

March 11, 2019

Ignacio Espino
1045 North Utah Street
Apt 208
Arlington, VA 22201

Dear Ignacio:

On behalf of Dev Technology Group Inc. (Dev Technology), I am extremely pleased to confirm our offer for you to join our team. This letter will confirm our discussions concerning the terms of your employment.

- Your title will be Associate Application Developer. You will be assigned to ICE Enforcement Systems project. Your direct manager will be Becky Crane.
- Dev Technology's offer of employment is contingent upon your providing evidence of your right to work in the United States (completion of the I-9 form) as well as the ability to obtain and maintain any required government security clearance for an assigned project. If you are unable to obtain the required government security clearance, your employment may be discontinued.
- This offer is contingent based on you receiving an ICE Public Trust clearance as required by the contract. Once you have signed the offer letter, we will request that you submit the ICE clearance paperwork. Once ICE processes the paperwork and issues you a clearance, we will discuss an appropriate start date to commence shortly thereafter.
- Your salary will be \$2,916.67 per pay period, which if annualized, is approximately \$70,000.00. As an Exempt employee, you are not eligible for overtime pay. Dev Technology's paydays are semi-monthly.
- You will become eligible for coverage under Dev Technology's Group Health and Dental Insurance on your date of hire.
- You will also be eligible to participate in Dev Technology's 401(k) Retirement program on the first of the month following 3 months of employment. Plan details and documents will be provided to you during your orientation.
- Regular full-time employees eligible to receive PTO will accrue PTO hours each pay period worked. The accrual rate is 5 hours of PTO per pay period. The maximum accrued balance at any time is 160 hours. PTO may be used in hourly increments for sick days, vacation, and/ or personal days.

- It is our duty to confirm that all potential hires have not entered into non-compete agreements with their former employers. It is a requirement that all applicants reveal any non-competes to which they are subject and that they produce a copy of any such agreement. Failure to disclose an applicable restrictive covenant is grounds for immediate discharge.

Finally, please understand that Dev Technology Group, Inc. is an At-Will Employer. As such, neither this offer letter, your acknowledgment of agreement, nor the initiation of your employment constitutes any form of contractual arrangement between you and Dev Technology Group Inc. To the contrary, your employment relationship with the company is considered an “employment at-will” arrangement that either you or Dev Technology Group Inc. may change or terminate at any time and for any reason.

This offer of employment, if not previously accepted by you, will expire three days from the date of this letter. If additional time for consideration of the offer is necessary, please contact me. If you would like to accept the offer, please acknowledge that you are in agreement with the contents of this letter by signing and dating this letter in the spaces provided below and return it to Human Resources within the prescribed time by mail, email to Anna.Wahl@devtechnology.com or by fax to +1 703-552-7554. Please maintain a copy of this letter for your records. If you have any questions or require any additional information prior to your start date, please don't hesitate to call me.

We are delighted that you are interested in joining our team and very much look forward to a mutually rewarding relationship.

Sincerely,

Anna K. Wahl, SHRM-CP
Director, Human Resources

cc: Becky Crane

I have received and read this letter, understand its intent and meaning, and accept this offer of employment.

Ignacio Espino

Date