

**OFCCP V. ORACLE AMERICA, INC.  
OALJ CASE NO. 2017-OFC-00006  
OFCCP No. R00192699**

**DEPOSITION ERRATA SHEET FOR THE DEPOSITION OF  
KATE WAGGONER, TESTIFYING ON BEHALF OF ORACLE AMERICA, INC.  
TAKEN ON May 1, 2019**

<b>PAGE(S): LINE(S)</b>	<b>CURRENT TEXT</b>	<b>CORRECTED TEXT</b>	<b>REASON FOR CHANGE</b>
10:13	A. Her name is Chris Edwards.	A. Her name is Kris Edwards.	Correction for accuracy.
10:22	A. His name is Phil Genish.	A. His name is Phil Jenish.	Correction for accuracy.
10:24-25	A. VP work force intelligence and compensation.	A. VP, Compensation & Workforce Intelligence	Correction for accuracy.
11:1	Q. And does Chris Edwards also report to Phil?	Q. And does Kris Edwards also report to Phil?	Correction for accuracy.
13:5-8	A. I was part of the J.D. Edwards acquisition by PeopleSoft, which was then acquired by Oracle in 2005.	A. JD Edwards employment started in 2001, acquired by PeopleSoft in 2003, and acquired by Oracle in 2005.	Correction for accuracy.
23:9-10	Q. So to take an example and say prior development, a job family might be software developer?	Q. So to take an example and say product development, a job family might be software developer?	Transcription error.
29:12	A. Sue Charl was her name.	A. Sue Charley was her name.	Correction for accuracy.
73:1-3	A. The global table includes the general and bag job codes, system job codes and job titles that exist at our company. . .	A. The global table includes the general and vague job codes, system job codes and job titles that exist at our company. . .	Transcription error.
85:13-15	A. . . . But then we have vocation and product skills and experience and knowledge and everything that they bring to the table.	A. . . . But then we have location and product skills and experience and knowledge and everything that they bring to the table.	Transcription error.

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87:24 - 88:1	A. That is something that can vary from – from country to country, from level to level generally, and this is all kind of compensation theoretical.	A. That is something that can vary from – from country to country, from level to level generally, and this is all kind of compensation theory.	Transcription error.
91:4-10	Product, if I'm thinking like software developers, the product that they are developing, if it's a really old legacy product or a cutting edge new [REDACTED], and there's not a lot of talent out there that know how to do this, they would command a higher position in the range versus somebody who's working on [REDACTED] that's existed forever.	Product, if I'm thinking like software developers, the product that they are developing, if it's a really old legacy product or a cutting edge new product, and there's not a lot of talent out there that know how to do this, they would command a higher position in the range versus somebody who's working on [REDACTED] that's existed forever.	Correction for accuracy.
91:11-15	There are more in the market who could do something like that than there are who could do AI, for example, so an AI developer could command a higher position and be commissioned higher in the range than, say, the [REDACTED].	There are more in the market who could do something like that than there are who could do AI, for example, so an AI developer could command a higher position and be positioned higher in the range than, say, the [REDACTED].	Transcription error.
111:15-18	A. It is a manager system for our new system, which is work force compensation. And it gives screenshots and tells managers how to navigate that in that new system.	A. It is a manager training for our new system, which is Workforce Compensation. And it gives screenshots and tells managers how to navigate that in that new system.	Correction for accuracy.

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121:10-11	A. . . . I believe one specifically mentioned newer to the job. Does it bring everything to the table, probably Q 1, star performers, star everything, probably Q 3 or Q 4.	A. . . . I believe one specifically mentioned newer to the job. Does he or she bring everything to the table, probably Q 1, star performers, star everything, probably Q 3 or Q 4.	Correction for accuracy.

I believe that the transcription of my May 1, 2019 deposition is correct, subject to the changes listed in this errata sheet.

Date: 5 June 2019

  
Kate Waggoner