



03/20/2017

Dear Charles:

It is my pleasure to provide you with this letter formalizing our offer of employment with Fifth Third Bank. You will assume the position of Information Technology Co-Op beginning fall 2017 and reporting directly to Daniel Link.

You will be paid \$22.00 an hour, on a biweekly basis. This position is not eligible for benefits.

As we've discussed our offer of employment and continued employment is contingent upon your successful completion of Fifth Third's employment screening process, which includes a drug test, a government mandated background investigation, and completion of an I-9 form (Employment Eligibility Verification form). This offer may rescind if you fail to schedule your drug test and fingerprinting within 24 hours of receipt of this offer and complete the test within 48 hours thereafter. You will receive further details regarding your start date and the drug screening, fingerprint and I-9 process with your New Employee letter. You should complete the I-9 before your start date and bring the required documents with you on your first day. Within 72 business hours of your first day of employment, you will be required to have completed the I-9 form and provided proof of identification and eligibility to work in the United States. A list of acceptable documents as well as instructions on how to complete the I-9 will be listed in your New Employee letter. All documents must be the original, unexpired, and signed.

As with all positions at Fifth Third, each of us is employed on an at-will basis and no part of this letter should be construed to change that relationship. Fifth Third and each employee may terminate employment at any time.

By accepting this offer of employment with Fifth Third, you certify that none of the information provided in your application of employment has changed or needs to be updated since the time you completed it.

We are pleased to offer you this position and are confident that your employment with Fifth Third will be mutually rewarding. These are exciting times for us and we look forward to your acceptance of our offer and your contributions to the success of Fifth Third.

This employment offer will expire 10 business days from the date of this letter. To indicate your acceptance of this position, please click on "Sign Letter" at the bottom of this page.

Sincerely,

Sarah Balzano

ACCEPTED & AGREED