



09/25/2025

Naga Venkata Someswara Rao Gonaboyina
12604 NW 23rd pl
Miami, Florida 33167

RE: Senior IT Supply Chain Developer

Dear Naga Venkata Someswara Rao:

It is our pleasure to extend you an offer of employment at Academy Sports + Outdoors (Academy). This offer is contingent upon your electronic acknowledgement of this letter and successful completion of all applicable pre-employment requirements, up to and including background check and Form I-9 completion. Details of the offer are as follows:

Position: Sr Developer IT Supply Chain

You will report to: Saranya Rajagopalan, IT Supply Chain Manager

Target Start Date: 10/20/2025

After you have electronically acknowledged this letter accepting employment with Academy and successfully completed all applicable pre-employment requirements, a mutually agreed upon start date will be set.

Work Location: Headquarters - Katy, TX

Compensation:

- **Salary:** This position is salaried exempt with an annualized gross base compensation of \$140,000.00. Academy operates on a 26 pay period per year pay cycle.

If your start date is before December 1 of the current year, you will be eligible for the current fiscal year performance review and merit process. Your merit increase, if applicable, will be prorated based on start date.

Bonus Target: 10% (you will be eligible for a 2025 prorated bonus if your start date is before December 1 of the current year in accordance with the annual bonus plan assigned to your position).

Sign-on Bonus: Academy will provide a sign-on bonus in the amount of \$5,000.00 gross (paid within the first 30 days of your start date) with a 2 - year clawback. To be eligible for payment, you must electronically acknowledge Academy's Sign-on Bonus Agreement. The Sign-On Bonus Agreement will be provided separately from the offer letter and will outline the details of your sign-on bonus.

This is not a contract of employment. Your employment with Academy Sports + Outdoors is "at-will" and either party may terminate employment at any time with or without cause and with or without notice.

Revised November 2022

Paid Time Off (PTO): You will be eligible for up to 168 hours of PTO per plan year, prorated from your date of hire and in accordance with Academy's Paid Time Off (PTO) Policy.

Holiday Policy: Academy offers paid holidays to eligible team members based on division and status. Full-time hourly, salaried nonexempt and salaried exempt team members are eligible for paid holidays based on their most recent date of hire.

Benefits: During the term of your employment, you will be eligible for Medical, Dental, Vision, Basic Life and Supplemental Insurance, Business Travel Insurance, 401(k), Short Term Disability, Long Term Disability and other Voluntary Benefits subject to eligibility and other terms and conditions as stated in the governing documents. You have 31 days from your date of hire to enroll with a benefits begin date of the first of the month following the date of hire.

Texas Work Injury Benefit: Academy is committed to providing you with the best possible care if you experience a work-related injury or accident. Academy does not subscribe to workers' compensation insurance coverage in Texas. However, we created the Academy Ltd. Texas Work Injury Benefit Plan ("the Plan"), which is governed by the Employee Retirement Income Security Act (ERISA), to ensure you receive appropriate coverage and treatment in the event you are injured. During the onboarding process, you will receive additional material and training on the Plan.

Please confirm your acceptance of this offer by electronically acknowledging the letter within three (3) business days.

We are pleased to have you join our organization. Please do not hesitate to contact me with any questions. I look forward to working with you and hope you will find your new role a rewarding experience!

Sincerely,

Graham Fair
Recruiter Talent Acquisition
1540 N Mason Rd, Katy, TX 77449
Office:+1 (281) 9446371

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