



Dear Ian Baker

It brings us great pleasure to welcome you to Revature, LLC ("Company"). This letter is to confirm your offer of employment as a Revature Software Engineer. It is expected that your first day of employment and participation in the Revature Training Program will be Apr 22, 2019. Your day will begin at 8:30 a.m. ET at your designated Training Location, located on the University of South Florida (USF) campus.

It's an exciting time to be a member of the Revature team. We greatly value the contribution that you will make to our company. We recognize that you will invest in the success of Revature every day, and we believe it is important to offer you a competitive package that meets your expectations.

It's an exciting time to be a member of the Revature team. We are experiencing phenomenal growth and our employees are the key to our future success. We value our employees and the contribution they make to our company. As an employee of Revature we know you will invest in the success of Revature, and we believe it is important to offer you a competitive package that meets your expectations.

Responsibilities

Upon successful completion of the Revature Training Program ("Training") described below, your primary responsibility will be to provide software development and programming support to client(s) of Revature at the location of the client ("Work Assignment").

Work Assignment

Once you have completed the Training Program (described below) and are successfully placed on a Work Assignment, depending on the work location you will be paid \$21.63/hour or \$26.45/hour (approximately \$45,000 or \$55,000 annualized) in accordance with the [Revature High Cost Allowance Policy](#) starting on the first day of your Work Assignment. As part of this offer, you agree to relocate to a Work Assignment location within the contiguous United States. If you, with explicit Revature and customer approval, work more than 40 hours of worked time in any week, you will be paid overtime. You will be paid on a bi-weekly basis in accordance with Revature payroll practices.

On the one-year anniversary of your work assignment, depending on the work location, your pay will increase to \$28.85/hour or \$33.66/hour (approximately \$60,000 or \$70,000 annualized) in accordance with the [Revature High Cost Allowance Policy](#). You will receive any earned pay increases provided you're actively employed with Revature at the time of the review.

On the two-year anniversary of your work assignment, your pay will increase to \$36.01/hour (approximately \$75,000 annualized). You will receive any earned pay increases provided you're actively employed with Revature at the time of the review. The High Cost Allowance Policy does not apply to year three.

Certain work assignment locations are eligible for a high cost of living adjustment. Follow this link to find out more about Revature's High Cost of Living Allowance Policy: [Click Here](#)

Employment Terms & Duration

Although employment with Revature is "at will," meaning either you or the Company can end employment at any time, in accepting this offer and continuing to participate in the Training Program beyond "Offer Day" (the 10th calendar day following Training commencement), you will be required to complete 24 months of service. If you elect to depart on Offer Day, you will be provided a Mutual Release from any such obligation. The terms of this obligation are spelled out in the Training Agreement which will be presented along with a number of key



documents that include, the Promissory Note, the Non-Piracy & Non-Solicitation Agreement and the Relocation Agreement on Offer Day.

Total Benefits

Revature is committed to providing its employees with a comprehensive total rewards package, which is shown in the table below.

<u>Software Engineer Projected Total Benefits</u> (for first 12 months as Software Engineer)		
Base Compensation		
Project Pay	\$45,000 to \$55,000	Assumes 40 hrs/week
Training & Staging Pay	\$6,091	Assumes 18 weeks/40 hrs/week at \$8.46/hr (plus payroll taxes)
Benefits		
Medical, Life Insurance & PTO	\$3,200	Non-contributory benefits include dental, vision, disability, commuter & 401k
Project Relocation	\$500	
Training		
Training	\$19,395	Includes but not limited to 12-14 weeks of in class training, books, software licenses, hardware, certifications
RevaturePro Platform Training & Use	\$400	
TOTAL REWARDS	\$74,586 to \$84,586	

*Table is for illustrative purposes only. Not a guarantee of compensation.

Benefits and Paid Time Off

In addition to your compensation, Revature offers a comprehensive benefits package. You and your family are eligible to receive health, dental, vision, life and long-term disability insurance as well as commuter benefits and 401(k). Summary details of these plans are contained in the [Benefits Guide](#).

Additionally, you will also be eligible for 18 days of paid time off (PTO), earned at a rate of 5.53 hours per pay period after six months of employment.

The Training Program

During Training, you will learn the skills and work on projects that will set you on your career path, working on the most highly sought-after technologies in the tech industry. While you are employed in the Training Program and for periods between billable Client Work Assignments, you will be paid a wage of 8.46/hour for all hours worked, earned, and paid on a bi-weekly basis in accordance with Revature payroll practices.

“Hours worked” are those hours spent in classroom training or outside the classroom in specifically designated learning opportunities. Although you may choose to engage in some self-study outside the classroom during



Training, this time is not considered hours worked. While it is intended that you will not ever be required to put in more than 40 hours of worked time in any week during training, in the unlikely event you, with explicit approval from your Trainer, are required to work more than 40 hours, you will be paid overtime for all hours in excess of 40 in a week.

Housing Accommodations

During the Training Program, Revature will provide subsidized housing accommodations, if available, on a first-come, first-served basis. You are under no obligation to accept Company housing. Should you elect Company housing, your accommodations will be furnished, within a reasonable travel distance to the Training Location and available to you throughout your Training and until you are confirmed for a Work Assignment as defined within the Revature Housing Agreement. If you elect to obtain housing through the Company, your share of the accommodations will be deducted from your paycheck, the deduction currently being \$110 per week. Revature will also provide financial assistance for your travel to the Training Location.

Background Check and Work Authorization

This offer is contingent upon successful completion of a background investigation and meeting all professional criteria required to perform within the role, such as providing proof of earning your college degree.

Further, in accordance with the provisions of the Immigration Reform and Control Act, you will be required to complete the Form I-9, including providing documentation supporting your identity and authorization to work in the U.S., within three (3) days of your employment start date.

The offer of employment, if not accepted by you, will expire seven (7) days from the date of this letter. If you agree with the employment offer, please sign via DocuSign below. If you have any questions, please do not hesitate to contact your recruiter.

We look forward to welcoming you to our Company and as a member of our team.

Sincerely,

Carol Baxter
HR Director

CANDIDATE

Signature

DocuSigned by:
Ian Baker
568C8A8E213C497...

Print Name Ian Baker

SSN Last 5 Digits 40564

Date Signed April 8, 2019 | 2:09 PM PDT

COMPANY

Signature

DocuSigned by:
Yarina Williams
95D2A51E752F483...

Print Name Yarina Williams

Title Recruiter

Date Signed April 8, 2019 | 2:10 PM PDT