

July 28, 2020

Madeline I. McIntosh
59 Scenic View Dr
Sicklerville, NJ
08081

CONFIRMATION OF AN OFFER OF EMPLOYMENT

Dear Madeline I. McIntosh,

Welcome to AdaptivApps. We are pleased to confirm our offer to have you join our team as an Engineer I reporting to the Chief Technology Officer (CTO) commencing on July 1st, 2020 on the following terms:

- a) Your employment duties consist of:
- A strong understanding of UI & cross-browser compatibility.
 - Strong understanding of development life cycle and best web practices.
 - At-least familiar with programming for accessibility, IE: Aria, Semantic, JAWS compatibility, etc.
 - Must be comfortable working with APIs from various 3rd party software solutions.
 - The position requires frequent communication with colleagues as our teams are 100% remote positions.
 - Experience in planning and delivering applications used across multiple products and devices.
 - Deep expertise and hands-on experience with Web Applications and programming languages similar to the ones listed in our “Tech Stack” below.
 - Deep functional knowledge or hands on design experience with Web Services (GraphQL, REST, etc ..) is needed to be successful in this position.
 - Comfortable debugging using browser debugging tools.
 - Provide ongoing maintenance, support and enhancements in existing systems and platforms.
 - Documents and demonstrates solutions by developing documentation, flowcharts, layouts, diagrams, charts, code comments and clear code.

However, this list is not to be taken as fixed or exhaustive and you will be expected to perform any reasonable employment task given by a supervisor.

- b) Your salary, inclusive of any vacation pay for which you are entitled, will be \$60,000.00 per annum payable, subject to applicable deductions, in bi-monthly installments. In addition, you will receive all standard benefits provided to employees of AdaptivApps.
- c) In addition to your salary and any company benefits, AdaptivApps will pay your payments under the Lambda Income Share Agreement (“ISA”) starting in September 2020 so long as you are an employee of AdaptivApps or until your commitment under the ISA is fulfilled. In addition, AdaptivApps will reimburse you for ISA payments for July and August 2020.
- d) You will receive a reimbursement for up to \$50/ month for cellular phone service and up to \$75/ month for home internet service for so long as you are working from a remote office or home.
- e) You are an exempt employee as set forth in the employee handbook.
- f) You agree not to disclose any confidential information learned in the course of your employment.
- g) Other AdaptivApps policies are set forth in the Company’s Employee Handbook, a copy of which will be provided to you prior to the commencement of your employment with the Company.
- h) All work performed by you during your employment with AdaptivApps and on behalf of AdaptivApps will be Work for Hire and the exclusive ownership of such work shall be AdaptivApps. In the event that any intellectual property is created as Work for Hire and filed in your name, you will facilitate the transfer to AdaptivApps or their designee of any filings that may be filed in your name.
- i) This letter or the employee handbook do not alter that you are an employee at will with AdaptivApps.
- j) In the event a dispute does arise, this letter, including the validity, interpretation, construction and performance of this letter, shall be governed by and construed in accordance with the substantive laws of the State of Texas. Jurisdiction for resolution of any disputes shall be solely in Texas

This offer of employment is valid until the close of business on August 3rd, 2020. Please let us know of your decision to join AdaptivApps by signing a copy of this offer letter and returning it to us not later than August 5th, 2020. Your offer is contingent upon your (1) completion of the AdaptivApps employee information; (2) signing of a pre-invention signing agreement and any additional confidentiality agreements required by AdaptivApps, (3) providing proof of your eligibility to work in the USA and (4) review and acceptance of the Employee Handbook. You hereby represent to AdaptivApps that you are under no obligation or agreement that would

AdaptivApps, PBC

prevent you from becoming an employee of AdaptivApps or adversely impact your ability to perform the expected services.

If there is anything with which you do not agree, please feel free to contact me to discuss.

We are very pleased to offer you the position and are sure that you will make a superb addition to our team. Once again, welcome to AdaptivApps!

Sincerely,

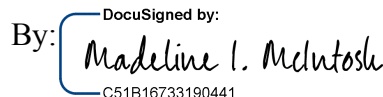
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Linda Robison
CEO/ President
972-741-0394
linda@adaptivapps.org

Employment on the terms set out in this letter is accepted.

By: Madeline I McIntosh

By: 
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Date: 7/29/2020