

From: Lisa Hanson <lisa.hanson@oracle.com>
To: [REDACTED] <[REDACTED]@oracle.com>
Sent: 12/22/2016 1:03:29 AM
Subject: F/Up- Closure

Hi [REDACTED],

This email is to acknowledge the concerns you brought to my attention on October 13, 2016 regarding your compensation. You indicated that you felt your salary was low because the increments you have received over the years have not kept up with the market. Given your role and years of experience, you believed some sort of correction adjustment could fix this concern. You mentioned you were curious about the discussions taking place in the valley about gender gap and equal pay for men and women.

Per our discussion on December 15 2016, I've looked into your concerns and did not find any evidence that your gender played a role in the decisions that were made with respect to your compensation. The data I reviewed indicates you are being paid consistently with your peers performing similar work.

I see management rewarded you with a sizable increase in the recent focal recognizing your contributions to the organization/team and see no reason why they will not continue to do so.

As a reminder, Oracle has a no retaliation policy for reporting such concerns in good faith about a possible violation of policy. If at any time you have concerns regarding potential retaliation because of bringing such concerns forward, please report any such instance to Human Resources immediately.

Should you have further questions or concerns, please do not hesitate to reach out to me.

Regards,

Lisa Hanson, HCS, TAS
Office: [REDACTED] | Mobile: [REDACTED]
Oracle Human Resources
[REDACTED]

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Exhibit P-126

