

**From:** Anna Woods <anna.osullivan@oracle.com>  
**To:** [REDACTED] <[REDACTED]@oracle.com>  
**CC:** WOODS <anna.osullivan@oracle.com>  
**Sent:** 6/8/2018 12:31:57 PM  
**Subject:** Your Salary Questions Email / Investigation

[REDACTED]

I wanted to follow up you regarding our telephone conversation on May 31, 2018. As you know, you came to me because you felt your salary was low and you heard that there had been a salary increase for only women in the December 2017/January 2018 timeframe. As a result of you coming to me, I looked into the concerns you raised. This included a review of relevant documentation and information, as well as conversations with you and others.

As we discussed on the 31<sup>st</sup>, there was no salary increase cycle for exclusively women in the December 2017/January 2018 timeframe or any other timeframe. There was, however, a regular Focal/Salary increase cycle that took place and any changes as a result of that process were effective on January 1, 2018. You, like your peers, were eligible for the Focal/Salary, but because the budget was very limited, your management was not able to award you a salary increase at that time. I reviewed the reasons for this decision and did not find any evidence gender played a role in who received a salary increase in this cycle or any other.

Additionally, I further reviewed your salary and employment history with the business and learned that you have been with Oracle for [REDACTED]. You joined Oracle in [REDACTED] and transitioned into the [REDACTED] structure in June 2017. In February 2018, you became a [REDACTED]. Our review also revealed that your [REDACTED] expertise is in high demand in the external marketplace. You have also consistently been a solid performer, with majority of ratings = 4 - Exceeds Expectations. As a result, the business made an exception request to provide you a salary adjustment and received approval to do so. Effective February 27, 2018, your base pay is: \$[REDACTED] hour: \$[REDACTED] annually and your title is 'Senior Security Engineer'. The change will appear in your June 15th pay check. Accordingly, you will also receive a lump sum gross pay adjustment for the period February 27, 2018 through May 26, 2017 (the approval date). Oracle believes this salary increase will position your salary appropriately and lessen the risk of your departure.

Let me remind you that the contents of this review 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 [REDACTED].

-- Anna

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**Exhibit P-125**

