



Oracle India Pvt. Ltd  
India Development Center  
Oracle Technology Park  
3, Bannerghatta Road  
Bangalore - 560 029, India  
Phone +91 80 4107 6000  
Fax +91 80 2552 6124

Registered office address:  
F-01/02, First Floor,  
Salcon Rasvillas Plot no. D-1,  
District centre, Saket,  
New Delhi – 110 017  
Phone: 91-11- 46509000  
Fax: 91-11-40574722  
CIN: U74899DL1993PTC051764

## Congratulations! Welcome to Oracle!

We are pleased to confirm your offer of employment with Oracle, the world's leading supplier of software for information management and the second largest independent software company.

Joining over 100,000 Oracle employees around the globe places you in the midst of a work culture where innovation is the goal, hard work is expected, and creativity is rewarded. Oracle employees enjoy exciting careers with a network of like-minded co-workers that drive technological advancements across the industry. As a member of our team, you will have unlimited opportunities to help shape our future and make significant contributions toward Oracle's continued success.

This Offer contains the following documents:

1. OFFER LETTER (Scroll down to review).
2. PROPRIETARY INFORMATION AGREEMENT (PIA)
3. EMPLOYMENT AGREEMENT & EMPLOYMENT BENEFITS
4. OFFER PACKET (This is Oracle confidential information)

To prepare for your employment with the company, we've also included a Content Overview Page in the Offer Packet that contains important information regarding the materials you need to review and return to Oracle on or before your first day of employment.

Please contact your hiring manager immediately to ask any questions and to identify your start date.

For three decades, Oracle has been the center of innovation for enterprise software. We invented the first commercially available relational database, the first suite of Internet-based applications, and the next-generation enterprise-computing platform, Oracle Fusion.

You have chosen an exciting time to join our company. Again, congratulations and welcome to Oracle - we look forward to your arrival!



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Reference ID: IRC2769606/15000APV

18 May 2015

Reshma Mohammed

Dear Reshma,

We are pleased to offer you employment in the position of Technical Writer with Oracle India Private Limited, IDC ("Oracle"). Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation at an annual rate of INR 7,60,481.00 payable over twelve (12) months. In addition, you will be eligible to participate in the standard bonus compensation plan relevant to your role and line of business.

The break-up of your total gross compensation is given below:

Components	Amount (INR) p.a
<b>A. Basic salary</b>	3,18,150.00
<b>B. Flexible Benefit Plan (FBP) **</b>	3,88,850.00
<b>C. Annual Gross Pay AGP (A+B)</b>	7,07,000.00
<b>D. Company's contribution to PF</b>	38,178.00
<b>E. Company's contribution to Gratuity</b>	15,303.00
<b>Total Gross (C+D+E)</b>	<b>7,60,481.00</b>

\*\* - Details of Flexible Benefit Plan is provided in the Annexure "Employment Agreement & Employment Benefits"

The Company may, at any time, review and/or restructure the Compensation Package.

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and satisfactory completion of Oracle's pre-employment background screening process. If you fail any of the above checks, validation or approval, or do not cooperate



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or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

Once all the information has been obtained and you have satisfactorily completed and passed Oracle's pre-employment background screening process, you will be advised of your commencement date. Upon commencement with Oracle, a final background check will be undertaken in respect of your former employment as may be applicable. In the event that you have provided incorrect, false or misleading information in relation to your former employment, your employment with Oracle will immediately be terminated without any notice.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

New employees are inducted **every Monday/ Thursday beginning 9.30am**. You may therefore choose to commence on any Monday or Thursday based on prior confirmation. On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

If you have any questions regarding the conditions of your offer, please feel free to contact your manager, Asad Halim at +91 40 66051916.

The letter of offer is valid for one (1) week from the date hereof for conveying your acceptance.

We look forward to having you with us in our team.

Yours Sincerely,  
For and on behalf of Oracle India Private Limited, IDC

**Srihari Beldona**  
**Vice President - Human Resources, India**

#### **OFFER LETTER ACCEPTANCE:**

No signature is required from Reshma Mohammed upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer of employment has been made. An acknowledgment of receipt of the acceptance will be sent to you. This contract is legally binding based on the laws of India.