



Akhil Goel  
akhil.goel.2000@gmail.com  
6 April 2022

**This offer supersedes and replaces any prior versions**

Dear Akhil,

Welcome to Google! We are delighted to offer you the exempt position of Software Engineering Intern. If you have any questions about the contents of this letter, your recruiter will be happy to help you. We look forward to working with you!

**Salary**

Your base salary of \$2,115.38 a week will be paid biweekly and subject to applicable payroll deductions and tax withholding. This salary is subject to periodic review.

**Relocation**

To assist you with some of the move costs associated with your internship, Google will pay you a one-time relocation bonus of \$3,000.00 USD, less applicable deductions and tax withholding, within 30 days following your start date. We encourage you to consult a tax professional for information regarding tax reporting requirements related to this payment.

**Benefits**

Google currently offers to eligible interns certain benefits, including medical, dental and vision benefits (Please refer to your offer letter email for a link to the current benefits). The eligibility requirements, entry dates and other information regarding these benefits are set forth in more detailed documents that are available from Google. These benefits may change, or even be discontinued, at any time to fit the needs of the business or for compliance reasons, as determined by Google in its sole discretion. In the event that this letter conflicts with the terms of the governing benefit program materials, the governing materials will prevail.

**Confidential and Proprietary Information**

You are being offered employment at Google based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer or an entity, such as a university or college. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of Google, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of Google, Alphabet, and their clients. To protect the interests of Google, Alphabet and their clients, all employees are required to read and sign the enclosed At-Will Employment, Confidential Information and Invention Assignment Agreement as a condition of employment with Google. This agreement is enclosed for your signature.

**Insider Trading**

Google employees are subject to Alphabet's strict policy against insider trading, which prohibits, among other things, employees, contractors and temporary workers from trading Alphabet stock during certain time periods and engaging in any derivative transactions in Alphabet stock. It will be your responsibility to educate yourself regarding Alphabet's insider trading policies and to ensure you are in full compliance. If you have any questions about Alphabet's policy against insider trading, please contact Human Resources.

**Export Control**

If an export control license is required in connection with your employment, this offer is further contingent upon Google's receipt of the export control license and any similar approvals. Your employment with Google will commence following receipt of such export control license and governmental approvals; and is conditioned upon your (a) maintaining your employment with Google, and (b) continued compliance with all conditions and limitations contained in such a license. If for any reason such export control license and governmental approvals cannot be obtained within six (6) months from your date of signature, this offer may terminate and, in such case, will have no force and effect.

**At-Will Employment**

Please understand that this letter does not constitute a contract of employment for any specific period of time, but will create an "employment at-will" relationship. This means that the employment relationship may be terminated with or without cause and with or without notice at any time by you or Google. No individual other than the Chief Executive Officer of Google has the authority to enter into any agreement for employment for a specified period of time or to make any agreement or representation contrary to Google's policy of employment at-will. Any such agreement or representation must be in writing and must be signed by the Chief Executive Officer. Your signature at the end of this letter confirms that no promises or agreements that are contrary to our at-will relationship have been committed to you during any of your pre-employment discussions with Google, and that this letter, along with the At Will Employment, Confidential Information, Invention Assignment Agreement, contain our complete agreement regarding the terms and conditions of your employment.

**Next Steps**

We look forward to an early acceptance of this offer. This offer will remain open for 10 (ten) business days following your receipt

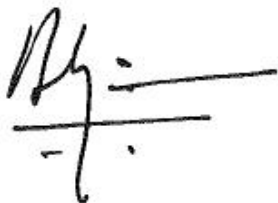
of this letter and is contingent upon your estimated start date of 16 May 2022 and your estimated end date of 12 August 2022. You will receive an email regarding your new hire orientation closer to your start date. If you do not receive this email by the Wednesday prior to your start, please email [newhire-orientation@google.com](mailto:newhire-orientation@google.com) for information.

Additionally, this offer and your employment are contingent upon satisfactory results from your background and reference checks. Accordingly, you must provide Google with documentation of your identity and eligibility for employment in the United States; please bring such documentation on your first day. In addition, if you are working in the United States pursuant to a US visa status, please provide new or renewed evidence of your eligibility for employment before the expiration of your initial work authorization. All or part of this internship may be virtual. Participation in this internship program requires that you are located in and have legal work authorization to work in the United States for the duration of the internship program.

To indicate your acceptance of Google's offer, please electronically sign and date the offer letter copy and At-Will Employment, Confidential Information, Invention Assignment Agreement at the URL link provided in the email. A PDF of the signed letter will be emailed to you immediately after signing.

Akhil, we look forward to having you join us for your internship! We feel you will find it a rewarding and growing experience and we look forward to working with you.

Sincerely,



Sundar Pichai  
CEO  
Google LLC

I accept this offer of employment with Google and agree to the terms and conditions outlined in this letter.

DocuSigned by:  
  
8C1EF868F8A94A6...  
Akhil Goel

4/10/2022

Date

The Labor Commissioner's Office

**EMPLOYERS MUST PROVIDE THIS INFORMATION TO NEW WORKERS  
WHEN HIRED AND TO OTHER WORKERS WHO ASK FOR IT**

**RIGHTS OF VICTIMS OF DOMESTIC VIOLENCE,  
SEXUAL ASSAULT AND STALKING**

***Your Right to Take Time Off:***

- You have the right to take time off from work to get help to protect you and your children's health, safety or welfare. You can take time off to get a restraining order or other court order.
- If your company has 25 or more workers, you can take time off from work to get medical attention or services from a domestic violence shelter, program or rape crisis center, psychological counseling, or receive safety planning related to domestic violence, sexual assault, or stalking.
- You may use available vacation, personal leave, accrued paid sick leave or compensatory time off for your leave unless you are covered by a union agreement that says something different. Even if you don't have paid leave, you still have the right to time off.
- In general, you don't have to give your employer proof to use leave for these reasons.
- If you can, you should tell your employer before you take time off. Even if you cannot tell your employer before, your employer cannot discipline you if you give proof explaining the reason for your absence within a reasonable time. Proof can be a police report, court order or doctor's or counselor's note or similar document.

***Your Right to Reasonable Accommodation:***

- You have the right to ask your employer for help or changes in your workplace to make sure you are safe at work. Your employer must work with you to see what changes can be made. Changes in the workplace may include putting in locks, changing your shift or phone number, transferring or reassigning you, or help with keeping a record of what happened to you. Your employer can ask you for a signed statement certifying that your request is for a proper purpose, and may also request proof showing your need for an accommodation. Your employer cannot tell your coworkers or anyone else about your request.

***Your Right to Be Free from Retaliation and Discrimination:***

Your employer cannot treat you differently or fire you because:

- You are a victim of domestic violence, sexual assault, or stalking.
- You asked for leave time to get help.
- You asked your employer for help or changes in the workplace to make sure you are safe at work.

***You can file a complaint with the Labor Commissioner's Office against your employer if he/she retaliates or discriminates against you.***

For more information, contact the California Labor Commissioner's Office. We can help you by phone at 213-897-6595, or you can find a local office on our website: [www.dir.ca.gov/dlse/DistrictOffices.htm](http://www.dir.ca.gov/dlse/DistrictOffices.htm). If you do not speak English, we will provide an interpreter in your language at no cost to you. This Notice explains rights contained in California Labor Code sections 230 and 230.1. Employers may use this Notice or one substantially similar in content and clarity.



Dear Akhil Goel,

This letter is to notify you that Google will pay you a one-time stipend of 6,000.00 USD, less applicable deductions and tax withholding, within 30 days following your start date on 16 May 2022. The stipend is intended to assist you with some of the housing costs associated with your internship. We encourage you to consult a tax professional for information regarding tax reporting requirements related to this payment.

Except as varied by this letter, all other terms and conditions of your internship with Google LLC remain unchanged.

If you have any questions, please contact your recruiter: Jordan Walder.

Regards,

Google People Operations