



3"1450 Broadway, 30th Floor, Bryant Park,
New York, NY 10018"

www.brillio.com

July 16, 2025

Jared Issac Everist
8682 Middlewitch Ct,
Bristow, , Virginia – VA 20136

Offer of Employment

Dear **Jared Issac Everist**,

Congratulations! On behalf of Brillio LLC, we are excited to offer you the position of **Lead Engineer – B2**. Should you accept this offer, the terms and conditions of your employment are as follows:

Role / Band: **Lead Engineer / B2**
FLSA Status: **Fulltime - Exempt**
Start Date: **August 18, 2025**
Work Location: **Remote**
Reporting Manager: **Smitha Shetty**
Annual Base Salary: **\$110,000 / year (salary)**

You will be paid on a biweekly basis. All compensation will be subject to applicable withholding and payroll deductions, and unless otherwise noted in this employment offer, 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 of your date of joining. You will also be eligible to participate in Brillio's 401(k) 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 employment offer 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 (provided during your onboarding process).

As per Company's policy, you are required to disclose to the Company any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Company or limit the manner in which you may be employed. It is the Company's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover,



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you agree that during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting, or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company. Similarly, you agree not to bring any third-party confidential information to the Company, including that of your former employer, and that in performing your duties for the Company you will not in any way utilize any such information.

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 (provided during your onboarding process) 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 and defined by federal and/or state laws and regulations).

- 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 should you require any assistance with regard 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", written over a light blue horizontal line.

Indrani Dutta

Managing Director, Head-HR, North America

I, Jared Issac Everist accept the above offer made by Brillio and agree to the terms and conditions of this offer and allied agreements.

Certificate Of Completion

Envelope Id: 671798A8-3016-46F0-8C75-682D590CFF84

Status: Delivered

Subject: Offer from Brillio

Source Envelope:

Document Pages: 2

Signatures: 0

Envelope Originator:

Certificate Pages: 4

Initials: 0

Brillio Offer

AutoNav: Enabled

399 Thornall St

Envelopeld Stamping: Enabled

1st Floor

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

Edison, NJ 08837

Mahesh.alavala@brillio.com

IP Address: 44.225.206.62

Record Tracking

Status: Original

Holder: Brillio Offer

Location: DocuSign

16-Jul-2025 | 07:21

Mahesh.alavala@brillio.com

Signer Events

Signature

Timestamp

Jared Issac Everist

jared.ev0625@gmail.com

Sent: 16-Jul-2025 | 07:21

Viewed: 16-Jul-2025 | 09:25

Security Level:

.Email

ID: 1bab352e-f5fe-4100-9586-fbe5b85c47c6

16-Jul-2025 | 09:25

Electronic Record and Signature Disclosure:

Accepted: 16-Jul-2025 | 09:25

ID: 8569792d-8b3b-482a-b866-ee6abe2df386

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Witness Events

Signature

Timestamp

Notary Events

Signature

Timestamp

Envelope Summary Events

Status

Timestamps

Envelope Sent

Hashed/Encrypted

16-Jul-2025 | 07:21

Certified Delivered

Security Checked

16-Jul-2025 | 09:25

Payment Events

Status

Timestamps

Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Brillio LLC-HR (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Brillio LLC-HR:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: Mahesh.alavala@brillio.com

To advise Brillio LLC-HR of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at Mahesh.alavala@brillio.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Brillio LLC-HR

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to Mahesh.alavala@brillio.com and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Brillio LLC-HR

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to Mahesh.alavala@brillio.com and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Brillio LLC-HR as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Brillio LLC-HR during the course of your relationship with Brillio LLC-HR.