

From: [REDACTED] <[REDACTED]@oracle.com>
Subject: hoping I will quit
Date: October 25, 2018 at 7:51:39 PM EDT
To: Chad Zeller <chad.zeller@oracle.com>, [REDACTED] <[REDACTED]@oracle.com>

Hi Chad,

[REDACTED]'s email to me and another article I was reading about gaslighting made me realize that some comments and behavior from [REDACTED] in the past were essentially his saying that if it were him and he weren't getting along with his boss he would leave or quit, implying or begging the question why I didn't. He would sometimes say he would hope that if I had an issue I would raise it (and as you know I have raised issues around: his treatment of me which seems different based primarily on my being female and perhaps also because I am not Christian or Indian, comments about other women, comments about his getting his work done through the Indian men on the team etc.), and then he would say something to the effect that he wouldn't work for someone he didn't like or trust.

I am looking for a professional environment where I can contribute. I would like to engage with team members focused on helping this company succeed. I have been energized recently by working to try and help with reviews of cloud operational issues for [REDACTED]. In the past in April when I went to discuss concerns about my work with [REDACTED] he was very supportive and immediately understood my concerns even though previously when I had raised the concerns to [REDACTED], [REDACTED] had often acted as if I were not understandable or he would belittle me or aggressively interrupt me and not let me complete my explanations in his meetings. I began to wonder whether it was me or him who was not making sense. I believe now he was gaslighting me in the sense that he was trying to make me feel like it was me who was confused and couldn't speak clearly about my concerns. Not until I went to [REDACTED] and had a very brief meeting and found that [REDACTED] very quickly and clearly understood and agreed with what I was saying was I sure that it was not me. Also, after that meeting with [REDACTED] and conversations with you, I would say there has been an improvement in the way [REDACTED] usually talks to me. After my brief meeting with [REDACTED] in April, there were two follow up meetings. In one meeting, [REDACTED] asked [REDACTED] to provide better support readiness information to my team. [REDACTED] has largely failed to do that, and I told [REDACTED] after several months that I was going to leave the issues documented, but stop chasing him. I believe [REDACTED] probably still has a grudge, and he and [REDACTED] have both previously treated me poorly in meetings as I have also already mentioned to you in the past. Their behavior seems sexist to me. In the other meeting [REDACTED] arranged in April, we negotiated with [REDACTED]'s team some changes in how cloud support for our [REDACTED] areas would be handled for [REDACTED]. This has led to some good improvements. However, I am now concerned about how [REDACTED] included me in an operational review meeting with [REDACTED] last Thursday at the very last moment while walking down the hall to the meeting. I actually happened to be in [REDACTED]'s office at the time when [REDACTED] found me and told me to attend. I would always prefer to know ahead of time when I am going to be asked to present to [REDACTED] so I can be best prepared and not look bad or unprepared,

Exhibit P-114



and of course I would have wanted to be included in the invitation to the meeting in order to know exactly when/where it was happening. Prior to last Thursday's meeting with [REDACTED] told me I would not need to present and that he was going to have [REDACTED] do it since the review was of her team's statistics. He also had said he was going to contact [REDACTED] about it. By not including me in the meeting invitation and allowing me to be as best prepared mentally as I could be, but then putting me on the spot at the last moment, it seemed he was preventing me from doing my best work and potentially setting me up for a fall in front of [REDACTED]. I do not want to be discredited in front of [REDACTED] based on lack of being included in invitations to key meetings, especially after having gone to [REDACTED] before about [REDACTED] issues and making improvements based on his responses in support of my concerns. I am concerned this could be retaliation and an attempt to discredit me in front of [REDACTED] after I went above [REDACTED]'s head to discuss my concerns in April. After the meeting, when I asked [REDACTED] about not being included in the meeting invitation and expressed my surprise at being asked to present at the last moment, he said it was an omission. He claimed [REDACTED] controlled the meeting invitation, but [REDACTED] is the one as far as I can tell who is reporting to [REDACTED] and coordinating the efforts for the meetings. At the least, [REDACTED] should have told the person who did make the invitation to include me or tell me himself the details ahead of time.

I copied you on emails today which outline instances where I have not been included in invitations to key meetings or their outcomes in a timely way. This impedes my ability to do my job well. [REDACTED]'s email to me also illustrates the dynamic I face at work where even when I do not complain to or seek anything from the woman who was coordinating but not responsible for the seating, she notices that the seating appears wrong, feels very uncomfortable about it and then repeatedly tries to get me to move and take someone else's reserved spot. I should not have to be in that position. I will say that it is the first time I can recall in the last 12 years of having attended a [REDACTED] meeting where I was not given a seat at the table. Again, I feel it is a case of potential discrimination and retaliation. [REDACTED] has already given her long description of the justification for the seating. Whether the business justification is valid or not, I will only say that our customers also noticed where and how I was present as two commented to me about it that day. [REDACTED] had expected me to be a presenter, and [REDACTED], Sr. Director at [REDACTED] said when she entered the room that she was concerned at first that there were no other women until she saw me and [REDACTED]. [REDACTED] is responsible for the overall running of his department and how he and his team plan events and treat me. It is likely [REDACTED] had a big say in how the meeting was arranged as well.

If [REDACTED] makes similar comments to me again about how he would just leave his job/boss if he weren't getting along, I will certainly send you an email since it sounds like he is expressing his hopes that I will quit based on not being happy with how he is treating me. I am sharing this with you now that I have realized it.

I would like to point out also if I haven't previously that stress and anxiety from these conflicts at work and especially with [REDACTED] has caused me chest pain at times. I have

been going to a cardiac clinic at [REDACTED] to help address it.

[REDACTED]