

From: Chad Zeller
To: [REDACTED]
Sent: 9/1/2017 10:23:01 PM
Subject: RE: working with the Indian guys

Thanks for flagging this for me, [REDACTED].

I'd like to grab some time with you next week to discuss further. Feel free to propose an alternate time if another window is more convenient for you.

Enjoy the long weekend –

Chad

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ORACLE

Chad Zeller | HR Business Partner

Phone: +1 [REDACTED] | Mobile: +1 [REDACTED]

Oracle Human Resources
[REDACTED]



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From: [REDACTED]
Sent: Friday, September 01, 2017 4:00 PM
To: Chad Zeller; [REDACTED]
Subject: Fwd: working with the Indian guys

Hi Chad,

I have sent a note to ask [REDACTED] directly about whether I should expect to know about whatever he is doing with [REDACTED] and whether he would like [REDACTED] to represent and prepare his own work going forward at [REDACTED]'s team meetings.

Part of my concern comes from comments like the ones I mention below and other comments [REDACTED] has made recently about local Indian men on my team. In talking about various ways [REDACTED] may arrange his team under him, I was mentioning that we have a senior person [REDACTED] on our team, and [REDACTED] asked me what office he was in and where he sat and that he said he thought he had already went and met all the Indian men on his team. In his first weeks he directly said he would get his work done through his network of Indian guys, and he also said that is how Thomas Kurian does it. He says Thomas just goes through Aria until he finds an Indian guy and then calls him directly. I have been trying to overlook these comments and did not want to mention them if they did not really seem to reflect how he runs his team and were not really a pattern, but now I wonder how or whether those comments really do reflect an attitude that is impacting me directly. Please let me know your thoughts. I feel stuck in a no-win situation.

Thanks,
[REDACTED]

Exhibit P-112



----- Forwarded Message -----

Subject:working with the Indian guys

Date:Thu, 31 Mar 2016 12:24:17 -0700

From: [REDACTED] <[REDACTED]@oracle.com>

Organization:Oracle Corporation

To: [REDACTED]@oracle.com

In the first week with [REDACTED], I had a meeting with him about Corente support, and he mentioned in his new job he would reach out to all the Indian guys and talk to them to get things moving as though that was his network. I was shocked that he describing a race and maybe sex based network of Indian guys. In the last week he has actually managed to get [REDACTED] and [REDACTED] and [REDACTED] to be much more responsive to him though [REDACTED] and [REDACTED] did not respond to many of my questions.