



April 11, 2023

Varun Kumar Reddy Muppidi
Dallas, Texas,

Dear Varun Kumar Reddy:

This letter will confirm our offer to you to join Texas Capital Bank as Senior UI Architect/Master Architect reporting to Kanwarjeet Singh Hora.

Your primary work location is 2350 Lakeside Blvd, Richardson, TX 75082.

The details of our offer are outlined below:

- You will receive \$160,000.00 annually, subject to all withholdings and deductions as required or permitted by law. Our payroll is paid on the 15th and last business day of the month. Your position is classified as exempt under the federal FLSA, which means you are not entitled to overtime pay.
- You will be eligible for 20 PTO (Paid Time Off) days, per calendar year pro-rated for your first calendar year. There are a total of 12 holidays, including a combination of company observed and floating holidays. Please check current holiday schedule for the list of observed and floating holidays. Total number available is pro-rated during your first year of employment.
- Your employment start date will be May 24, 2023 and benefits will be available to you on the first month following your date of hire.
- This offer is contingent upon: a successful background check; proof of your right to work in the United States (Employment Verification I-9); your execution of the Dispute Resolution and Arbitration Agreement; and your execution of the Intellectual Property Rights Acknowledgment.
- You agree to complete industry standard compliance training, within 60 days of your hire date, to ensure you understand your responsibilities with the bank's compliance programs.
- We expect that all items contained in this offer will be kept confidential.

Additional Details:

Your corporate title will be Assistant Vice President.

You will be eligible to participate in an Incentive Compensation Plan according to the terms and conditions for such plan as determined by Texas Capital Bank. You will be eligible for annual variable compensation which can vary based on company, line of business, and individual performance and will be prorated in 2023. This can vary based on company, line of business, and individual performance. Actual annual cash payouts and/or equity awards are determined at the end

of each calendar year, and subject to review and approval by Texas Capital Bank. Texas Capital Bank reserves the right, in its sole discretion, to prospectively modify or terminate any of its benefit plans or programs at any time and for any reason to the extent permitted by applicable law.

You will be eligible to participate in benefit plans and programs in effect, including medical plan, dental plan, life insurance plan, 401(k) plan, Section 125 plan, short and long-term disability plans, and other fringe benefits as are made available to other similarly situated employees of Texas Capital Bank, in accordance with and subject to the eligibility and other provisions of such plans and programs. Benefit coverage will be available to you on the first of the month following your date of hire, except for the 401(k) plan, which has quarterly entry dates after completing one month of service.

Your employment will be at-will, meaning that you or Texas Capital Bank may terminate the employment relationship at any time, with or without cause, and with or without notice. Any contrary representations that may have been made to you are superseded by this offer letter. This is the full and complete agreement between you and Texas Capital Bank on this term. Although your duties, title, compensation, and benefits, as well as Texas Capital Bank's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express agreement signed by you and an authorized representative of Texas Capital Bank.

We believe that you are capable of making an outstanding contribution to our company. If you have any questions or need additional information, please feel free to contact me at christie.morel@texascapitalbank.com.

Sincerely,

Christie Morel
Executive Director, Director of Talent Acquisition

Please indicate your acceptance of this offer by clicking **Accept** in the upper right corner. If not accepted, this offer will expire on April 17, 2023.