



September 26, 2025

Tyler Swanson
4207 Avenue H #B
Austin, TX 78751

Dear Tyler,

This letter is to offer you employment at Koniag IT Systems LLC, a Koniag Government Services, LLC (KGS) company, and this contract is part of KGS' Strategic IT Operating Group. This offer is contingent on the conditions listed below. I am pleased to offer you the position of Data Engineer (REMOTE) reporting to Rena Brown. This position is a Full Time, Salaried position, and you will be paid at a rate of \$ 140,000.00 annually, paid to you in biweekly installments.

In this position, you will support the MySBA Technology Portfolio contract. If you have any questions with respect to your position, please contact Rena Brown at your convenience. They are available to discuss the details of your roles and responsibilities, and they will provide a more detailed job description upon hire.

You will be eligible for a comprehensive benefits package including medical, dental and a 401(K) plan. Additionally, there is life insurance, short-term and long-term disability coverage provided by KGS. You will also be eligible for Paid Time Off (PTO) under the KGS PTO Leave Policy, and you will accrue PTO as set forth in that Policy.

A new hire orientation will be provided to you during your first week of employment. Should you have any questions prior to orientation, please feel free to contact your recruiter.

This offer is contingent upon you being cleared to start work. Your start date and primary work location will be determined once you have been cleared to start.

Your offer is contingent on the following conditions:

- Customer approval
- You are under no obligation to any other employer
- In compliance with the Immigration Reform and Control Act of 1986, KGS will be required to verify your legal right to work in the United States. For that reason, on your first day of employment you will be asked to provide documents proving your eligibility to work in the United States. (The most common documentation is a U.S. Passport or a valid driver's license and an original Social Security Card or birth certificate; but you may decide to use other documents from the I-9 List of Acceptable Documents.)
- The ability to obtain and maintain clearances necessary for this position.
- Satisfactory results of an investigation of your past employment, education and other activities referenced in your resume and application.
- Satisfactory results of all required pre-hire screenings, including but not limited to background investigations, drug screenings and credit checks.
- The Company's ability to obtain and maintain necessary funding for this position.

Please confirm your acceptance of this offer by electronically signing this offer letter no later than 3 calendar days from the date of this letter. Otherwise, this offer will expire on September 29, 2025.

We look forward to working with you and hope that your employment with Koniag Government Services, LLC. will be positive and rewarding.

Very truly yours,

A handwritten signature in black ink, appearing to read "Kevin Wideman".

Kevin Wideman
Koniag Government Services, LLC. CEO

This letter is intended to inform you of the compensation and benefits for your position. Nothing in this letter creates, or is intended to create, an express or implied contract of employment or to guarantee employment for any period of time. As such, your employment with KGS will be "at-will", and both you and KGS may end your employment with or without reason, and with or without advance notice, at any time.