



SUMO
DIGITAL

WEB
sumo-digital.com

PHONE
+44 (0) 114 242 6766

ADDRESS
Sumo Digital Ltd
32 Jessops Riverside,
800 Brightside Lane,
Sheffield S9 2RX,
United Kingdom

Company Reg No 4703224

April 27, 2020

Private & Confidential

Ashish Tosh
ashishfilu@gmail.com

Dear Ashish,

PROVISIONAL OFFER: SUBJECT TO UK IMMIGRATION REQUIREMENTS BEING MET

Sumo Digital Limited is delighted to provisionally offer you the position of Senior Programmer, based at our Leamington Spa studio, subject to UK immigration requirements being met and satisfactory references being received.

The provisional offer is conditional based on your acceptance of Sumo's contractual terms and conditions which in summary include an annual salary of £43,000 and a holiday entitlement of 24 days per annum in addition to Bank Holidays. Also included within our offer is a total relocation budget of £12,804. We provision around £9,794 of this amount would be utilized to obtain the required Visa(s), leaving you with a budget of around £3,010 to use as per the relocation policy attached.

The normal hours of work are a minimum of 37.5 hours each week, five days per week, Monday to Friday inclusive. The Company operates a flexi-time scheme, full details of which can be found in the Employee handbook. If you are eligible to participate in this, you must work a minimum of 37.5 hours per week and be at work during the Company's 25 core working hours which are between the times of 10 am to 1 pm and 2 pm to 4 pm Monday to Friday. The additional hours may be worked flexibly between the hours of 8 am and 10 am and 4 pm and 7 pm. Sumo would expect you to make yourself available for any additional work as required by the project to which you are assigned.

We look forward to receiving your reply to this provisional offer and hope that you find it acceptable. Please find enclosed a draft copy of a full contract for you to review and upon your acceptance we will prepare a personalised version, which will be issued to you on your first day. Please note that should you accept this provisional offer, your employment with Sumo will be governed by the terms of this contract of employment and our employee handbook, a copy of which you will also receive on your first day. Where there is any difference between your employment contract and the employee handbook, the terms of the employment contract will take precedence.

As mentioned above, we will at this point write to your referees, therefore if you haven't already provided two reference contacts, please do so by return of this letter.

We would like to take this opportunity to thank you for your interest in Sumo, and hope that should you decide to accept this provisional offer you will enjoy your time here as much as we do.

Yours sincerely

Kieran Holland
Talent Acquisition Manager

I, Ashish Tosh accept / do not accept (delete one) this provisional offer.

Signature

Date