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EMPLOYEE SPONSORSHIP AGREEMENT

This Employee Sponsorship Agreement ("Agreement") is made and entered into as of the 06th day of July , 2018 by and between Perficient, Inc., a corporation with its principal place of business at 520 Maryville Centre Dr., Suite 400, St. Louis, MO 63141 ("Employer") and Ravindhar Reddy Konatam , who currently resides at 1314 Marquette Ave , 601, Minneapolis, MN, 55403 ("Employee") (Employer and Employee shall be referred to collectively herein as the "Parties").

Employee desires to begin employment with Employer on an at-will basis, and Employer desires to hire Employee on an at-will basis. In consideration of the employment of Employee by Employer, including Employer's agreement to sponsor Employee for any temporary employment authorization necessary to effectuate this at-will employment relationship, Employer and Employee agree as follows:

RECITALS

WHEREAS, Employer desires to employ Employee as an at-will employee, and Employee desires to accept such employment as an at-will employee of Employer under the terms and conditions set forth herein; and

WHEREAS, Employer has expended time, efforts, and resources in order to identify and attract Employee for his or her position, which Employer has experienced difficulty in filling; and

WHEREAS, Employee understands that Employer will expend significant time, resources, money and other direct and indirect costs in connection with sponsoring Employee for the temporary employment authorization necessary to effectuate this at-will employment relationship and to make Employee a productive employee of Employer; and

WHEREAS, Employee understands that the time, resources, money and other direct and indirect costs incurred by Employer in connection with sponsoring Employee for temporary employment authorization and making Employee a productive employee is an investment by Employer; and

WHEREAS, Employee desires that Employer make such investment on behalf of Employee, which Employee recognizes and agrees is of value and benefit to Employee,

NOW, THEREFORE, in consideration of the recitals, promises, and agreements herein contained, the Parties hereto agree as follows:

COVENANTS, PROMISES, AND AGREEMENTS

Employee understands and agrees that Employer will incur substantial damages, including but not limited to, the loss of expected profits and direct and indirect costs expended by Employer to sponsor Employee for temporary employment authorization and to make Employee a productive employee of Employer, and that such damages will certainly be sustained by Employer should Employee not remain an employee of Employer for a period of eighteen (18) months from the later of the date of this Agreement or the date Employee commences employment with Employer under the terms of this Agreement.

Employee therefore acknowledges and agrees that Employee will not voluntarily leave his or her employment with Employer for a period of eighteen (18) months from the later of the date of this Agreement or the date Employee commences employment with Employer under the terms of this Agreement (the "Effective Date").

Employee understands and agrees that should Employee voluntarily leave his or her employment with Employer for a period of eighteen (18) months after the Effective Date, Employee will be in material breach of this Agreement.

Employee further acknowledges and agrees that Employee will not act, fail to act, or otherwise engage in any conduct which would warrant Employer's termination of Employee for cause, and Employee understands and agrees that should Employee engage in any conduct which results in Employer's termination of Employee for cause during the period of eighteen (18) months after the Effective Date of this Agreement, Employee will be in material breach of this Agreement.

The Parties acknowledge and agree that as of the date of this Agreement it is difficult, if not impossible, to readily ascertain the amount of damages Employer will sustain in the event Employee breaches this Agreement.



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The Parties further acknowledge and agree that because the exact amount of Employer's damages in the event of a breach of this Agreement by Employee cannot, at this time, be readily ascertained, and because Employer and Employee desire certainty with respect to their rights and obligations, Employee therefore acknowledges and agrees that in the event Employee breaches this Agreement, Employee shall be liable to Employer, as agreed in liquidated damages, and not as a penalty, as follows:

\$5,000.00 if Employee breaches this Agreement less than six (6) months from the Effective Date;

\$3,500.00 if Employee breaches this Agreement more than six (6) months after the Effective Date but less than twelve (12) months from the Effective Date;

\$1,250.00 if Employee breaches this Agreement more than twelve (12) months after the Effective Date but less than eighteen (18) months from the Effective Date;

The Parties acknowledge and agree that these agreed to liquidated damages are a fair and reasonable estimate of the damages to be sustained by Employer in the event of a breach of this Agreement by Employee.

The Parties acknowledge and agree that this liquidated damages provision is a bona fide provision for liquidated and agreed-upon damages and is not a penalty, and Employee acknowledges and agrees that by reason of the breach of this Agreement as provided above, Employer will have sustained substantial damages which will be difficult if not impossible of determination with mathematical precision and, therefore, this provision for liquidated damages is reasonable and has been incorporated in this Agreement as a bona fide provision beneficial to both Parties.

The Parties acknowledge and agree that if Employer discharges Employee for any reason other than for cause, then Employee shall not be in breach of this Agreement and Employee shall not be liable to Employer for the agreed to liquidated damages referred to herein.

The Parties acknowledge and agree that, at its option and without prejudice to any of its rights under this Agreement, Employer may, under the terms of this Agreement and to the extent permitted by law, deduct any accrued liquidated damages from amounts otherwise due and payable to Employee.

The Parties acknowledge and agree that this instrument contains the entire agreement among the Parties and supersedes any and all prior oral or written agreements, commitments, or understandings with respect to the matters provided for herein, and no modification shall be binding upon the Party affected unless set forth in writing and duly executed by the Party affected.

The Parties acknowledge and agree that notwithstanding anything contained herein to the contrary, Employee is, or will be, an at-will employee of Employer, meaning that both Employer and Employee have the right to end the employment relationship at any time with or without advance notice and with or without cause, and Employee is not guaranteed employment with Employer for any specified length of time.

The Parties acknowledge and agree that this Agreement, which is accepted and entered into in the County of St. Louis, State of Missouri, shall be construed and enforced in accordance with, and the rights of the Parties shall be governed by, the laws of the State of Missouri without reference to conflicts of laws principles, and Employee irrevocably consents to personal jurisdiction within the Courts of the State of Missouri for purposes of enforcement of this Agreement.

The Parties acknowledge and agree that in the event that one or more of the provisions of this Agreement is determined by a court of competent jurisdiction to be invalid, illegal or unenforceable in any respect, such provision(s) shall be severed, curtailed and restricted only to the extent necessary to bring them within legal requirements, and the validity, legality and enforceability of the remaining provisions contained herein shall not in any way be affected or impaired thereby.

The Parties acknowledge and agree that this Agreement shall be binding upon and inure to the benefit of the parties hereto and their representative heirs, personal representatives, successors, assigns and any of its present or future subsidiaries, or organizations controlled by, controlling or under common control with it.

Employee acknowledges that he or she has read this Agreement in its entirety and fully understands the terms, nature, intent and effect of this Agreement, which Employee voluntarily executes in good faith.

Employee further acknowledges that Employee has been advised to, and provided the opportunity to, consult with Employee's personal attorney for advice regarding the effect of this Agreement prior to its execution, and that Employer has provided Employee a reasonable period of time to do so.



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IN WITNESS WHEREOF, Employer and Employee have executed this Agreement as of the day and year first written above.

EMPLOYER:

Perficient, Inc.

By: _____

Printed Name: _____

EMPLOYEE:

By: _____
Ravindhar

Printed Name: _____ RAVINDHAR REDDY KONATAM _____

Address: 1314 Marquette Ave. APT 601, Minneapolis, MN, 55403