



Offer Packet

Goggle LLC

1600 Amphitheatre Parkway
Mountain View, CA 94043

March 19, 2026

Jordan Chen
1842 Elm Street, Apt 7B
San Jose, CA 95112

Subject: Offer of Employment — Senior Software Engineer (L5)

Dear Jordan,

On behalf of Goggle LLC, we are pleased to extend to you an offer of employment for the position of **Senior Software Engineer (L5)** on the Cloud Infrastructure team. You will report to Maria Rodriguez, Engineering Director. Your anticipated start date is **May 5, 2026**, and your primary work location will be our Mountain View, CA campus. Your internal level will be recorded as L5, and your candidate materials will remain available in the [candidate portal](#) through your start date.

Offer Packet Overview

This packet is intentionally structured to make the employment terms, onboarding schedule, and acceptance steps easy to review in one pass.

1. Confirm the role, reporting line, and location.
 - Review the Cloud Infrastructure scope and the expectations of the Senior Software Engineer (L5) level.
 - Confirm that Mountain View remains your primary work location.
- Please send one consolidated list of questions before March 27 so we can answer compensation, relocation, and onboarding items together.**
2. Review compensation, work model, and first-week logistics.
 - Compare the cash, bonus, and equity terms with your current package.
 - Verify hybrid-work expectations, equipment support, and travel guidance.
 3. Sign and return the packet once the terms are clear.
 - A written confirmation email is optional, but it helps us schedule background checks and pre-hire setup.

Role Scope

This role is designed for an engineer who can translate ambiguity into durable systems, communicate clearly across partner teams, and raise the operating standard for services that are already at scale.

- You will lead reliability and performance work for core storage and traffic systems.
- You will partner closely with:
 - site reliability engineering on incident review follow-through
 - capacity planning on quarterly demand modeling
 - security engineering on production guardrails and audit readiness



- You will mentor early-career engineers and help drive calm, well-documented launches.

Compensation

Compensation. Your total compensation package is outlined in the table below.

Component	Details
Base Salary	\$218,000 per year, paid semi-monthly
Target Bonus	15% of base salary, based on individual and company performance
Equity (RSUs)	1,400 shares vesting over 4 years (33% / 33% / 22% / 12%)
Signing Bonus	\$45,000, paid with your first paycheck

Work Model And Support

Topic	Default	Notes
Hybrid schedule	3 office days	Tuesdays through Thursdays are team anchor days for Cloud Infrastructure
Equipment	Standard package	Laptop, monitor stipend, and secure device enrollment begin before day one
Travel	Pre-approved	Interview, relocation, and first-week travel are reimbursed through the recruiting coordinator

First 90 Days

1. Complete onboarding and establish your operating context.
 - Review service ownership maps, on-call expectations, and escalation paths.
 - Meet your cross-functional partners in networking, storage, and developer productivity.
2. Land one scoped reliability improvement that reduces alert noise or manual toil.
3. Present a written quarter plan with success metrics, open risks, and staffing assumptions.

Working Norms

We optimize for predictable systems, clear ownership, and calm operations during both launches and incidents.

Team Operating Signals

- Service changes should land with a written rollback plan.
- Quarterly plans should distinguish must-ship work from ~~nice-to-have~~ stretch work.



- Major questions can be tracked in the [candidate portal](#) and closed out in writing.

Your benefits package will become effective on your start date and includes medical, dental, and vision coverage, a 401(k) plan with company match, 20 days of paid time off annually, parental leave, and access to the [benefits guide](#).

Decision Timeline

Milestone	Date	Owner
Offer issued	March 19, 2026	Goggle LLC
Candidate questions due	March 27, 2026	Jordan Chen
Signed offer due	April 4, 2026	Jordan Chen

Start Week Snapshot

Day	Focus	Primary Contacts
Day 1	Orientation, equipment pickup, and access review	Recruiting, IT, manager
Day 2	Service map walkthrough and incident review cadence	Manager, SRE partner
Day 3	Shadow on-call handoff and planning review	Team lead, TPM

Additional Terms

Conditions. This offer is contingent upon successful completion of a background check and verification of your eligibility to work in the United States. Employment with Goggle LLC is at-will, meaning either party may terminate the employment relationship at any time, with or without cause or advance notice.

The earlier ~~24-month relocation repayment~~ draft language has been removed; no relocation repayment obligation applies under this offer.

Onboarding Reference

The following wordmark is included in the body to verify standalone image rendering in addition to the page header asset.



Goggle wordmark reference

Acceptance Process

Please confirm your acceptance by signing and returning this letter no later than **April 4, 2026**. If you have questions, email maria.rodriguez@goggle.example. Use the subject line Offer Questions - Jordan Chen.

I, Jordan Chen, accept the Senior Software Engineer (L5) offer from Goggle LLC with a start date of May 5, 2026.
I understand that employment is at-will and contingent upon background and work authorization checks.

We are thrilled to have you join the team and look forward to the contributions you will make.

Sincerely,

Sarah Kim

Vice President, Engineering
Goggle LLC

Candidate Acceptance

Signature: _____ Date: _____

Printed Name: Jordan Chen