensation Group Noted by Underline and Embolding.)”

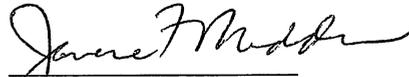
8. I re-analyze Dr. Saad’s Tables 1-5 from his July 19, 2019 report making two changes. First, I use base pay rather than total compensation and I also add an analysis that removes “organization” from his work-related variables reported in the last column of his tables. These examples are attached as Exhibits D-1 through D-5.

- a. Exhibit D-1 is titled “Redo of Saad's Table 1 Using Basepay instead of Total Compensation.”
- b. Exhibit D-2 is titled “Redo of Saad's Table 2 Using Basepay instead of Total Compensation.”
- c. Exhibit D-3 is titled “Redo of Saad's Table 3 Using Basepay instead of Total Compensation.”
- d. Exhibit D-4 is titled “Redo of Saad's Table 4 Using Basepay instead of Total Compensation.”
- e. Exhibit D-5, titled “Redo of Saad's Table 5 Using Basepay instead of Total Compensation.”

9. These tables show statistically significant base pay differences by race and gender using his model (but for base pay rather than total compensation) and also show that when organization name is removed from his model most of the disparities increase and show a greater level of statistical significance.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on October 11, 2019 in Philadelphia, Pennsylvania.



JANICE F. MADDEN

Madden Table 1(a) _ Revised adding Saad's Coded Majors at col5																		
2013 through 2018 Gender Differences in Medicare Earnings at Oracle Headquarters by Year, with Various Characteristics Controlled																		
Controls for ...																		
			Gender Only (1)		Adds Race/Ethnicity (2)		Adds Age (3)		Adds Education (4)		Adds Time at Oracle and Coded Majors (5)		Adds Exempt/Non Exempt and Job Descriptor (6)		Adds Management Control (7)		Adds Global Career Level (8)	
Year	Number of Workers	% Women	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score
2013	4327	26.3%	-0.213	-11.96	-0.199	-11.33	-0.200	-12.07	-0.198	-11.97	-0.197	-12.21	-0.157	-10.46	-0.128	-9.14	-0.056	-5.00
2014	4279	26.4%	-0.232	-11.69	-0.217	-11.09	-0.221	-11.85	-0.221	-11.91	-0.219	-12.16	-0.167	-10.07	-0.134	-8.68	-0.063	-5.23
2015	4225	26.1%	-0.188	-10.60	-0.173	-9.94	-0.174	-10.61	-0.174	-10.62	-0.174	-10.90	-0.132	-8.92	-0.104	-7.53	-0.046	-4.25
2016	4273	25.5%	-0.199	-10.63	-0.189	-10.23	-0.198	-11.35	-0.200	-11.53	-0.197	-11.58	-0.149	-9.66	-0.118	-8.21	-0.052	-4.74
2017	4241	25.8%	-0.237	-11.05	-0.228	-10.72	-0.231	-11.46	-0.234	-11.72	-0.236	-11.97	-0.177	-9.88	-0.145	-8.75	-0.058	-4.71
2018	4019	26.2%	-0.242	-11.23	-0.235	-11.02	-0.231	-11.38	-0.234	-11.53	-0.235	-11.80	-0.185	-10.10	-0.150	-8.83	-0.058	-4.69

Ex. A-1

Madden Table 1(b) _ Revised adding Saad's Coded Majors at col5																			
2013 through 2018 Gender Differences in Medicare Earnings at Oracle Headquarters by Year, Employees with Recorded Education Characteristics, with Various Characteristics Controlled																			
Controls for ...																			
			Gender Only (1)		Adds Race/Ethnicity (2)		Adds Age (3)		Adds Education (4)		Adds Time at Oracle and Coded Majors (5)		Adds Exempt/Non Exempt and Job Descriptor (6)		Adds Management Control (7)		Adds Global Career Level (8)		
Year	Number of Workers	% Women	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	Gender Coefficient	t score	
2013	1448	25.8%	-0.146	-5.93	-0.138	-5.73	-0.143	-6.38	-0.134	-5.99	-0.138	-6.23	-0.127	-5.73	-0.102	-4.97	-0.040	-2.30	
2014	1530	24.8%	-0.166	-6.77	-0.163	-6.82	-0.167	-7.41	-0.161	-7.17	-0.166	-7.41	-0.145	-6.59	-0.113	-5.61	-0.052	-3.20	
2015	1625	24.2%	-0.141	-6.50	-0.137	-6.46	-0.145	-7.23	-0.139	-6.99	-0.139	-7.03	-0.114	-5.86	-0.084	-4.70	-0.036	-2.56	
2016	1814	22.9%	-0.159	-7.11	-0.161	-7.31	-0.180	-8.85	-0.177	-8.75	-0.177	-8.75	-0.151	-7.64	-0.116	-6.31	-0.051	-3.69	
2017	1974	23.8%	-0.194	-7.56	-0.195	-7.73	-0.200	-8.72	-0.192	-8.44	-0.198	-8.67	-0.169	-7.50	-0.132	-6.34	-0.050	-2.99	
2018	1737	24.5%	-0.207	-7.89	-0.211	-8.14	-0.215	-8.80	-0.210	-8.62	-0.216	-8.90	-0.190	-7.93	-0.160	-7.19	-0.063	-3.72	

Ex. A-2

Madden Table 2(a) _ Revised adding Saad's Coded Majors at col5																		
2013 through 2018 Asian Differences in Medicare Earnings at Oracle Headquarters by Year,																		
with Various Characteristics Controlled																		
Controls for ...																		
			Asian Only (1)		Adds Gender (2)		Adds Age (3)		Adds Education (4)		Adds Time at Oracle and Coded Majors (5)		Adds Exempt/Non Exempt and Job Descriptor (6)		Adds Management Control (7)		Adds Global Career Level (8)	
Year	Number of Workers	% Asian	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score
2013	3584	72.5%	-0.237	-12.14	-0.220	-11.40	-0.125	-6.39	-0.128	-6.50	-0.121	-6.27	-0.111	-6.07	-0.122	-7.21	-0.040	-2.94
2014	3534	73.7%	-0.295	-13.38	-0.278	-12.76	-0.184	-8.27	-0.191	-8.49	-0.180	-8.26	-0.175	-8.54	-0.176	-9.23	-0.078	-5.19
2015	3470	74.4%	-0.269	-13.55	-0.255	-12.98	-0.158	-8.00	-0.167	-8.41	-0.161	-8.26	-0.154	-8.34	-0.157	-9.11	-0.072	-5.33
2016	3470	75.9%	-0.230	-10.76	-0.216	-10.23	-0.123	-5.80	-0.129	-6.03	-0.119	-5.67	-0.113	-5.76	-0.125	-6.88	-0.037	-2.67
2017	3494	76.5%	-0.235	-9.51	-0.220	-9.02	-0.126	-5.14	-0.132	-5.33	-0.121	-4.98	-0.104	-4.62	-0.133	-6.39	-0.046	-2.94
2018	3300	77.4%	-0.223	-8.74	-0.208	-8.28	-0.121	-4.74	-0.130	-5.04	-0.127	-5.02	-0.105	-4.45	-0.141	-6.50	-0.042	-2.65

Ex. A-3

Madden Table 2(b) _ Revised adding Saad's Coded Majors at col5																		
2013 through 2018 Asian Differences in Medicare Earnings at Oracle Headquarters by Year, Employees with Recorded Educational Characteristics, with Various Characteristics Controlled																		
Controls for ...																		
			Asian Only (1)		Adds Gender (2)		Adds Age (3)		Adds Education (4)		Adds Time at Oracle and Coded Majors (5)		Adds Exempt/Non Exempt and Job Descriptor (6)		Adds Management Control (7)		Adds Global Career Level (8)	
Year	Number of Workers	% Asian	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score
2013	1173	76.1%	-0.220	-7.72	-0.209	-7.40	-0.123	-4.41	-0.128	-4.40	-0.125	-4.36	-0.118	-4.16	-0.124	-4.78	-0.034	-1.55
2014	1222	77.2%	-0.253	-8.84	-0.247	-8.75	-0.168	-5.96	-0.184	-6.27	-0.181	-6.22	-0.175	-6.12	-0.166	-6.36	-0.061	-2.90
2015	1299	77.0%	-0.219	-8.89	-0.214	-8.78	-0.149	-6.11	-0.166	-6.54	-0.161	-6.39	-0.161	-6.55	-0.154	-6.83	-0.064	-3.62
2016	1417	80.2%	-0.208	-7.70	-0.205	-7.71	-0.133	-5.12	-0.150	-5.57	-0.146	-5.46	-0.133	-5.09	-0.137	-5.68	-0.054	-3.00
2017	1587	81.0%	-0.229	-7.17	-0.228	-7.27	-0.129	-4.34	-0.148	-4.79	-0.147	-4.76	-0.131	-4.27	-0.165	-5.83	-0.080	-3.53
2018	1396	82.3%	-0.175	-5.17	-0.178	-5.35	-0.100	-3.04	-0.134	-3.89	-0.137	-3.99	-0.109	-3.22	-0.148	-4.73	-0.069	-2.92

Ex. A-4

Madden Table 3(a) _ Revised adding Saad's Coded Majors at col5																		
2013 through 2018 African American Differences in Medicare Earnings at Oracle Headquarters by Year, with Various Characteristics Considered																		
Controls for ...																		
			African American Only (1)		Adds Gender (2)		Adds Age (3)		Adds Education (4)		Adds Time at Oracle and Coded Majors (5)		Adds Exempt/Non Exempt and Job Descriptor (6)		Adds Management Control (7)		Adds Global Career Level (8)	
Year	Number of Workers	% African American	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score	Race Coefficient	t score
2013	1008	2.3%	-0.229	-1.84	-0.219	-1.78	-0.148	-1.25	-0.152	-1.28	-0.133	-1.16	-0.090	-0.90	-0.002	-0.03	0.028	0.38
2014	954	2.4%	-0.490	-3.43	-0.459	-3.24	-0.391	-2.83	-0.406	-2.94	-0.372	-2.83	-0.307	-2.70	-0.193	-1.84	-0.089	-1.13
2015	916	2.8%	-0.431	-3.73	-0.412	-3.58	-0.335	-2.99	-0.356	-3.18	-0.330	-3.03	-0.295	-3.05	-0.221	-2.48	-0.082	-1.19
2016	867	3.5%	-0.501	-4.46	-0.479	-4.27	-0.343	-3.15	-0.345	-3.17	-0.329	-3.09	-0.267	-2.93	-0.199	-2.37	-0.072	-1.15
2017	848	3.3%	-0.538	-4.19	-0.508	-3.97	-0.446	-3.53	-0.426	-3.38	-0.397	-3.23	-0.311	-2.88	-0.250	-2.52	-0.121	-1.71
2018	772	3.5%	-0.514	-3.88	-0.495	-3.75	-0.410	-3.15	-0.384	-2.98	-0.355	-2.83	-0.217	-1.98	-0.199	-1.98	-0.072	-1.04

Ex. A-5

Table Differences in Global Career Level Assignments for Experienced Hires Relative to Requisition Specified Global Career Level Controlling for Global Career Level in Requisition and Year By Gender and Race in Dr. Saad's Data, 2013-2018				
	Global Career Level Assignment Differences			
	Lower	Probability Difference Is Due to Chance	Higher	Probability Difference Is Due to Chance
Women relative to men	0	na	-12.2	0.042
Asian relative to white hires	17.4	0.003	-5.7	0.316

Ex. B

The Distribution of Dr. Saad's Total Compensation in 2014 by Job Function, Gender, and Race (Higher Compensation Group Noted by Underline and Embolding)							
Job Function/Gender/Race	N	Mean	Minimum	10th Percentile	50th Percentile	90th Percentile	Maximum
PRODEV							
Men	2742	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
Women	1089	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
Women's Compensation as % of Men's to Men		69.5%	69.8%	88.5%	80.4%	64.6%	19.6%
Whites	968	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
Asians	2747	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
Asian Employee Compensation as % of White Employee Compensation		74.6%	102.8%	97.1%	81.8%	67.0%	71.0%
African Americans	26	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
African American Employee Compensation as % of White Employee Compensation		53.2%	181.8%	90.3%	70.5%	50.2%	3.0%
SUPP							
Men	177	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
Women	42	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
Women's Compensation as % of Men's to Men		71.6%	71.6%	87.5%	87.1%	73.9%	21.5%
INFTECH							
Men	323	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
Women	122	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
Women's Compensation as % of Men's to Men		86.1%	112.3%	109.2%	93.7%	79.3%	29.4%

Ex. C

Redo of Saad's Table 1 Using Basepay instead of Total Compensation																	
2013 through 2018 Gender Differences in <u>Base Pay</u> at Oracle Headquarters by Year, with Various Characteristics Controlled																	
- Full-Year Incumbents in the INFTECH Job Function -																	
Controls for ...																	
			Gender Only (1)		Adds Race/Ethnicity (2)		Adds Refined Age Variable (3)		Adds Education (4)		Adds Refined Tenure Variables (5)		Adds Work-Related Variables (6)		Removes Organization Name (7)		
Year	Number of Workers	% Women	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	
2013	440	28.2%	-0.037	-1.18	-0.045	-1.45	-0.046	-1.47	-0.047	-1.48	-0.016	-0.49	-0.026	-1.79	-0.028	-1.93	
2014	447	27.7%	-0.051	-1.50	-0.056	-1.68	-0.056	-1.69	-0.050	-1.49	-0.009	-0.25	-0.037	-2.40	-0.038	-2.55	
2015	556	24.5%	-0.077	-2.50	-0.077	-2.56	-0.078	-2.59	-0.076	-2.53	-0.028	-0.85	-0.026	-1.88	-0.037	-2.59	
2016	604	23.7%	-0.097	-3.23	-0.097	-3.31	-0.098	-3.35	-0.098	-3.37	-0.056	-1.79	-0.024	-1.71	-0.034	-2.37	
2017	544	24.3%	-0.093	-2.94	-0.095	-3.04	-0.095	-3.06	-0.096	-3.08	-0.045	-1.38	-0.036	-2.37	-0.040	-2.69	
2018	521	24.4%	-0.085	-2.68	-0.087	-2.79	-0.087	-2.81	-0.087	-2.81	-0.038	-1.15	-0.043	-2.66	-0.037	-2.36	

Ex. D-1

Redo of Saad's Table 2 Using Basepay instead of Total Compensation																
2013 through 2018 Gender Differences in <u>Base Pay</u> at Oracle Headquarters by Year, with Various Characteristics Controlled																
- Full-Year Incumbents in the PRODEV Job Function -																
Controls for ...																
			Gender Only (1)		Adds Race/Ethnicity (2)		Adds Refined Age Variable (3)		Adds Education (4)		Adds Refined Tenure Variables (5)		Adds Work-Related Variables (6)		Removes Organization Name (7)	
Year	Number of Workers	% Women	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV
2013	3901	28.8%	-0.171	-17.45	-0.160	-16.65	-0.159	-16.60	-0.159	-16.69	-0.130	-14.07	-0.010	-2.10	-0.022	-4.21
2014	3872	28.7%	-0.165	-16.39	-0.155	-15.65	-0.154	-15.54	-0.155	-15.63	-0.130	-13.91	-0.010	-1.89	-0.022	-4.04
2015	3814	28.3%	-0.163	-16.21	-0.152	-15.42	-0.157	-15.26	-0.152	-15.44	-0.126	-13.22	-0.013	-2.64	-0.024	-4.53
2016	3809	27.7%	-0.157	-15.26	-0.148	-14.62	-0.147	-14.50	-0.149	-14.73	-0.129	-13.30	-0.012	-2.38	-0.022	-4.12
2017	3816	27.6%	-0.155	-15.58	-0.149	-15.08	-0.146	-14.89	-0.149	-15.24	-0.130	-13.83	-0.013	-2.54	-0.023	-4.42
2018	3585	27.9%	-0.160	-14.86	-0.155	-14.59	-0.153	-14.46	-0.155	-14.72	-0.135	-13.32	-0.015	-2.73	-0.023	-4.14

Ex. D-2

Redo of Saad's Table 3 Using Basepay instead of Total Compensation																
2013 through 2018 Gender Differences in <u>Base Pay</u> at Oracle Headquarters by Year, with Various Characteristics Controlled																
- Full-Year Incumbents in the SUPP Job Function -																
Controls for ...																
			Gender Only (1)		Adds Race/Ethnicity (2)		Adds Refined Age Variable (3)		Adds Education (4)		Adds Refined Tenure Variables (5)		Adds Work-Related Variables (6)		Removes Organization Name (7)	
Year	Number of Workers	% Women	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV	Gender Coefficient	ST DEV
2013	233	18.0%	-0.179	-3.85	-0.185	-3.98	-0.191	-4.05	-0.198	-4.22	-0.169	-3.51	-0.050	-2.06	-0.061	-2.69
2014	220	19.1%	-0.152	-3.24	-0.159	-3.34	-0.169	-3.54	-0.172	-3.62	-0.122	-2.52	-0.044	-2.16	-0.052	-2.47
2015	103	30.1%	-0.136	-1.84	-0.126	-1.65	-0.144	-1.88	-0.146	-1.84	-0.084	-0.96	0.016	0.32	-0.029	-0.76
2016	95	24.2%	-0.123	-1.43	-0.127	-1.45	-0.150	-1.65	-0.144	-1.57	-0.110	-0.97	0.011	0.14	-0.065	-1.51
2017	85	23.5%	-0.090	-0.09	-0.091	-0.91	-0.110	-1.04	-0.097	-0.90	-0.049	-0.41	-0.161	-3.19	-0.073	-1.70
2018	83	25.3%	-0.103	-1.07	-0.106	-1.07	-0.146	-1.41	-0.133	-1.26	-0.032	-0.27	0.018	0.24	-0.044	-0.89

Ex. D-3

Redo of Saad's Table 4 Using Basepay instead of Total Compensation																
2013 through 2018 Asian Differences in <u>Base Pay</u> at Oracle Headquarters by Year, with Various Characteristics Controlled																
- Full-Year Incumbents in the PRODEV Job Function -																
Controls for ...																
			Asian Only (1)		Adds Gender (2)		Adds Refined Age Variable (3)		Adds Education (4)		Adds Refined Tenure Variables (5)		Adds Work-Related Variables (6)		Removes Organization Name (7)	
Year	Number of Workers	% Women	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV	Asian Coefficient	ST DEV
2013	3783	72.6%	-0.138	-13.54	-0.123	-12.51	-0.107	-10.46	-0.103	-10.03	-0.068	-7.10	-0.014	-2.73	-0.027	-5.00
2014	3756	73.6%	-0.134	-12.67	-0.121	-11.76	-0.107	-10.00	-0.105	-9.70	-0.073	-7.35	-0.009	-1.62	-0.027	-4.77
2015	3687	74.6%	-0.135	-12.71	-0.122	-11.76	-0.111	-10.27	-0.109	-10.07	-0.076	-7.52	-0.010	-1.83	-0.028	-4.93
2016	3659	75.9%	-0.121	-10.88	-0.109	-10.07	-0.098	-8.79	-0.096	-8.46	-0.062	-5.95	-0.012	-2.14	-0.025	-4.27
2017	3669	76.9%	-0.113	-10.38	-0.102	-9.66	-0.085	-7.86	-0.078	-7.11	-0.049	-4.78	-0.014	-2.56	-0.023	-4.18
2018	3435	77.5%	-0.110	-9.20	-0.100	-8.58	-0.085	-7.06	-0.078	-6.10	-0.052	-4.55	-0.010	-1.62	-0.024	-3.89

Ex. D-4

Redo of Saad's Table 5 Using Basepay Instead of Total Compensation																
2013 through 2018 African-American Differences in <u>Base Pay</u> at Oracle Headquarters by Year, with Various Characteristics Controlled																
- Full-Year Incumbents in the PRODEV Job Function -																
Controls for ...																
			African-American Only (1)		Adds Gender (2)		Adds Refined Age Variable (3)		Adds Education (4)		Adds Refined Tenure Variables (5)		Adds Work-Related Variables (6)		Removes Organization Name (7)	
Year	Number of Workers	% Women	Black Coefficient	ST DEV	Black Coefficient	ST DEV	Black Coefficient	ST DEV	Black Coefficient	ST DEV	Black Coefficient	ST DEV	Black Coefficient	ST DEV	Black Coefficient	ST DEV
2013	1062	2.4%	-0.189	-2.87	-0.180	-2.80	-0.181	-2.81	-0.187	-2.91	-0.158	-2.72	0.011	0.35	-0.035	-1.16
2014	1018	2.6%	-0.238	-3.56	-0.227	-3.45	-0.230	-3.48	-0.242	-3.66	-0.211	-3.59	0.008	0.24	-0.041	-1.32
2015	962	2.6%	-0.266	-4.07	-0.253	-3.93	-0.258	-4.00	-0.272	-4.22	-0.239	-4.07	-0.005	-0.15	-0.067	-2.12
2016	910	3.2%	-0.292	-4.76	-0.277	-4.57	-0.281	-4.63	-0.284	-4.69	-0.219	-3.91	-0.026	-0.81	-0.073	-2.46
2017	876	3.1%	-0.310	-5.00	-0.291	-4.77	-0.292	-4.78	-0.289	-4.71	-0.238	-4.23	-0.059	-1.81	-0.099	-3.33
2018	800	3.4%	-0.324	-4.94	-0.311	-4.81	-0.312	-4.82	-0.307	-4.75	-0.262	-4.36	-0.090	-2.68	-0.104	-3.18

Ex. D-5