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**From:** Chad Zeller  
**To:** [REDACTED]  
**Sent:** 5/10/2016 11:44:30 AM  
**Subject:** RE: confirm equal pay?

Hi [REDACTED]

I've grabbed some time on your calendar for us to discuss tomorrow – please feel free to propose an alternate time if there's another window that is more convenient for you.

Thanks,

Chad

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**ORACLE**

Chad Zeller | HR Business Partner  
Phone: +1 [REDACTED] | Mobile: +1 [REDACTED]  
Oracle Human Resources  
[REDACTED] | [REDACTED]



Oracle is committed to developing practices and products that help protect the environment

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**From:** [REDACTED]  
**Sent:** Friday, May 06, 2016 6:57 PM  
**To:** CHAD.ZELLER  
**Subject:** confirm equal pay?

Hi Chad,

Can you confirm to me that I am being paid equally for my work as per the Equal Pay Act and Title VII of the Civil Rights Act etc.?

To me, it seems like I am on the very low side of what a VP salary range should be, but I have many years of experience and a top performing support team.

Thanks,

[REDACTED]

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**ORACLE**

[REDACTED] VP  
[REDACTED]



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**Exhibit P-111**

**EXHIBIT** 98  
Deponent Baxter  
Date 7-3-19  
Gina Carbone, CSR