



December 16, 2025

Offer of Employment

Manjula Potluru

Senior Cloud Solutions Architect

Dear Manjula,

CloudEdge Systems is thrilled to offer you the position of Senior Cloud Solutions Architect. We believe your expertise in cloud infrastructure will be a key asset to our engineering team.

Start Date: Monday, January 15, 2026

Location: Seattle, WA (Hybrid)



Compensation Package

Annual Base Salary

\$160,000

Paid bi-weekly, subject to standard withholdings and deductions.

Additional Incentives

- **Stock Options (ISO):** 5,000 shares subject to Board approval and a standard 4-year vesting schedule (1-year cliff).
- **Performance Bonus:** Target of 15% of annual base salary, based on company and individual performance metrics.

Comprehensive Benefits

Health & Wellness

-  Full Medical, Dental, and Vision insurance coverage effective immediately upon start date.

Time Off

-  Flexible Paid Time Off (PTO) policy plus 10 paid company holidays annually.

Retirement

-  401(k) retirement plan with competitive employer matching contributions.

Protection

-  Comprehensive Life Insurance and Short-Term / Long-Term Disability coverage.

Acceptance & Terms



Conditions of Employment

- Execution of Proprietary Information and Inventions Agreement (PIIA).
- Verification of identity and right to work in the US.
- Satisfactory completion of background checks.

At-Will Employment: This relationship may be terminated by either party at any time, with or without cause.

I accept the offer as described above.

Manjula Potluru

Employee Signature

Emily Lawson

CloudEdge Systems HR

Image Sources

<https://www.cloudedge-it.com/wp-content/uploads/CloudEdge-IT.png>



Source: www.cloudedge-it.com



<https://k2space.imgix.net/app/uploads/2023/06/K2-Criteo-Office-Curator-LARGE-102-scaled.jpg?auto=format&fit=max&w=5000&q=90>

Source: k2space.co.uk



<https://images.unsplash.com/photo-1521791055366-0d553872125f?fm=jpg&q=60&w=3000&ixlib=rb-4.1.0&ixid=M3wxMjA3fDB8MHxwaG90by1yZWxhdGVkfDE0fHx8ZW58MHx8fHx8>

Source: unsplash.com