



Luma Home, Inc.
75 5th Street, Suite 407
Atlanta, GA 30308

September 2, 2016

Mr. Mark Russell
Atlanta, GA

Dear Mark:

On behalf of Luma, I am pleased to offer you the full-time position of Front End Web Developer. We value your skills and would like you to be a part of this exciting opportunity. Our potential is tremendous, and as a team, we can make it a successful venture. The details of the offer are as follows:

Starting Date: You will commence your employment with Luma on August 19, 2016.

Base Salary: As of your start date, your base annual salary in this position will be \$70,000 (Seventy Thousand Dollars) payable semi-monthly.

Stock: I will recommend to the Board of Directors that you be granted 12,000 stock options. The first 1/4th of the shares will be vested after twelve (12) months. The remainder will vest at a rate of 1/12th of the shares each quarter thereafter.

Benefits: You will be provided the Luma standard paid time off (PTO) program that is currently 15 PTO days per year accrued at the rate of 15/12th day per month. We will also need you to provide evidence of your legal right to work in the United States as required by the Immigration and Naturalization Service on your first day of employment, with supporting documentation. Luma offers health insurance plans and pays a portion of the cost of these plans.

Your employment with Luma is for an indefinite term meaning that the employment relationship is "at will" and you have the right to terminate the employment relationship at any time. Also, although I hope that you will remain with us and be successful here, Luma must, and does, retain the right to terminate the employment relationship at any time. This "at will" employment relationship can only be modified in writing by an authorized officer of Luma. This paragraph contains the entire agreement between you and Luma regarding the right and ability of either you or Luma to terminate your employment with Luma .

To accept this offer, please sign below, return the original offer letter and keep a copy of the offer letter for your records. Additionally, you will need to sign the Luma Employment Covenants Agreement and Luma HireRight application to begin processing your background. Unless signed, this offer will expire (48) hours from the date of the letter.

We look forward to having you on board. Our goal is to become the market leader in IT and security for connected homes and families. With our strong team and partners, we are confident that we will achieve this goal.

Sincerely,

DocuSigned by:

1382E6DFE3C043E...

Paul Judge
Chairman and CEO

Accepted

DocuSigned by:

0E76B9D00145471...

Signature

9/2/2016

Date

9/19/16

Start Date