ORACLE®

Oracle America, Inc

500 Oracle Parkway phone   +1 650.506.7000
Redwood Shores   oracle.com
California 94065

March 24, 2016

Pavan Kankanala
1700 SE Barlow Dr
Apt 52
Bartlesville, OK 74006

Dear Pavan,

We are pleased to offer you the position of Technical Support Engineer with Oracle America, Inc. You will be paid a weekly base salary of $1,634.80 which represents a regular hourly rate of $40.87. You will be eligible for overtime pay of not less than $61.30 per hour of overtime worked. Your actual overtime pay rate may vary, if during the period you work overtime, you have earnings in addition to your base salary. Paydays are the 15th of the month or the last working day of the month before the 15th, and the last working day of the month.

To accept this offer, please electronically accept the Employment Agreement, the Proprietary Information Agreement, and all other documents required in iRecruitment. In addition, there are documents located in the Offer Packet that must be completed and returned to Oracle. Employment and employee benefits can only begin after you have completed the required documents and they have been received by our Global HR Services Center. If you have any questions regarding these documents, please feel free to call our Global HR Services Center at (888) 404-2494.

If you have any questions regarding the conditions of your offer, please feel free to call your manager, Xavier, Andrew, at +13853459562 or the Global HR Services Center at 888-404-2494. This offer remains open until March 31, 2016. We look forward to having you begin work with us.

Sincerely,

Joyce E. Westerdahl
Executive Vice President, Human Resources

Ref: IRC2925537/150017A7