

ORACLE®

PERSONAL AND CONFIDENTIAL MEMORANDUM

Date: February 26, 2019

To: [REDACTED]

From: Michelle Nofer

Re: Confirmation of Closure/Results of HR Investigation

This is written confirmation of our conversation on Friday, February 15th during which I provided you with the results of the investigation conducted by Human Resources into concerns you raised regarding your compensation. Specifically, you expressed concerns that you were not being paid fairly and that your male peers may be earning more than you.

We conducted a thorough investigation of your concerns that included a review of data, including compensation information for you and others, interviews with you and other employees, as well as a review of various records, emails, and files, including any information and documentation you have provided relevant to this investigation.

Based on the evidence gathered, the investigation revealed that you are paid comparably to the majority of your peers who perform substantially similar work. We found no evidence that gender, or any other protected characteristic, was a factor in the determination of your compensation or that of others. Rather, the investigation revealed that to the extent there are differences in compensation, there are legitimate and non-discriminatory reasons for those differences.

As we discussed, Oracle prohibits retaliation for employees reporting concerns in good faith or participating in an investigation and retaliation or retribution will not be tolerated.

You have 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. Should you have any questions regarding the investigation, please do not hesitate to contact me at [REDACTED].

Exhibit P-128

