

March 25, 2004

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

**Dear Sachin,**

We are pleased to inform you that effective 01-Jan-04, your compensation package has been revised as follows:

		<u>Amount</u> <u>per annum</u>
Basic Salary	- Rs	166759
House Rent Allowance (HRA)	- Rs	83379
Conveyance Allowance	- Rs	9600
Special Allowance	- Rs	208448
Medical	- Rs	15000
LTA	- Rs	12000
Provident Fund	- Rs	20011
Superannuation	- Rs	25014
Gratuity	- Rs	8021
Medical Insurance	- Rs	5200
<b>TOTAL</b>	<b>- Rs</b>	<b>553432</b>

Medical Reimbursement and LTA will be paid in line with the policy of the company. At the end of the tax financial year, the unclaimed portion of the medical reimbursement will be paid along with March salary after deduction of tax. Similarly, unclaimed LTA would be paid along with the salary for the month of January 2006 after deduction of tax at the end of the current block of two years ending 31<sup>st</sup> December 2005.

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.,**

**Murali Subramanian**  
**Vice-President E Business Development, India Operations**