Candidate Offer Information

Candidate Information.

Title First Name Last Name
Mr [redacted]
Address
[redacted]
City State Zip Code Country
Ithaca New York 14850 United States

Assignment Information

Organization **CR63 - Transaction/ Data/ Space - ORCL USA**
Job Code **10520.Software Developer 2.PRODEV.SWENG.IC2**
Office Location **HQ400**

Terms And Conditions

Please enter all information exactly as you wish it to appear in the offer letter. Pertinent information is automatically carried to the offer letter (ie. Do not abbreviate Discretionary Job Title, do not use all caps, etc.) Please select ? next to field for tips.

Discretionary Job Title **(Mandatory) Member of Technical Staff**
Product **(Mandatory) All Products**
Job Billable **(Auto-Filled after being saved) N**
Industry Code **(Mandatory) All Industries**
Is the Job Revenue Generating? **(Mandatory) No**

Salary

Annual Base Salary ($) **(Mandatory If Job is Exempt)** [redacted]
Candidate's previous employer and compensation information **(Mandatory) College Hire**
Employment Category **(Mandatory) Full Time - Regular**
FLSA classification **(Auto Filled After offer is saved) EX**

Timing Issues

Target start date (to be confirmed by the Candidate on his/her acceptance paper) **June 2015**

Special Compensation

EXHIBIT 82
Juan Loaiza
6/14/19
Ashley Soevyn CSR# 12019

Exhibit P-97

CONFIDENTIAL

Special Compensation

Stock Options

Proposed option shares (if any) [redacted]

Justification **Above number reflects RSUs**

Sign-on Bonus

Amount $[redacted]

Justification **College Hire**

Relocation

Note: This is for informational purposes only and the final approval for relocation will be through the PO process.

If you accept this offer, Oracle has agreed to pay a portion of your relocation costs under our Relocation Program. Oracle's Relocation Program does NOT generally cover 100% of relocation costs, the reimbursement of which is at the discretion of management. Before receiving any relocation reimbursement you will be required to sign a Repayment Agreement.

In addition, you should not take any steps to initiate your relocation, including listing a home for sale or engaging a real estate agent, without talking to Oracle's relocation provider (Lexicon Relocation). Your manager will initiate your relocation with Lexicon and you will be contacted if there is any additional information they need from you. You may also contact Lexicon at (800) 387-8242.

Yes (Relocation will not be included if not marked) **Yes**

Choose relocation plan desired: **Silver ($4,500 - $10,000)**

Rehire/Previous Contractor/International Transfer

It is extremely important that this section be completed accurately to sure that account access is provisioned correctly and in a timely fashion and the candidate is given appropriate credit for past service as applicable.

If yes, Previous Employee or Contractor # and Previous Country are mandatory **No**

Acquisition Candidate

Is the candidate a former employee of an Acquisition? **No**

Acquisition Company

Date of Termination **(DD-MON-YYYY)**

Termination Reason

Severance Paid **(9999.99)**

Justification

Justification

Position included in your approved headcount?

Are candidate's salary and related expenses in your approved budget?

References checked

Provide three statements of justification for hiring this candidate 1. **College Hire**

Interviewers' Comments

Additional Assignment Information

If this hire is an international transfer, please make sure that you have coordinated with the releasing manager and that the employee is terminated in the country where they currently work.

Person Type **(Mandatory) Employee**

Hire Type **(Mandatory) New Hire**

Eligible to work in the US ? **Yes**

Additional Information

Candidate Email: Please enter a personal email address, not a business email address. Enter N/A if the personal email address is unknown. The e-mail address provided here will be used to initiate the background check process for your candidate. The background check process begins immediately after an offer is submitted for approval

Job Post IDs may not be used for multiple candidates. Each candidate requires an individual Job Post number. A Job Post ID may only be reused if the original candidate to which it was dedicated does not accept employment with Oracle.

Candidate Email Address **(Mandatory)** [redacted]**@cornell.edu**

Jobpost ID # **(Mandatory) 999999**

Candidate Source

If an external recruiting agency was used for this candidate hire, the offer letter may not be released until the agency contract has been executed and a PO requested. Please review the External Recruiting Agency process and contact Legal directly for inquiries regarding these cases.

University Recruiting Program **Yes**

Management Information

Note: Choosing an employee by using the Userid LOV will fill in all necessary information.

Hiring Manager

CONFIDENTIAL

ORACLE_HQCA_0000464343

Hiring Manager

Userid [redacted]@oracle.com
Name [redacted]
Employee ID number [redacted]
Phone number **16505066584**

Other Contact

Userid [redacted]@oracle.com
Name [redacted]
Employee ID number [redacted]
Phone number **16505066214**

CONFIDENTIAL

ORACLE_HQCA_0000464344