



January 14th, 2021

Dear Christopher Wade,

I am pleased to offer you employment with Globant IT Services Corp (“Company”) and I look forward to your becoming a valued member of our team. Once signed by you, this letter will confirm your acceptance of the following terms and conditions:

1. **Position:** Your title will be Java Developer, Analyst, Ssr. This is an exempt position. You will be reporting to Marlon Montgomery, Technical Director at the Company. As with all employees, this conditional offer of employment by the Company is contingent upon the full and successful completion of the background checks referenced below, and completion of all required authorization documentation for you.

2. **Business Travel:** Should this position require travel throughout the U.S., the Company will pay or reimburse you for all necessary business expenditures. Please note that business travel and related business expenses, must be approved in accordance with the reimbursement policy of Globant IT Services Corp (“Globant”).

3. **Start Date:** Your employment is expected to begin immediately upon your obtaining the necessary approval, but in no event later than February 1st, 2021.

4. **Base Compensation:** You will receive a base salary of \$115,000 per year, minus withholding and appropriate payroll deductions, payable through the Company’s regular payroll.

5. **Employee Benefits:** You will be eligible for the same package of benefits that Globant provides to comparable level employees, including paid time off, group medical

coverage, and other benefits offered by Globant. These benefits may be changed from time to time at the discretion of Globant.

6. ***Paid Time Off and Holidays:*** You will be granted Paid Time Off at the rate of 15 days per year (unless a greater amount is required by law), which can be used for rest and relaxation or to cover absences due to illness and injury, for medical care and related absences affecting you and your family, as allowed and provided in Globant's Paid Time Off Policy which is enclosed.

You will also be eligible for paid Holidays in accordance with Globant's policy on Holidays for U.S. employees.

7. ***Expense Reimbursement:*** The Company will reimburse you for all reasonable and necessary business expenses you incur in the course of performing your duties and responsibilities, including reimbursement at the IRS rate for all authorized business miles driven in your own vehicle, provided you submit adequate written documentation for all expenses.

8. ***Full Time Commitment:*** This is a full time position, and you will be expected to devote all of your working time and ability to the performance of your duties. You will also be expected to give the Company your undivided loyalty, and to refrain from any other employment or outside activity to the extent that employment or those activities interfere with your duties to the Company or creates a potential conflict of interest unless you first obtained the informed written consent of the President. You represent that you are not subject to any existing contracts that would limit your ability to work for the Company.

9. ***Background Check:*** You must successfully complete a background check. The background check will be conducted in accordance with the Fair Credit Reporting Act and applicable laws, and may include but is not limited to your education, work experience, credit history and criminal convictions. You will be provided with the necessary consent forms and notice of your rights after acceptance of this letter.

10. ***Employment At Will:*** The Company is an at-will employer. Your employment is not guaranteed for any specific duration, and no term of employment is implied by the terms of your compensation, the length of your assignment, the requirement for repayment of relocation expenses under certain conditions, or any other provision in this letter. You are free to quit, and the Company is free to terminate your employment at any time, with or without cause or prior warnings. This provision supersedes all prior agreements and understandings concerning termination of employment, whether oral, written or implied, and it can be changed or revoked only in a formal written contract signed by you and the President of the Company.

11. ***Confidentiality Agreement:*** You agree to sign and abide by the enclosed Employee Confidentiality and Invention Assignment Agreement.

12. ***Arbitration Agreement:*** Enclosed for your consideration and signature is an Arbitration Agreement which provides that any dispute between you and the Company will be decided solely through impartial arbitration rather than in a court of law. We believe arbitration provides valuable benefits for both parties.

13. ***Rules and Policies:*** You agree to comply with the rules, policies and procedures of the Company and Globant as they are issued from time to time. In the event that any provision in this letter conflicts with any other policy of the Company or Globant, the provisions of this letter shall control.

14. ***Complete Agreement:*** This letter sets forth the terms and conditions of your employment. This letter is merely a summary of the principal terms of our employment offer and is not a contract of employment for any definite period of time. You acknowledge that this conditional offer of employment letter, along with the final form of any enclosed documents, represents the scope of the employment offer. No verbal or written agreements, promises, or representations not specifically stated here in are, or will be, binding upon the Company.

To confirm that you agree to the terms stated in this letter, please sign and date the enclosed copy of this letter and return it to me no later than 5 workings days from the date of this letter, or else this offer will expire at the close of business that day.

I welcome you to the Company, and I wish you great success in your employment.

Very truly yours,

*Andrew Hans*

\_\_\_\_\_  
Company

I agree to the terms stated in this letter.

*Christopher Wade*

\_\_\_\_\_  
Employee's Signature

Dated: 01 / 14 / 2021

<b>TITLE</b>	Christopher Wade - Offer letter
<b>FILE NAME</b>	Christopher Wade - Offer Letter (1).docx
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## Document History



SENT

**01 / 14 / 2021**

16:11:01 UTC

Sent for signature to Christopher Wade (wade4615@gmail.com) and Andrew Hans (andrew.hans@globant.com) from manuela.lince@globant.com  
IP: 186.84.20.160



VIEWED

**01 / 14 / 2021**

16:18:06 UTC

Viewed by Christopher Wade (wade4615@gmail.com)  
IP: 24.216.143.181



SIGNED

**01 / 14 / 2021**

16:20:14 UTC

Signed by Christopher Wade (wade4615@gmail.com)  
IP: 24.216.143.181



VIEWED

**01 / 14 / 2021**

16:42:44 UTC

Viewed by Andrew Hans (andrew.hans@globant.com)  
IP: 75.26.10.223



SIGNED

**01 / 14 / 2021**

16:43:11 UTC

Signed by Andrew Hans (andrew.hans@globant.com)  
IP: 75.26.10.223



COMPLETED

**01 / 14 / 2021**

16:43:11 UTC

The document has been completed.