



Dear **GuangCheng,**

Following our recent discussions, we are delighted to offer you the position of a **Senior Software Developer** with Gilbane Building, Gilbane Building describing key highlights about your organization. If you join **Gilbane Building** Company Construction Services, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of **Gilbane Building** Company team, we ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Senior Software Developer

Start date: 01/06/2023

Senior Software Developer

Salary: \$50 per hour

GROUP BENEFITS:

Work/Life Balance, Health & Dental, Community Involvement / Matching Gifts Program, Tuition Reimbursement Assistance & Education Life Works, Employee Stock Purchase Plan, Employee Wellness and 401k plans.

HOURS OF WORK:

We have three working sections which are (Morning, Evening and Full Day) ...The Morning section begins from 8am-1pm CST, Evening section 2pm-7pm

REPORTING RELATIONSHIP:

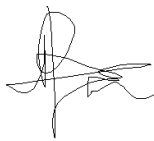
You are to report to Mr. Andrea Michaud for daily instructions.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards (or Labour Standards) for Your Province

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

Mr. Andrea Michaud Head Human Resources



With the signature below, I accept this offer for employment.

Name

Date
