ORACLE

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

Contact Us
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Privacy Statement

Integrated Cloud
Applications & Platform Services

ORACLE

Oracle Corporation Singapore Pte Ltd

1 Fusionopolis Place
Level 12 Galaxis
Singapore 138522

Phone: 65 6436 1000
Fax: 65 6436 1001
Co. Reg. No.: 198801539M

Reference ID: IRC4690967/21000ZHY

05 January 2022

Garell Khoong

Dear Garell,

We are pleased to offer you employment in the position of Sales Representative with Oracle Corporation Singapore Pte Ltd ("Oracle"). Your base of operation is Singapore. This offer of employment is made based on Singapore laws.

We offer you an annual Base Salary of payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business. Your 'On Target Variable Earnings' in the current role is approximately

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.

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, obtainment of work visa application (if applicable) and satisfactory completion of Oracle's pre-employment background screening/validation process. If you fail, or do not cooperate or provide assistance in undergoing, any of the reference checks, or background screening/validation process, this offer will immediately lapse without any claim against, or liability to Oracle. Further, your employment with Oracle is contingent on you obtaining and maintaining all necessary immigration approvals and holding a visa entitling you to work in the hiring country.

In the event that you have commenced working for Oracle prior to completion of the background screening/validation process, and you subsequently fail such screening/validation process, or have not co-operated or provided assistance in undergoing such process, your employment will be terminated with immediate effect without any claim against Oracle. Your employment may also be terminated if, at any time after commencement of employment at Oracle and completion of all checks and background screening/validation process, it is found that you have provided or submitted false or inaccurate information in support of your application for employment, including in the course of reference checking or background screening/validation process.

If you have any questions regarding the conditions of your offer, please feel free to contact your manager, Rajesh Kumar Kannan at k.rajesh@oracle.com.

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 Corporation Singapore Pte Ltd

Agnes Tan
Senior Human Resources Director

OFFER LETTER ACCEPTANCE:

No signature is required from Garell Khoong 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 Singapore.