



## WELCOME TO ORACLE



Congratulations and welcome to Oracle. We are delighted that you have decided to grow your career with us. We are a global market leader in cloud solutions and the world's #1 enterprise database, serving more than 400,000 customers across a wide variety of industries in more than 145 countries around the globe.

Our future success is strongly linked to the quality of talent in our organization; our employees are the best and the brightest in the industry. We provide our global workforce of more than 130,000 employees an environment that fosters a culture of innovation, excellence and continuous learning. Like others before you, you will be able to build your career at Oracle into a lifelong journey of personal growth and success.

Please be sure to watch our [Life at Oracle](#) employee video series for firsthand accounts of what it is like to work at Oracle and learn more [about Oracle](#) and [our product offerings](#).

To prepare for your employment with Oracle, we've included a New Employee Offer Packet containing the documents you will need to click accept and/or sign and return to Oracle before you begin – along with instructions for doing so. We've also included information that will help you in your first few days on the job. Please contact your hiring manager to ask questions and decide on your start date.

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

**Joyce Westerdahl**

Executive Vice President of Human Resources, Oracle

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**Integrated Cloud**  
Applications & Platform Services

Reference ID: IRC4357017/20000KRH

17 August 2020

Tanmoy Kar

Dear Tanmoy,

We are pleased to offer you employment in the position of Software Developer 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 14,52,121.00 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>	6,07,500.00
<b>B. Flexible Benefit Plan (FBP) **</b>	7,42,500.00
<b>C. Annual Gross Pay AGP (A+B)</b>	13,50,000.00
<b>D. Company's contribution to PF</b>	72,900.00
<b>E. Company's contribution to Gratuity</b>	29,221.00
<b>Total Gross (C+D+E)</b>	<b>14,52,121.00</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 & Employment Benefits, Proprietary Information Agreement and Disclosure of Interests Form. 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.

International transfers may be subject to a background check, depending on their function and location, and applicable laws and regulations, provided they did not go through the screening process when they were originally hired at Oracle. In some countries, local laws and regulations and local Oracle policy may prohibit the screening of merger and acquisition employees.

Oracle India Private Limited  
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

If you are a Campus Hire, this offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

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 (including verification of educational qualifications and credentials). If you fail any of the above checks, validation or approval, or do not cooperate 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 may 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.

In the event that you have commenced working for Oracle prior to completion of the background screening process, and have subsequently failed any of the checks, validation or approval, or have not co-operated or provided assistance in undergoing such checks, validation or approval process, your employment will be terminated with immediate effect without any claim against, or liability to Oracle.

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.

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If you have any questions regarding the conditions of your offer, please feel free to contact your manager, Kshitij Agrawal at 91-40-67248901.

The letter of offer is valid for one (1) week from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Kshitij Agrawal (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within one (1) week from the date hereof.

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:**

I, Tanmoy Kar, agree to be bound by all the terms, conditions and obligations set forth above with Oracle. This contract is legally binding based on the laws of India.

Signature: Tanmoy Kar Date: 18th Aug 2020