

# ORACLE

PERSONAL AND CONFIDENTIAL

## MEMORANDUM

**Date:** 11/9/2017  
**To:** [REDACTED]  
**From:** Mark Lane  
Senior Employee Practices Consultant  
**Subject:** Investigation Results

This letter is written confirmation of the results of the investigation conducted by Human Resources on your behalf. On September 7, 2017 you contacted Human Resources to report concerns with your manager. Specifically, the concerns you reported included concerns that your manager is biased towards Indian employees and made inappropriate comments about women. You also informed me that you were upset that your manager was mentoring one of your employees and that this employee may have given preferential treatment to Indian candidates. As a result of the concerns you reported, we conducted an investigation.

This investigation included interviews with you on September 20, 2017 and interviews with management and other employees, as well as a review of various records, emails and files.

The results of this investigation revealed no evidence that your manager has a bias toward Indian employees or that he made inappropriate comments about women. Additionally, we found no reason to believe that your manager's mentoring of one of the employees on your team was inappropriate. We also have no evidence being given by this employee to Indian candidates.

You have already indicated that you have provided all the information and documentation relevant to this investigation. If in the future you obtain any additional documentation or information that you believe might impact the decision made in this investigation, please let me know.

Let me remind you that the contents of this investigation are confidential, and will be disclosed only to those individuals who have a legitimate business need to know. Also, as noted in Oracle's Employee Handbook and Code of Conduct, there will be no reprisal or retaliation for a good faith reporting of concerns.

Thank you for informing us of your concerns. Should you have any questions regarding the investigation or any matters in the future, please do not hesitate to contact me at 208-338-8068.

**Exhibit P-113**

