

October 22, 2003

Sachin Shekar Shetty
Employee No.: 2801
Oracle India Private Ltd.

Dear Sachin,

We are pleased to inform you that effective 1-Oct-03, your compensation package has been restructured as follows :

		<u>Amount</u> <u>per annum</u>
Basic Salary	- Rs	120074.31
House Rent Allowance (HRA)	- Rs	60037.16
Conveyance Allowance	- Rs	9600.00
Special Allowance	- Rs	150092.89
Medical	- Rs	15000.00
LTA	- Rs	12000.00
Provident Fund	- Rs	14408.92
Superannuation	- Rs	18011.15
Gratuity	- Rs	5775.57
Medical Insurance	- Rs	5200.00
TOTAL	- Rs	410200.00

If you do not opt to utilize your entitlement towards Medical & LTA, the unclaimed amount will be paid to you through payroll. The option for availing Medical & LTA will be intimated during the first week of November 2003.

All other terms and conditions of your employment remain unchanged.

We thank you for your contributions to the company, and look forward to continue to work with you during the exciting period ahead.

Yours faithfully,

For Oracle India Pvt. Ltd.,

Shrihari M. Udupa
Senior Director – Human Resources