



Offer Letter

January 17, 2020

Fenting Lin

Dear Fenting:

Beaconfire Solution ("The Company") is pleased to offer you the position of Java/Software Developer. This offer is contingent upon proof of employment eligibility, a background and/or reference check, and confirmation that you are not bound by any contractual agreements that restrict your ability to perform your duties for BeaconFire Solution. We are offering this position to you based on the terms listed below.

JOB DETAILS

Term of Employment:

You will start working at BeaconFire Solution as a Java/Software Developer trainee, and will be required to complete our free on-boarding training before becoming a full-time employee. During the period of training, you are subject to the terms in our Training Agreement which will be signed on your first day after one trial training session.

Start Date:

If you decide to accept this offer, your start date will be **Monday, February 3rd, 2020**. You will complete your onboarding training at our business office located in **50 Millstone Road, Building 300, Suite 120, East Windsor, NJ 08520**. Your working hours will be Monday through Friday, 9am to 6pm.

Direct Supervisor:

You will report all your work during the training to IT Manager, Angie Feng. Your performance will be evaluated by Flora Xue, and Matt Li.

Compensation and Benefits:

During the training period, we would provide you a monthly allowance of **\$1,000** up to three months upon completion of your first month performance appraisal. When you become a full-time employee, you are required to work for our company for at least 18 months. You will be paid bi-weekly at **\$65,000** per year, with an increase to **\$80,000** per year after 12 months. We will also provide disability and unemployment insurance, optional health insurance, and 6 paid holidays off. Additionally, we will sponsor your OPT extension and H1B visa at the earliest eligible time. Details of compensation will be included in our Training Agreement and Employment Agreement.

Accommodation Benefit:

The company will provide accommodation during the period of training. You can move into the house located in Windsor Meadows, East Windsor, NJ 08520 within one week before your start date. The rent is \$600/month (all inclusive). Details will be provided in our Leasing Agreement.



ACCEPTANCE INSTRUCTIONS

To accept this offer, please sign on the acceptance line below and return this letter as soon as possible. Should you accept this offer, we will formalize the terms of your employment in a separate training agreement, which you will be required to sign on your first day and which may contain additional terms and conditions to those listed above. Therefore, the terms listed above do not constitute a binding agreement and ONLY serve as evidence of negotiations concerning your employment. If you have any questions regarding this employment offer, please do not hesitate to contact me.

Again, we are very excited about welcoming you to BeaconFire Solution and look forward to having you join our team. We believe that your association with the Company will be successful and rewarding.

Sincerely,

A handwritten signature in black ink that reads "Flora Xue".

Flora Xue
xxue@beaconfiresolution.com
Human Resources Administrator
BeaconFire Solution Inc.
Phone: (609) 216-8882

I, Fenting Lin, hereby accept this offer. I understand this offer is not a binding agreement. I am ready to engage with BeaconFire Solution to formalize the terms and conditions of my employment in a separate training agreement. I will start my employment on Feb, 03, 2020.

Fenting Lin
Signature

01/21/2020
Date