**Private and Confidential**

Mr Ramin Ahmadi

Via Email Only

27 September 2021

Dear Ramin

**Contribution to your UK immigration costs – repayment agreement**

Content+Cloud Limited (the **Company**) values your contribution to, and believes you play an important role in the business of the Company. As such, we are willing to pay for the following UK visa renewal fees. These are:

1. Our specialist immigration lawyers fixed fee £3,000+VAT
2. Home Office Certificate of Sponsorship fee £199
3. Immigration Skills Charge (£1,000 per year of visa) £2,000

The total amount the Company will pay on your behalf (single applicant, 2 years): £5,799.00

The Company is also willing to enter into a loan agreement with you for the remaining cost of your visa renewal. The maximum loan will be £2,771.20, repayable over 24 months.

This breaks down as:

1. Home Office visa fee £723.20
2. Immigration Health Surcharge (£624 per year of visa) £1,248
3. Visa appointment fee (between £0 and £300) £300
4. Priority Service (reduce processing times from 2 months to 1 week) £500

In accepting the Company’s offer, you agree to repay a contribution of this cost totalling £6,570.20 (which excludes the Immigration Skills Charge) towards the costs should you resign from the Company within 24 months from the date that your visa application is approved or the date you sign this letter, whichever is the later date. If you receive a refund of any of the costs listed above at any time, you must return this to the Company. Payment is required within 28 days of your resignation or when you receive a refund of any of the costs listed above.

You also accept to repay the total cost of the loan (up to £2,771.20) within the next 24 months or should you leave the Company for any reason within that time. We have agreed for the loan can be repaid over a two-year term, starting from the month your renewal gets approved. We will confirm the repayment schedule in a separate letter.

You acknowledge and agree that this agreement is a one-time contractual arrangement and all other provisions of your employment agreement with the Company remain in full force and effect.

If you agree to accept the terms of this offer, please do so by signing your name on the attached copy of this letter and returning it by 8 October 2021.

Kind regards

Candice McQueen

Head of People Operations

**…………………………………………………………………………………………………….**

**Employee Acknowledgement**

I acknowledge that I have read and understood the contents of this letter. I acknowledge and accept as a contractual agreement that if I resign from the Company within 24 months of receiving my Skilled Worker visa I will have to repay the Company £6,570.20 and if I receive a refund of any of the costs listed at any time, I will return the refunded monies to the Company. I will also re-pay the loan in full in accordance with the loan terms agreed.

Signature : RAMIN AHMADI

Name : Ramin Ahmadi

Date : 18 October 2021