



May 28, 2024

Anubhuti Sharma,  
B10 202  
Park Infinia, Phursungi  
Pune, Maharashtra,  
India

### **Offer of Employment**

Dear Anubhuti,

Congratulations!! On behalf of Brillio LLC, we are excited to offer you the position of Architect, XT. Should you decide to accept, the terms and conditions of your employment are as follows:

Role/Band: **Architect, XT /C2**  
FLSA Status: **Full Time - Exempt**  
Start Date: **Contingent Upon Arrival in US.**  
Work Location: **Edison, NJ**  
Annual Base Salary: **\$145,000/per year**  
Annual Bonus Potential: **\$5,000/per year**

You will be eligible to receive an annual performance bonus based on the achievement of performance on metrics agreed upon by your reporting manager and executive management. The final payout amount will be determined by the Company at its sole discretion based on performance. Receipt of any performance bonus is subject to your continued employment with the Company through the payment date of the performance bonus.

The upcoming merit increase has been considered during this fitment and employee will not be eligible for any further salary revision in 2024.

You will be paid on a bi-weekly basis, all compensation will be subject to applicable withholding and payroll deductions and, unless otherwise noted in this offer of employment letter, will be paid in accordance with the company's normal payroll procedures.

Effective on your date of joining, you will be eligible to participate in Brillio's benefits which include coverage for medical, dental and vision insurance. All benefits must be elected within 30 days from your date of joining. You will also be eligible to participate in Brillio's 401K Plan. Please refer to the Benefits Summary for more information on company benefits.

You will be entitled to eleven (11) paid company holidays observed by Brillio LLC, which includes two (2) floating holidays. You will also be entitled to paid time off ("PTO") as outlined in Brillio's leave policies, for more details please refer to the Brillio PTO Policy document.

During the course of your Employment with Brillio LLC, your role may require extensive travel to customer and/or Brillio locations. Additionally, you may be required to relocate to different locations and/or redefine roles/tasks, including assignments to different projects and customer engagements. You



acknowledge your cooperation with respect to Brillio's request for such relocations to a reasonable extent.

The terms and conditions of your employment with Brillio as stated in this offer of employment letter will supersede any prior representations made either verbally or in writing during any meeting or interviews with any Brillio manager, salesperson, recruiter or any other Brillio employee or representative. Additionally, your signing this offer of employment letter represents your understanding of the agreement and acceptance to the terms and conditions of employment as stated in this offer letter. Brillio does not intend to nor is obligated to offer you any other remuneration, benefits entitlement or any other perquisite not stated herein. Also, by signing this offer letter you agree that any and all disputes arising in connection with your employment with Brillio will be settled through binding arbitration in accordance with the Arbitration Agreement (Attached along with this offer).

**Your signing of this document represents your understanding agreement, and acceptance that your employment is "at will." meaning that employment may be terminated at any time by either the employee (YOU) or the Company (BRILLIO LLC), with or without cause and with or without notice. It also means that your job duties, title, responsibilities, reporting level, compensation, and benefits, as well as Brillio's personnel policies and procedures, may be changed prospectively at any time. The "at-will" nature of your employment may only be changed by an express written agreement that is signed by you and the Chief Executive Officer of Brillio.**

This offer is contingent upon your agreement to the terms and conditions of this Offer Letter of Employment, as well as the below-listed documents and the successful completion of our pre-employment screening process, including any or all pre-employment drug screenings required by Brillio's customers (as applicable).

- Brillio Handbook Acknowledgement
- Confidentiality and Intellectual Property Agreement
- Non-Compete Agreement
- Arbitration Agreement

You are required to sign and submit these documents within three (3) days of your date of joining. Please do not hesitate to reach out to [HR@Brillio.com](mailto:HR@Brillio.com) should you require any assistance with regards to this Offer of Employment, HR Policies and Benefits, or any other questions you may have about your future role at Brillio.

Sincerely,

A handwritten signature in black ink, appearing to read "Indrani Dutta", with a stylized flourish at the end.

Indrani Dutta  
Managing Director, Head- HR, North America



399 Thornall Street, 1<sup>st</sup> Floor  
Edison, NJ 08837  
[www.brillio.com](http://www.brillio.com)

I, Anubhuti Sharma accept the above offer made by Brillio LLC and agree to the terms and conditions of this offer and allied agreements.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_