

From: Michelle Nofer
To: [REDACTED]
Sent: 12/13/2018 4:43:37 PM
Subject: Confidential Confirmation

Hello [REDACTED],

To ensure we have a mutual understanding, I want to confirm the conversation we had on Monday, December 10, 2018 to follow up on your concerns that were brought to my attention regarding your manager's manager in November. During that call, you clarified again that you did not have any new or ongoing concerns since your HRBP's involvement after the initial investigation into this individual. You advised me that your manager's manager was treating you respectfully, and that you have been more actively involved in meetings at the Executive level, which you viewed as a positive development. You indicated that you had noticed his increased sensitivity since the conclusion of Oracle's initial investigation.

In conclusion, you asked if you could withdraw your complaint as you believe the HRBP's actions corrected your concerns regarding your manager's manager. Given that you have no new or ongoing concern since that time, we agreed that you would reach out to me immediately should anything arise in the future, and that I will check in with you in mid-March if I don't hear from you before then just to be sure that the work environment remains professional and respectful.

Thank you for raising your concerns. I also want to remind you that Oracle prohibits retaliation for raising concerns in good faith. If you believe, at any time, that you have been subjected to retaliatory actions, please contact me or your HRBP immediately.

Regards,
Michelle

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Michelle Nofer | Senior Employment Practices Consultant
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Oracle Human Resources
[REDACTED]



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

Exhibit P-115

EXHIBIT 102
Deponent Baxter
Date 7-3-19
Gina Carbone, CSR

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