



Dated: January 29th, 2021

Ms. Xuan Zhou

Dear Xuan Zhou,

We are pleased to offer you employment as **UI Developer** reporting to NJ Office effective from **February 01st, 2021** on the terms and conditions stated in this letter. Your annualized base compensation will be **\$17/Hour (Not more than 20 hours/week)**.

Your employment with the Company will be permanent only after 90 days of probation.

This offer is subject to your representation and warranty (Which will be confirmed by your signature below) that you are not a party to any agreement or contract which limits your ability to work for or perform services for SITA HEALTH & LIFE SCIENCES as of **February 01st, 2021** and that you are free to accept employment with SITA HEALTH & LIFE SCIENCES without limitation. This offer is further subject to your representation and warranty that you are currently legally authorized to work in the United States. SITA HEALTH & LIFE SCIENCES will verify your employment eligibility by requiring you to complete a Form 1-9 on your first day of employment.

Your employment is also contingent upon the successful completion of our pre-employment screening process. SITA HEALTH & LIFE SCIENCES further requires that you sign our Confidentiality Agreement on your start date. This requirement is also a prerequisite to your employment with SITA. The Confidentiality Agreement is to ensure that all proprietary information, documents, and literature obtained during your association with SITA HEALTH & LIFE SCIENCES will not be utilized by you at any point of time to undermine the interests of SITA HEALTH & LIFE SCIENCES or its client companies. We will be happy to provide the details of this Confidentiality to you upon request.

While I hope that we both find our professional relationship mutually beneficial, this is an exempt position and your employment is at will. This means that your employment with SITA, should you accept this offer, will not be for any specific term and may be terminated by you or by SITA HEALTH & LIFE SCIENCES at any time with or without cause and without notice during your probation time and With or Without Notice after your probation period. However, we request that if you choose to resign your employment, you provide SITA HEALTH & LIFE SCIENCES two weeks' notice in between the projects and four weeks while you are in the project.

Any contrary representations or agreements, which may have been made to you, are superseded by this offer. The at-will nature of your employment described in this offer letter shall constitute the entire agreement between you and SITA HEALTH & LIFE SCIENCES



concerning the duration of your employment and the circumstances under which either you or the Company may terminate the employment relationship.

No person affiliated with SITA HEALTH & LIFE SCIENCES has the authority to enter into any oral agreement that changes the at-will status of employment with the Company. The at-will term of your employment can only be changed in a writing signed by you and the President of SITA HEALTH & LIFE SCIENCES which expressly states the intention to modify the at-will term of the employment. By signing below and accepting this offer you acknowledge and agree that length of employment, promotions, positive performance reviews, pay increases, increases in job duties or responsibilities and other changes during employment will not change the at-will term of your employment with SITA HEALTH & LIFE SCIENCES and will not create any implied contract requiring cause for termination of employment.

In addition to your compensation set forth above, SITA HEALTH & LIFE SCIENCES also provides its employees with a competitive benefits package. For your convenience, a summary of benefits is attached as "Exhibit – A". The summary of benefits is for informational purposes and is not a guarantee of benefits. SITA HEALTH & LIFE SCIENCES reserves the right to revise its benefits offerings at any time.

As an employee of SITA, you will be required to comply with all Company policies and procedures. In particular, you will be required to familiarize yourself with and to comply with SITA's policy prohibiting unlawful harassment and discrimination and the policy concerning drugs and alcohol. Violations of these policies may lead to immediate termination of employment.

In closing, let us state that we would be happy to have you join our team. If you accept this offer under the terms described above, please so indicate by signing and dating the additional copy of this letter in the space provided below, completing the other enclosed forms and returning it to the address below within 5 business days of your receipt of this letter.

Sincerely,

Manager - Human Resources



I accept your offer of employment. No other oral or written commitments have been made concerning my employment.

Signature: _____

Printed Name: **Ms. Xuan Zhou**

Date: _____

The above signed is an agreement which has been made and entered by and between SITA HEALTH & LIFE SCIENCES, a New Jersey Corporation and **Xuan Zhou** WHEREAS, above signed is an employee to the following, as a pre-condition to receiving any work pursuant to the agreement between SITA HEALTH & LIFE SCIENCES and the employee.

As to any person or entity, including but not limited to SITA HEALTH & LIFE SCIENCES's Client or any Intermediary party, to whom I have been introduced as a result of contract with Company, for a period of one (1) year from the date that you leave SITA HEALTH & LIFE SCIENCES, I will not directly or indirectly, through any person or entity.

- Engage in any activity or take any action, which may direct from SITA HEALTH & LIFE SCIENCES any business opportunities.
- Enter into any business relationship with or cause or influence any persons or organizations to diminish commercial dealings with SITA HEALTH & LIFE SCIENCES.
- Will not compete with SITA HEALTH & LIFE SCIENCES by soliciting or accepting any engagement other than through the SITA HEALTH & LIFE SCIENCES.
- Will not take any type of assignments or employment with SITA HEALTH & LIFE SCIENCES's client OR Company's Client's Client introduced by SITA HEALTH & LIFE SCIENCES.