April 23, 2018

Santosh Shiva Thar Jandhyam

2482 Angeline Dr, #302

Herndon, VA 20170

Dear Mr. Santosh Shiva Thar Jandhyam

Epic Systems, Inc. is pleased to offer you the full-time position of **Software Engineer Jr.** with effective MAY 01, 2018

**Term of Employment:**

The intended term of employment will be from MAY 01, 2018

*Other terms and conditions of your employment are as follows:*

**Compensation:**

You will be paid a starting annual salary of $33,500.00 on a Semi-monthly basis after deductions of payroll taxes and other legal tax deductions as applicable under State and Federal laws.

**Benefits:**

You are eligible to participate in our standard benefits plan, which includes Health, Dental and Vision Insurance.

**Work Location:**

### Initially you will be working from our operations headquarters office, located at 459 Herndon Pkwy, Suite #20, Herndon, VA - 20170

**Payment of Expenses:**

In order to receive an approved reimbursement of expenses from Epic, you should present an itemized list of the expenses incurred, the supporting receipts, vouchers and any further documentation that is requested. This expenditure has to be approved by Epic Systems before reimbursement.

**Confidentiality and Non-Disclosure:**

You will hold in trust and not disclose to any party, directly or indirectly, during your employment and hereafter, any confidential information related to the offered compensation, research, development, trade secrets, customer-prospect lists or business affairs of Epic Systems or its clients.

**Resignation Terms:**

Employee may resign at any time, with or without reason, provided that notice of resignation is given in writing to Employer, and that the effective date of resignation is at least two weeks after Employer receives the notice of resignation. Employee agrees to continue to perform assigned Services during the notice period, and to assist Employer and Employer's Client as directed to make a smooth and effective transition to a new employee. .

**Termination:**

You will be terminated for any fraud or dishonesty in connection with your application for employment and/or work performance and any conduct that conflicts with the best interests of Epic Systems or its Clients.

**Employment-At-Will:**

Both the parties acknowledge and agree that the employment relationship created by this offer letter is at-will.

Epic Systems would like to draw your attention to the following:

* Epic Systems retains the right to control your work including how the work is performed, the hours of work, and the standard to be maintained in performing the work.
* Epic Systems has and retains the right to perform periodic checks and appraisals of your work and work-related performance.
* Epic Systems retains the right to approve or decline leave or vacation.
* Epic Systems retains the right to reassign you to any project that is appropriate in sole discretion of the company.
* Epic Systems has the right to insist that you use the hardware and software provided by the client to perform the assigned project only.

Please sign below as acceptance of this offer. If you have any questions, feel free to contact the undersigned.

Sincerely,

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Agreed to: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Nirmala Nallamala (Santosh Shiva Thar Jandhyam)

(Hr. Director)