

April 5<sup>th</sup>, 2022

**Siddharth Goyal**  
2635 William Short Cir, Apt 200  
Herndon VA 20171

**Re: Offer of Employment**

**Dear Siddharth,**

We are pleased to offer you a position with Synechron, Inc. ("Synechron") as **Associate Director - Technology** on the following terms and conditions:

1. **Start Date:** The tentative start date of employment will be **April 18<sup>th</sup>, 2022**. On your start date, unless otherwise directed, please bring appropriate documentation for the completion of your new hire forms, including proof that you are presently eligible to work in the United States for I-9 purposes. Failure to provide appropriate documentation or a receipt indicating that you have applied for the appropriate documentation within 3 business days of commencing work will result in immediate termination of employment in accordance with the terms of the Immigration Reform and Control Act.
2. **Note:** As required by applicable immigration and labor law regulations, we will pay all fees and costs associated with the transfer of your existing H1B visa to us. We will not and cannot seek the reimbursement of these fees and costs from our employees as required by law. Please be advised, however, that if after accepting our offer of employment, you in your sole discretion choose either to not start your employment with us or otherwise cancel this offer of employment before your first day of employment, we will not consider you to be our employee or to have ever entered into an employer /employee relationship with us. In this event we will seek, as liquidated damages, the recovery of those applicable fees and expenses as authorized by law.
3. **Compensation:** Your compensation will be **\$132,000** per annum. This compensation, subject to applicable deductions /withholdings which are authorized or required by law, will be paid in semi-monthly installments, payable on the 15<sup>th</sup> and 30<sup>th</sup> day of each month.

**You will be eligible for a joining bonus of total \$2000 which will be paid you after completion of two (2) months of joining Synechron Inc.** You will not be eligible to receive a bonus unless you are employed by the company and not under notice of termination of employment (whether the notice is given by you or the Company) on the date the bonus is payable.

**4. Benefits:**

- **Health, Dental and Vision Insurance Benefits:** You will be eligible to participate in Synechron's group health, dental and vision insurance benefit plans. Terms of coverage and costs associated with coverage are governed by the Plan documents themselves and are subject to change.
- **Paid Time Off:** You will be eligible to receive 10 paid personal days and 5 paid sick days per year. Paid Time Off is available for use pursuant to policies set forth within Synechron's Employee Handbook. Such policies are subject to change. Policies are administered in compliance with applicable state law.
- **401K Plan:** You are eligible to join the plan (Optional) if you satisfy all of the below requirements:
  - You are a Synechron Inc., employee
  - You are at least 21 years of age
  - You have completed 1 (one) year of service with this US Entity of Synechron which is Synechron Inc., USA.

5. **At-Will Employment/Term & Termination:** Your employment will commence on your start date and shall continue in force and effect until terminated by either party. Either you or Synechron may terminate the employment at any time and for any reason, as your employment with the Company is, at all times, at-will. Notwithstanding the foregoing, in the event of Synechron's termination of your employment without cause, Synechron will provide you with fifteen (15) days' advance notice of

termination. It is similarly requested that you provide Synechron with at least 15 days' advance written notice of your decision to terminate your employment/resign from employment with the Company.

This offer of employment is contingent upon your satisfactory completion of a background check, which shall include authorized reference checks, criminal background checks, and pre-employment drug testing and the successful transfer of your visa to Synechron. Further, your offer of employment is contingent on your execution of an employment agreement, which may contain non-competition and/or non-solicitation covenants that would apply during the term of your employment with Synechron, and which will be presented to you upon your acceptance of this contingent employment offer.

To indicate acceptance of the terms of this offer of employment, please counter-sign a copy of this letter, as indicated below, and return a signed copy to my direct attention.

Sincerely,  
For SYNECHRON, INC.



**John Gaunt**  
Chief Human Resource Officer

April 5<sup>th</sup>, 2022

**Agreed and Accepted:** I hereby agree and acknowledge that I have read and understand the provisions of this offer of employment and that the offer is herewith accepted. My acceptance of this offer further expresses my consent and authorization for Synechron to initiate a background check, drug test or other checks/pre-employment screening (such as reference checks) that may be required as a condition of my employment and I agree to provide any required documents, written authorizations, and assistance in this regard. **I further understand that my employment is contingent upon the satisfactory completion of a background check, drug test (if required by Synechron or any Company client), the successful transfer of my visa, and my execution of an employment agreement.** I further understand and agree that should I choose not to join Synechron after the Company has paid the costs of my visa transfer, that I will repay Synechron for those costs.

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

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