



January 26, 2022

Max Fathauer

Re: Offer of Employment

Dear Max:

It is my pleasure to invite you to join Acuative Corporation. This letter sets forth the terms and conditions of the employment offer, and your signature below will signify your understanding of, and agreement to, the terms and conditions contained herein. Please review, sign and scan back to: mkonicek@acuative.com. This offer is contingent upon successful background and reference checks. Should you have any questions, please do not hesitate to call me at 440-202-4577.

Offer:

Start Date:	February 6, 2023 Please arrive at 8237 Dow Circle Strongsville at 8:30am for new hire orientation.
Title:	GCC Service Desk Analyst I – 3rd shift
Reporting to:	Ben Rubino
Office Location:	Strongsville, OH
Salary:	\$17.00/hr
Benefits:	All medical, dental, and other benefits afforded to all regular employees of the company.
PTO:	During 2023, your first calendar year of employment, you will be eligible to accrue PTO at a rate of 3.08 hours per payroll beginning with your first full worked payroll period. Beginning January 2024, you will be eligible to accrue PTO at the rate of 4 hours per worked payroll period. Future years of service and the corresponding PTO incremental increases will correspond with the PTO Policy in the Employee Handbook. Acuative may periodically modify its corporate policies and procedures for Company benefits. All PTO will be subject to the Company's policies.
Holidays:	Company defined paid holidays as outlined in the Employee Handbook.
Responsibilities:	The Service Desk Analyst I provides a single point of contact to the organization for information technology related problems. Assist business customers with telephone, email or trouble ticket inquiries to resolve or escalate IT systems issues and problems. Provide support and incident management and client communications for IT systems faults and service requests.
Responsibilities:	Other Possible Duties includes performing other delegated tasks assigned by management- i.e., reports, excel spreads, geographical mapping/scheduling of large projects, turn back reporting.

As an employee of Acuative, you will have access to certain confidential information. In order to protect the interests of the Company, you will be required to sign a Non-Solicitation and Non-Disclosure Agreement as a condition of your employment with Acuative. This agreement will be given to you separately.

You acknowledge that there are no contractual impediments which restrict your acceptance of this offer of employment or the performance of your duties for the Company, and that you will not use in the performance of your duties for the Company any confidential or proprietary information of any other person or entity.

Max Fathauer
Offer Letter

The first 90 days of employment with us will be a particularly important period of understanding the expectations and requirements of this position, as well as your ability to meet them. During this period, we will provide regular feedback to assist both you and us in evaluating your performance.

This letter describes the position based upon the current needs of the Company. From time-to-time your specific responsibilities may change as the needs of the Company change. As is the case with all employees, all aspects of your employment relationship with Acuative are "at will" and not for a specified duration of time. This offer is contingent upon your submission of documents that will support your employment eligibility to work in the United States, as well as the outcome of a background check and drug screen.

The terms and conditions of employment, including this and any subsequent agreement, may be modified only by written agreement signed by the CEO or CFO of Acuative. No management official has the authority either orally or in writing to enter into any agreement contrary to accepted company policy

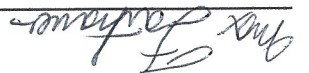
Please sign and return this letter as acceptance of our offer. We are looking forward to having you on our team.
Welcome!

Sincerely,



Patricia Baszuk
Director, Human Resources

Agreed and Accepted:


Max Fathauer

1/27/2023
Date