



Nehmya Negash
nehmya9217@gmail.com
8 March 2022

This offer supersedes and replaces any prior versions

Dear Nehmya,

Thank you for your interest in Google LLC! We are delighted to offer you the exempt position of Software Engineer in the Washington office. We look forward to working with you!

Salary

You will receive an annual salary of \$127,000.00, which will be paid biweekly and subject to applicable payroll deductions and tax withholding. This salary is subject to periodic review.

Bonus Target

You are eligible to participate in the company discretionary bonus plan; your annual bonus target will be 15.0% of your base salary. The actual bonus amount could be larger or smaller than this amount, based on your performance, and the performance of the company. The exact bonus amount is at the sole discretion of Google. The components of your bonus are subject to periodic review.

Sign-On Bonus

Google will pay you a one-time Sign-On Bonus of \$15,000.00, less applicable deductions and tax withholding, within thirty (30) days following your start date at Google, subject to your continued Google employment on the payment date of the Sign-On Bonus (the "Sign-On Bonus Payment Date"). Should your Google employment end on or before the 12-month anniversary of the Sign-On Bonus Payment Date, you agree to repay the Sign-On Bonus on a prorated basis. We encourage you to consult a tax professional for information on all current IRS reporting requirements.

Equity Compensation

Upon approval by Alphabet Inc.'s Board of Directors (the "Board"), you will receive a one-time grant of restricted stock units ("GSUs" or "Award"). At the time of vest, the vested number of GSUs will convert to shares of Alphabet Inc. ("Alphabet") Class C stock. If the US financial markets are closed on a vesting date, shares will vest on the next trading day. This Award will entitle you to that number of GSUs determined by dividing \$90,000.00 by the average closing price of Alphabet's Class C stock for the calendar month prior to the date of grant, rounded up to the nearest full GSU.

The GSUs will vest over a four-year period immediately following your start date according to the applicable vesting schedule. The number of GSUs granted and the vesting schedule details will be provided in the grant materials that you should receive shortly after the grant.

This Award and all future equity awards are contingent and issued only upon approval by the Board, and are subject to the terms and conditions of applicable plan documents and award agreements. Vesting in GSUs is contingent on continued employment on the applicable vesting dates. Further details on the GSUs will be available to you shortly after your start date. Please be aware that this program and subsequent processes could be changed at any time, at the discretion of the Board.

Benefits

Google currently offers to eligible employees a wide array of benefits, including retirement, medical, dental, vision and other welfare benefits (please refer to your offer letter email for a link to the current benefits). The eligibility requirements, entry dates and other information regarding these benefits are set forth in more detailed documents that are available after you join Google. These benefits may change, or even be discontinued, at any time to fit the needs of the business or for compliance reasons, as determined by Google in its sole discretion. In the event that this letter conflicts with the terms of the governing benefit program materials, the governing materials will prevail.

Confidential and Proprietary Information

You are being offered employment at Google based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer or an entity, such as a university or college. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of Google, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of Google, Alphabet, and their clients. To protect the interests of Google, Alphabet and their clients, all employees are required to read and sign the enclosed At-Will Employment, Confidential Information, Invention Assignment Agreement as a condition of employment with Google.

Insider Trading

Google employees are subject to Alphabet's strict policy against insider trading, which prohibits, among other things, employees, contractors and temporary workers from trading Alphabet stock during certain time periods and engaging in any derivative trans-

actions in Alphabet stock. It will be your responsibility to educate yourself regarding Alphabet's insider trading policies and to ensure you are in full compliance. If you have any questions about Alphabet's policy against insider trading, please contact Human Resources.

Export Control

If an export control license is required in connection with your employment, this offer is further contingent upon Google's receipt of the export control license and any similar approvals. Your employment with Google will commence following receipt of such export control license and governmental approvals; and is conditioned upon your (a) maintaining your employment with Google, and (b) continued compliance with all conditions and limitations contained in such a license. If for any reason such export control license and governmental approvals cannot be obtained within six (6) months from your date of signature, this offer may terminate and, in such case, will have no force and effect.

At-Will Employment

Please understand that this letter does not constitute a contract of employment for any specific period of time, but will create an "employment at-will" relationship. This means that the employment relationship may be terminated with or without cause and with or without notice at any time by you or Google. No individual other than the Chief Executive Officer of Google has the authority to enter into any agreement for employment for a specified period of time or to make any agreement or representation contrary to Google's policy of employment at-will. Any such agreement or representation must be in writing and must be signed by the Chief Executive Officer. Your signature at the end of this letter confirms that no promises or agreements that are contrary to our at-will relationship have been committed to you during any of your pre-employment discussions with Google, and that this letter, along with the At Will Employment, Confidential Information and Invention Assignment Agreement, contain our complete agreement regarding the terms and conditions of your employment.

Next Steps

We look forward to an early acceptance of this offer. This offer will remain open for 5 (five) business days following your receipt of this letter and is contingent upon your start date no later than June, 2022. You will receive an email regarding your new hire orientation closer to your start date.

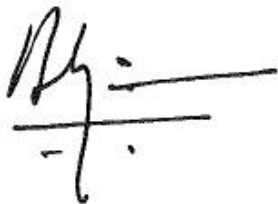
If you currently are pursuing an academic degree and you will be unable to make a commitment by this time, please let your recruiter know as soon as possible. It is likely that Google will still be able to offer you a similar position; however, please recognize that the terms of your offer may change. In addition, this offer is contingent on the successful completion of your degree program prior to your start date.

Additionally, this offer and your employment are contingent upon satisfactory results from your background check and reference checks. In order for Google to comply with the Immigration Reform and Control Act, your employment with Google is contingent on your eligibility to work in the United States. Accordingly, you must provide Google with documentation of your identity and eligibility for employment in the United States; please bring such documentation on your first day. In addition, if you are working in the United States pursuant to a US visa status, please provide new or renewed evidence of your eligibility for employment before the expiration of your initial work authorization.

To indicate your acceptance of Google's offer, please electronically sign and date the offer letter copy and At-Will Employment, Confidential Information, Invention Assignment Agreement at the URL link provided in the email. A duplicate original is enclosed for your record. You will receive an email regarding your new hire orientation 5 days prior to your start date. If you do not receive this email by the Thursday prior to your start, please send an email to newhire-orientation@google.com for information.

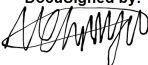
Nehmya, we look forward to working with you.

Sincerely,

A handwritten signature in black ink, appearing to be 'Sundar Pichai', with a horizontal line drawn underneath it.

Sundar Pichai
CEO
Google LLC

I accept this offer of employment with Google and agree to the terms and conditions outlined in this letter.

DocuSigned by:

A72B9CB2BA4A4E0...

Nehmya Negash

3/15/2022

Date