# Palantir Technologies

120 W 45th St

Seattle, WA

(123) 456-7890

[Palantir HR](mailto:mo.radke.mssa@murphyandassoc.net)

March 24, 2025

David Hancock

Seattle/Tacoma

## Subject: Offer of Employment – Software Engineer, New Grad

Dear David,

We are pleased to offer you the position of Software Engineer, New Grad at Palantir Technologies. Your passion for problem-solving, eagerness to learn, and strong foundation in computer science make you an ideal addition to our development team. We’re excited to support your growth and welcome you to our world-class team.

### Position Details

* Position Title: Software Engineer, New Grad
* Department: Product Development
* Reports To: Tempest MacGlonagal
* Start Date: June 10, 2025]
* Employment Type: Full-Time, Exempt
* Work Location: Hybrid – based out of our Seattle, WA office with worldwide travel

### Compensation & Benefits

* Base Salary: $135,000
* Additional Compensation: Eligible for Restricted Stock Units (RSUs), sign-on bonus, and performance incentives
* Benefits Package Includes:
* - Medical, dental, and vision insurance for employees and eligible dependents
* - Life, AD&D, and disability insurance
* - Relocation assistance: $3,000
* - 'Take What You Need' flexible paid time off
* - Two weeks of paid company-wide break at year-end (subject to business needs)
* - 10 paid holidays annually
* - Parental leave, fertility and family building support
* - Military and medical leave accommodations
* - Subsidized backup childcare and stipends for new child expenses
* - 401(k) plan enrollment with 5% company match

### Conditions of Employment

* This offer is contingent upon:
* - Verification of your identity and eligibility to work in the United States
* - Execution of Palantir’s confidentiality and intellectual property agreements
* - Background check clearance (if applicable)
* Employment at Palantir is at-will and may be terminated by either party at any time, with or without cause or notice.

### Acceptance of Offer

* To accept this offer, please sign and return this letter by April 3, 2025.
* You may send a signed copy to [Palantir HR](mailto:mo.radke.mssa@murphyandassoc.net) .
* We look forward to seeing the impact you’ll make at Palantir!

Sincerely,

Mo Radke

Talent Acquisition

Palantir Technologies

[Palantir HR](mailto:mo.radke.mssa@murphyandassoc.net)

### Candidate Acknowledgment and Acceptance

I, David Hancock, accept the offer of employment from Palantir Technologies as outlined in this letter. I understand and agree to the terms and conditions.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_