



August 12, 2025

James Thompson  
2804 Treble LN, Unit 923  
Austin, TX 78704  
United States

Dear James,

Congratulations! RIVA Solutions Inc. (RIVA) is pleased to extend you an offer of employment for the position of Process Automation Analyst supporting (DOI FMD). Your hourly rate of **\$90,000** (less applicable taxes and deductions) will be paid semi-monthly on the 10<sup>th</sup> and 25<sup>th</sup> of each month.

As a full-time employee, you will be eligible for full company benefits which currently include medical, dental, and vision insurance coverage in addition to life and disability insurances. RIVA also offers a 401(k) plan and will provide 15 days of Paid Time Off and 11 Federal Holidays. Details will be provided to you during your onboarding process and orientation.

This is an at-will offer of employment with RIVA. The position you are accepting is not exempt from the provisions of the Fair Labor Standards Act. All hours worked in excess of your regular hours must be approved in writing by your manager in advance of the hours to be worked. No other promises or representation have been made concerning your employment. Your expected start date will be **September 22, 2025**. This offer is contingent upon the satisfactory completion of a background check and successfully obtaining and maintaining a security clearance if required by the customer.

By signing below and indicating your acceptance of our offer, you represent that there are no employment or other restrictions that would prevent you from working for RIVA. Please review the offer and sign the acceptance within three days of the offer date; otherwise, it may be deemed to be withdrawn.

At RIVA, our employee-first approach has manifested a culture that attracts the best and the brightest. We embody our values: **Results. Innovation. Values. Accountability.** By investing in people first, we offer you a flexible work environment that supports your career goals and aspirations. We are excited to have you join the team and believe your contributions will add to the success of the company. If you have any questions, your recruiter, **Calen Weaver**, can be reached at [mnguyen@rivasolutionsinc.com](mailto:mnguyen@rivasolutionsinc.com).

Sincerely,

Naveen Krishnamurthy  
CEO  
RIVA Solutions Inc.

I accept RIVA Solutions Inc. offer of employment with the terms and conditions stated in this letter.



Signed by:  
*James Thompson*  
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Signature

8/12/2025

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Date