



May 30, 2019

Via E-Mail

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**Re: *OFCCP v. Oracle America, Inc.*, OALJ Case No. 2017-OFC-00006
May 30, 2019 Data Production**

Dear Laura:

Today Oracle is producing 3,809 data files. As with our productions on April 12, 2019 and May 24, 2019, these data files each relate to one or both of the following populations:

- “Compensation Population 1” refers to individuals who worked at HQCA in the PRODEV, INFTECH, and/or SUPP job functions at some point between January 1, 2013 and January 17, 2017, inclusive.
- “Compensation Population 2” (or the “Updated Population”) refers to individuals who worked at HQCA in the PRODEV, INFTECH, and/or SUPP job functions at some point between January 18, 2017 and January 18, 2019, inclusive, and are not members of Compensation Population 1.

Specifically, Oracle is producing the following:

For Compensation Population 1

- From iRec
 - The following files include available data through January 18, 2019 for Compensation Population 1:
 - iRec_employment_history_Supplemental_Production (ORACLE_HQCA_0000581425)



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- iRec_apl_qualifications_Supplemental_Production
(ORACLE_HQCA_0000581427)
- iRec_applicant_profiles_Supplemental_Production
(ORACLE_HQCA_0000581429)
- The following files supplement ORACLE_HQCA_0000070747 with available data through January 18, 2019 for Compensation Population 1:
 - iRec_hqca_vacancies_Supplemental_Production
(ORACLE_HQCA_0000581431)
 - iRec_offer_candidates_Supplemental_Production
(ORACLE_HQCA_0000581437)
 - iRec_offer_icds_Supplemental_Production
(ORACLE_HQCA_581439)
 - iRec_offer_status_history_Supplemental_Production
(ORACLE_HQCA_0000581441)
 - iRec_offer_approval_history_Supplemental_Production
(ORACLE_HQCA_0000581435)
 - iRec_offer_approval_comm_history_Supplemental_Production
(ORACLE_HQCA_0000518433)
 - iRec_offer_workflow_attachments_Supplemental_Production
(ORACLE_HQCA_0000581443)
 - Attachments referenced in iRec_offer_workflow_attachments_Supplemental_Production (ORACLE_HQCA_0000581443)
 - Attachments at ORACLE_HQCA_0000590597 to
ORACLE_HQCA_0000590815
 - iRec_Resumes_Supplemental_Production
(ORACLE_HQCA_0000581447)
 - iRec_other_attachments_Supplemental_Production
(ORACLE_HQCA_0000581445)



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- From Taleo
 - Application_Data_Supplemental_Production
(ORACLE_HQCA_0000588422)
 - This file supplements ORACLE_HQCA_0000070729 with available data through January 18, 2019.
 - Application_Candidate_Skills_Supplemental_Production
(ORACLE_HQCA_0000588420)
 - This file supplements ORACLE_HQCA_0000070723 with available data through January 18, 2019.
 - Application_CSW_History_Supplemental_Production
(ORACLE_HQCA_0000588421)
 - This file supplements ORACLE_HQCA_0000070724 with available data through January 18, 2019.
 - Application_Education_Supplemental_Production
(ORACLE_HQCA_0000588423)
 - This file supplements ORACLE_HQCA_0000070725 with available data through January 18, 2019.
 - Application_Experience_Supplemental_Production
(ORACLE_HQCA_0000588424)
 - This file supplements ORACLE_HQCA_0000070726 with available data through January 18, 2019.
 - Application_History_Supplemental_Production
(ORACLE_HQCA_0000588425)
 - This file supplements ORACLE_HQCA_0000070727 with available data through January 18, 2019.
 - Application_Source_Supplemental_Production
(ORACLE_HQCA_0000588426)
 - This file supplements ORACLE_HQCA_0000070728 with available data through January 18, 2019.



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- Candidate_Demographics_Supplemental_Production
(ORACLE_HQCA_0000588427)
 - This file supplements ORACLE_HQCA_0000070731 with available data through January 18, 2019.
- Candidate_Languages_Supplemental_Production
(ORACLE_HQCA_0000588428)
 - This file supplements ORACLE_HQCA_0000070732 with available data through January 18, 2019.
- Candidate_Referrals_Supplemental_Production
(ORACLE_HQCA_0000588432)
 - This file supplements ORACLE_HQCA_0000070733 with available data through January 18, 2019.
- Candidate_Preferences_Job_Fields_Supplemental_Production
(ORACLE_HQCA_0000588429)
 - This file supplements ORACLE_HQCA_0000070734 with available data through January 18, 2019.
- Candidate_Preferences_Location_Supplemental_Production
(ORACLE_HQCA_0000588430)
 - This file supplements ORACLE_HQCA_0000070735 with available data through January 18, 2019.
- Candidate_Preferences_Organization_Supplemental_Production
(ORACLE_HQCA_0000588431)
 - This file supplements ORACLE_HQCA_0000070736 with available data through January 18, 2019.
- Requisition_Collaborators_Data_Supplemental_Production
(ORACLE_HQCA_0000588435)
 - This file supplements ORACLE_HQCA_0000070749 with available data through January 18, 2019.
- Requisition_Description_and_Qualification_Data_Supplemental_Production
(ORACLE_HQCA_0000588437)
 - This file supplements ORACLE_HQCA_0000070750 with available data through January 18, 2019.



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- Requisition_Other_Locations_Supplemental_Production (ORACLE_HQCA_0000588438)
 - This file supplements ORACLE_HQCA_0000070751 with available data through January 18, 2019.
- Requisition_Data_Supplemental_Production (ORACLE_HQCA_0000588436)
 - This file supplements ORACLE_HQCA_0000070752 with available data through January 18, 2019.
- Files_by Requisition_Supplemental_Production (ORACLE_HQCA_0000588434)
 - This file supplements ORACLE_HQCA_0000070740 with available data through January 18, 2019.
- Files_by_Candidate_Supplemental_Production (ORACLE_HQCA_000058833)
 - This file supplements ORACLE_HQCA_0000070739 with available data through January 18, 2019.
- Attachments Referenced in Files_by Requisition_Supplemental_Production (ORACLE_HQCA_0000588434) and Files_by_Candidate_Supplemental_Production (ORACLE_HQCA_0000588433)
 - Attachments at ORACLE_HQCA_0000588439 to ORACLE_HQCA_0000590595)
- CWB_InformationWorkbench_International_Transfer_Population (ORACLE_HQCA_0000581470).
 - This file contains the historical Information Workbench monthly snapshots related to “International Transfers” as defined in my April 10, 2019 email to you, and pursuant to our preceding meet and confer exchange.
 - Four of the identified International Transfers did not have data in Information WorkBench, for what we understand to be a host of different reasons. For example, [REDACTED] who worked as a contractor for an international affiliate in the Czech Republic and then transferred and became an employee of Oracle America, Inc., had a special character in his name in the international affiliate’s



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HR database that was not used in Information Workbench. As such, his information was not pulled into Information Workbench. [REDACTED] worked at Oracle Financial Software Solutions (OFSS), a subsidiary of Oracle Corporation, in India, but OFSS data is not included in Information Workbench.

- o We undertook significant additional efforts to obtain compa-ratio information for these four individuals. Compa-ratio information for these four individuals from the international affiliate immediately before their transfer into Oracle America, Inc. is as follows:

Name	Party ID	Transferred from:	Job Code at International Affiliate	Salary before transfer in local currency	Min	Max	Compa Ratio
[REDACTED]							

For Compensation Population 2

- From iRec
 - o The following files include available data through January 18, 2019 for Compensation Population 2:
 - iRec_employment_history_Updated_Population (ORACLE_HQCA_0000581426)
 - iRec_apl_qualifications_Updated_Population (ORACLE_HQCA_0000581427)



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- iRec_applicant_profiles_Updated_Population
(ORACLE_HQCA_0000581430)
- The following files include available data referenced in
ORACLE_HQCA_0000070747 for Compensation Population 2 through January
18, 2019:
 - iRec_hqca_vacancies_Updated_Population
(ORACLE_HQCA_0000581432)
 - iRec_offer_candidates_Updated_Population
(ORACLE_HQCA_0000581438)
 - iRec_offer_icds_Updated_Population
(ORACLE_HQCA_0000581443)
 - iRec_offer_status_history_Updated_Population
(ORACLE_HQCA_0000581442)
 - iRec_offer_approval_history_Updated_Population
(ORACLE_HQCA_0000581436)
 - iRec_offer_approval_comm_history_Updated_Population
(ORACLE_HQCA_0000581434)
 - iRec_offer_workflow_attachments_Updated_Population
(ORACLE_HQCA_0000581444)
 - Attachments referenced in iRec_offer_workflow_attachments_
Updated_Population (ORACLE_HQCA_0000581444)
 - Attachments at ORACLE_HQCA_0000590818 to
ORACLE_HQCA_0000591452
 - iRec_Resumes_Updated_Population
(ORACLE_HQCA_0000581448)
 - iRec_other_attachments_Updated_Population
(ORACLE_HQCA_0000581446)



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- From Taleo
 - Application_Data_Updated_Population (ORACLE_HQCA_0000581477)
 - This file includes available data referenced in ORACLE_HQCA_0000070729 for Compensation Population 2 through January 18, 2019.
 - Application_Candidate_Skills_Updated_Population (ORACLE_HQCA_0000581472)
 - This file includes available data referenced in ORACLE_HQCA_0000070723 for Compensation Population 2 through January 18, 2019.
 - Application_CSW_History_Updated_Population (ORACLE_HQCA_0000581473)
 - This file includes available data referenced in ORACLE_HQCA_0000070724 for Compensation Population 2 through January 18, 2019.
 - Application_Education_Updated_Population (ORACLE_HQCA_0000581474)
 - This file includes available data referenced in ORACLE_HQCA_0000070725 for Compensation Population 2 through January 18, 2019.
 - Application_Experience_Updated_Population (ORACLE_HQCA_0000581475)
 - This file includes available data referenced in ORACLE_HQCA_0000070726 for Compensation Population 2 through January 18, 2019.
 - Application_History_Updated_Population (ORACLE_HQCA_0000581476)
 - This file includes available data referenced in ORACLE_HQCA_0000070727 for Compensation Population 2 through January 18, 2019.
 - Application_Source_Updated_Population (ORACLE_HQCA_0000581477)
 - This file includes available data referenced in ORACLE_HQCA_0000070728 for Compensation Population 2 through January 18, 2019.



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- Candidate_Demographics_Updated_Population (ORACLE_HQCA_0000581479)
 - This file includes available data referenced in ORACLE_HQCA_0000070731 for Compensation Population 2 through January 18, 2019.
- Candidate_Languages_Updated_Population (ORACLE_HQCA_0000581481)
 - This file includes available data referenced in ORACLE_HQCA_0000070732 for Compensation Population 2 through January 18, 2019.
- Candidate_Referrals_Updated_Population (ORACLE_HQCA_0000581485)
 - This file includes available data referenced in ORACLE_HQCA_0000070733 for Compensation Population 2 through January 18, 2019.
- Candidate_Preferences_Job_Fields_Updated_Population (ORACLE_HQCA_0000581482)
 - This file includes available data referenced in ORACLE_HQCA_0000070734 for Compensation Population 2 through January 18, 2019.
- Candidate_Preferences_Location_Updated_Population (ORACLE_HQCA_0000581483)
 - This file includes available data referenced in ORACLE_HQCA_0000070735 for Compensation Population 2 through January 18, 2019.
- Candidate_Preferences_Organization_Updated_Population (ORACLE_HQCA_0000581484)
 - This file includes available data referenced in ORACLE_HQCA_0000070736 for Compensation Population 2 through January 18, 2019.
- Requisition_Collaborators_Data_Updated_Population (ORACLE_HQCA_0000581487)
 - This file includes available data referenced in ORACLE_HQCA_0000070749 for Compensation Population 2 through January 18, 2019.



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- Requisition_Description_and_Qualification_Data_Updated_Population (ORACLE_HQCA_0000581488)
 - This file includes available data referenced in ORACLE_HQCA_0000070750 for Compensation Population 2 through January 18, 2019.
- Requisition_Other_Locations_Updated_Population (ORACLE_HQCA_0000581489)
 - This file includes available data referenced in ORACLE_HQCA_0000070751 for Compensation Population 2 through January 18, 2019.
- Requisition_Data_Updated_Population (ORACLE_HQCA_0000581490)
 - This file includes available data referenced in ORACLE_HQCA_0000070752 for Compensation Population 2 through January 18, 2019.
- Files_by Requisition_Updated_Population (ORACLE_HQCA_0000581486)
 - This file includes available data referenced in ORACLE_HQCA_0000070740 for Compensation Population 2 through January 18, 2019.
- Files_by_Candidate_Updated_Population (ORACLE_HQCA_0000581491)
 - This file includes available data referenced in ORACLE_HQCA_0000070739 for Compensation Population 2 through January 18, 2019.
- Attachments Referenced in Files_by Requisition_Updated_Population (ORACLE_HQCA_0000581486) and Files_by_Candidate_Updated_Population (ORACLE_HQCA_0000581491)
 - Attachments at ORACLE_HQCA_0000581492 to ORACLE_HQCA_0000588418)

Other

- The following files supplement ORACLE_HQCA_000364082 to ORACLE_HQCA_0000364182 with available data through January 18, 2019:



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- Corporate_Cost_Center_List_Jul'17 (ORACLE_HQCA_0000581460)
- Corporate_Cost_Center_List_Oct'17 (ORACLE_HQCA_0000581462)
- Corporate_Cost_Center_List_Nov'17 (ORACLE_HQCA_0000581461)
- Q3FY18_Dec-17_DRMAP_Global_Cost_Center_Segment.xlsx (ORACLE_HQCA_0000581458)
- Corporate_Cost_Center_List_Dec17 (ORACLE_HQCA_0000581459)
- 4_Apr18_Global_Cost_Center.xlsx (ORACLE_HQCA_0000581449)
- 4_Apr18_GSI_Cost_Center_Properties_Listing.xlsx (ORACLE_HQCA_0000581450)
- 5_May18_Global_Cost_Center (ORACLE_HQCA_0000581452)
- 6_Jun18_Global_Cost_Center (ORACLE_HQCA_0000581453)
- 7_Jul18_Global_Cost_Center (ORACLE_HQCA_0000581454)
- 8_Aug18_Global_Cost_Center (ORACLE_HQCA_0000581456)
- 8_Aug18_GSI_Cost_Center_Properties_Listing (ORACLE_HQCA_0000581457)
- Sep18_Global_Cost_Center (ORACLE_HQCA_0000581469)
- Nov18_Global_Cost_Center (ORACLE_HQCA_0000581467)
- Nov18_GSI_Cost_Center_Properties_Listing (ORACLE_HQCA_0000581468)
- Dec18_Global_Cost_Center (ORACLE_HQCA_0000581463)
- Dec18_GSI_Cost_Center_Properties_Listing (ORACLE_HQCA_0000581464)
- Jan19_Global_Cost_Center (ORACLE_HQCA_0000581465)
- Jan19_GSI_Cost_Center_Properties_Listing (ORACLE_HQCA_0000581464)

- CC Data Dictionary Supplement (ORACLE_HQCA_0000591453)
 - This file supplements ORACLE_HQCA_0000070737 with available data through January 18, 2019.

- RAA Job Function (ORACLE_HQCA_0000590596)
 - This file supplements ORACLE_HQCA_0000062856 with available data through January 18, 2019.

- Salary_Range_History (ORACLE_HQCA_0000581471)



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All of the documents and information identified above is confidential and produced subject to the Protective Order in this matter.

Oracle anticipates completing the final pieces of its supplemental data production for Compensation Populations 1 and 2 by May 31, 2019, subject to the issue regarding data and attachments containing information regarding off-cycle compensation decisions flagged in my May 24, 2019 letter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kathryn G. Mantoan". The signature is fluid and cursive, with a long horizontal stroke at the end.

Kathryn G. Mantoan