



2099 Gateway Place, Suite 140, San Jose, CA 95110

January 28, 2019

Alexander Michael Lundin
8017 Brasstown Dr.
McKinney TX 75070

Re: Offer Letter

Dear Alexander:

Astreya Partners, Inc. is pleased to offer you the full-time, non-exempt position of CAD Specialist as a member of Astreya Professional Services division. Based on your previous experience, education and skills, we feel that you will be a valuable addition to our Team. Please carefully review this Offer Letter, as well as the attached Astreya Employment Agreement and Astreya's Confidential & Proprietary Information Agreement and Assignment of Inventions/Ideas, which embodies all of the terms of our employment offer to you.

Your start date will be May 20, 2019. The position of CAD Specialist will be reporting directly to your Team Lead. This position will be located in Sunnyvale, CA. Generally, office hours are between 8:00 a.m. to 5:00 p.m., Monday through Friday; however, your office hours will be assigned by your immediate manager. CAD Specialists are expected to perform the necessary hours to complete required work in a professional manner.

The Company may change your job title, responsibilities, schedule or work location as it deems necessary. We appreciate your being flexible as the assignment requires.

Your compensation package will be as follows:

Effective on your start date your pay rate will be \$60 per hour. You will be paid in accordance with applicable state and local laws for any overtime incurred. Paydays will be on a bi-weekly basis for the prior two weeks. When a company holiday falls in the work week, you will be paid for that holiday.

IN ADDITION TO THE AFOREMENTIONED COMPENSATION:

Astreya is very pleased to offer a comprehensive benefits package that includes the following:

Company Medical, Dental, Vision, Life / AD&D, & LTD/STD insurance. You will be eligible for insurance on the first of the month following one (1) full month of employment with the Company. You may also obtain coverage for your eligible dependents at the same time. The company contributes to the cost of your health insurance premiums and your overall cost will vary based on the plan and benefit level you select. Employee contributions may be taken on a pre-tax basis.

You will be eligible to participate in the Company sponsored 401(k) plan on the first of the month following your date of hire.

You will be eligible to accrue PTO at a rate of eighty (80) hours per year, prorated for each payroll period. The maximum PTO accrued balance is one hundred twenty (120) hours. Once the maximum of one hundred twenty (120) hours has been reached, no additional PTO will accrue until the previously accrued PTO balance



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drops below the maximum allowed. You will not be given retroactive credit for any period of time in which you did not accrue PTO because you were at the maximum.

As you know, Astreya may modify your compensation package and benefits from time to time as it deems necessary. Any modification must be in writing and approved by an officer of Astreya.

Compensation information is confidential and proprietary and should not be shared with anyone other than the hiring manager and/or an Astreya HR representative. At no time should compensation information be shared with a client or colleague.

The employment relationship between you and Astreya is "at will". This means that as an employee, you may terminate your employment at any time for any reason with or without cause and with or without advance notice to Astreya. Similarly, Astreya may terminate your employment at any time for any reason with or without cause and with or without advance notice. In the event you terminate your employment voluntarily or your employment is terminated by Astreya Partners, Inc., you shall not be entitled to receive pay for any period subsequent to the date of termination.

This offer is subject to successful completion of a background check for which you authorize by signing below, and further, the submission of an I-9 and satisfactory documentation of your identification and right to work no later than three days after your employment begins.

We ask that you provide all information and documentation as requested for your personnel file and sign the necessary forms in compliance with company policies and applicable labor laws.

To accept employment at Astreya under the terms set out in this Offer Letter, please sign and date this Letter, as well as the attached Astreya Employment Agreement and Astreya Confidential & Proprietary Information Agreement and Assignment of Inventions/Ideas and return it to us. This offer will expire if not accepted by February 1, 2019.

As you know, we are intent on assembling the best possible team and have selected you because of your professional attitude and the many positive contributions you can make. We believe that you are the type of person who will respond to the significant challenges involved and derive great gratification from your accomplishments. We look forward working with you as part of the Astreya Professional Services team.

Very truly yours,

DocuSigned by:
A handwritten signature in black ink that reads "Kris Hamner".
6483088B754541B...
Kris Hamner
VP, Human Resources

I, Alexander Lundin, accept this offer of employment.

DocuSigned by:
A handwritten signature in black ink that reads "Alexander Lundin".
8AB6931070F44C6...
Signature

1/28/2019
Date