



Kronos Solutions India Pvt. Ltd.
B 5, Tower 4, 4th floor,
Okaya Centre, Sector-62
Noida 201301. Uttar Pradesh, India

June 25, 2024

Shourya Sood
Madhur kunj, near MK Electronics, chauntra
Tehsil Jogindernagar, District Mandi
Himachal Pradesh - 175032

Dear Shourya,

Congratulations! Kronos Solutions India Pvt. Ltd. a UKG company, ("Kronos") is pleased to confirm our offer of employment to you. Building on 70 years of combined experience from two leaders in HR and workforce management solutions, UKG combines the strength and innovation of Ultimate Software and Kronos. At UKG, our Purpose is People – and we are embarking on a wonderful new journey of growth, bringing together highly complementary product offerings alongside a truly powerful unification of strongly aligned cultures in the fast-growing human capital management marketplace.

Upon acceptance of this offer, we look forward to you joining us on **Aug 26, 2024** as a **Sr Software Engineer** in India. You will be located at our **Noida** office.

The terms and conditions of your offer of employment are contained in the Employment Contract which will be presented to you on your date of joining. Our offer of employment is made solely by that Employment Contract.

We believe that we offer an outstanding opportunity for professional success and commensurate attractive compensation package, which includes:

1. You are being offered a consolidated amount of **Rs.16,74,000/-** as an annual Total Cash Compensation. You will receive this as a fixed gross salary of **Rs.15,50,000/- (Rupees Fifteen Lakhs Fifty Thousand Only)**. Your salary will be reviewed annually, with effect from 1 January each year, if the date of joining is prior to September 30 of the current year. A salary review does not, however, guarantee that any increase to salary will be implemented as any increases to salary are entirely at the Company's discretion.

2. You will also be eligible to participate in the fiscal year FY25 Bonus Plan. This performance bonus allows you to earn a variable component of **8%** which is equivalent to **Rs.1,24,000/- (Rupees One Lakh Twenty-Four Thousand Only)** which is calculated on a pro-rated basis from your joining date until the end of the bonus cycle in accordance with the Kronos policy. FY25 bonus cycle begins on October 1, 2024, and ends on September 30, 2025.

The performance bonus will be paid in a single payment, as an annual lump sum, and is distributed in December of 2025. The performance bonus will be calculated based upon the attainment of corporate profit targets and mutually agreed upon individual performance goals. More details about this Plan, including upside potential and your specific performance goals, will be provided to you after you commence employment.

You will also be eligible to receive equity grant of 4% of your eligible earnings based on the attainment of corporate profit targets, individual performance goals, and the Board of Directors' approval. Please refer to the policy guidelines for more details.

The FY25 performance bonus and equity grants will be applicable to any employee that joins Kronos on or before July 1, 2025.

You will also be eligible to participate in our benefits program which will be administered in accordance with India guidelines. These benefits details will come under a separate cover.

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. In addition to your performance during the Probationary Period, your confirmation as a permanent employee is subject to your submitting the requisite documents as required by the Company.

This offer is effective for three 3 business days. The commencement of your employment with Kronos is contingent upon successfully meeting our pre-employment background screening requirements. We utilize a professional outside firm, Sterling BackCheck, to conduct the background checks, in accordance with the applicable law. Background check requirements include, but are not limited to, a criminal search, verification of education, and verification of employment with your previous employers. A credit check may also be included if relevant to the specific job offer. The full details will be provided to you under a separate cover which outlines our pre-employment screening process.

We request your acknowledgement and acceptance of our pre-employment process. Please send your signed acceptance of the details within this offer, as well as a copy of your Resignation Letter, to our Onboarding Coordinator at Onboarding@ukg.com. At that time, we will release the Sterling BackCheck Application and written consent form to you which is necessary in order for that process to be completed. In addition, the Workplace Harassment Policy, and the Kronos Code of Conduct and Ethics will also be provided to you for review. Please retain a copy of each agreement for your files.

Employment at Kronos shall be in accordance with your employment contract. Your fully executed employment contract will be provided to you upon the commencement of your employment at Kronos. We will counter-sign the employment contract and send you back a fully signed copy for your records.

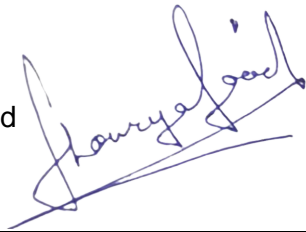
Shourya, congratulations again on your offer of employment with Kronos India, it is my pleasure to welcome you to the team!

Sincerely,



Bimal Nayak
Principal HR Business Partner

Agreed and Accepted



Shourya Sood

Date

25th June, 2024