



Synchronoss Technologies India Private Limited

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Private & Confidential

9-April-2020

Sankalp G. Patil

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Sankalp,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Engineer – CMS Apps** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **20-April-2020**.

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

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