



December 16, 2025

# Offer of Employment

Manjula Potluru

Senior Cloud Solutions Architect

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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

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## Annual Base Salary

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**\$160,000**

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

## Additional Incentives

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- **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

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## 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

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## 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.

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I accept the offer as described above.

Manjula Potluru

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Employee Signature

Emily Lawson

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CloudEdge Systems HR



# Image Sources

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

Source: [www.cloudedge-it.com](https://www.cloudedge-it.com)

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<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://k2space.co.uk)

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

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