



July 11, 2025

Tyler Swanson
Via Email

RE: Offer of Employment – Per Diem

Dear Tyler:

On behalf of Doheny Eye Institute ("Doheny"), I am pleased to offer to employ you in the **per diem** temporary position of Data Scientist – RIMR AMD Consortium. Your duties will be those described in the attached position description and such other duties as may be assigned to you from time to time in this position or another.

You will be compensated at the hourly rate of \$100.00. It is important to note this is a **per diem** rate and as such, is at a higher non-benefited rate and is temporary. If your status changes to full-time benefits eligible your rate will be evaluated and could be decreased to accommodate benefits. Increases or changes in compensation shall be at Doheny's discretion and among the factors which may be considered by Doheny in making such adjustments are performance and changes in position and/or responsibilities. Your work schedule will be determined by your supervisor.

Your employment with Doheny will begin on July 14, 2025. This offer is contingent on your ability to provide employment eligibility documentation as required by federal immigration laws [and our satisfaction with the results of a reference and background check which may not be fully completed on the date you actually begin work.] Per the Health Insurance Portability and Accountability Act (HIPAA) of 1996, you may be required to obtain HIPAA certification immediately in order to carry out your responsibilities.

During your term of employment, you will be expected to comply with Doheny personnel and other policies as they now exist or as Doheny may adopt from time to time.

Employment with Doheny is at the mutual consent of you and Doheny. This means that either you or Doheny may terminate the employment relationship at any time, with or without cause and with or without notice.

As a per diem employee, you will **not** be eligible to participate in all Doheny-sponsored employee benefit plans and programs (e.g., group health insurance, annual vacation, and paid holidays, etc.).



If you accept this offer of employment, your acceptance must be with your understanding and agreement that you will not (either during your employment by Doheny or thereafter), disclose to any person not connected with Doheny or use for your benefit or for the benefit of anyone other than Doheny, any proprietary or confidential information, either disclosed to you or developed by you during your employment by Doheny. The term "proprietary information or confidential information" shall include, but not be limited to, information concerning patients, research plans, proposals, protocols, results and subjects, technical information and processes, inventions, improvements and discoveries, personnel histories, business plans, financial data, and other confidential information related to the conduct of Doheny business.

This letter is intended to set forth the entire agreement between you and Doheny with respect to the terms and conditions of your employment. No amendment or modification of this letter agreement shall be effective unless in writing executed by you and the Chief Executive Officer.

We hope that you will confirm your acceptance of our offer by signing and dating this letter in the space provided below.

Sincerely,

Andrea Lantini
Human Resources Director

Accepted & Agreed:

Signature

Date