



IBS Advisors Offer Letter

08/06/2025

Dear Deqing Liang,

We are pleased to offer you the position of Full Stack Developer with IBS Advisors (the "Company"). You will be responsible for collaborating with team members to ensure project success, meeting project deadlines, and performing other duties as assigned by the Client of the company.

The employee is subject to the terms in our Employment Agreement that will be sent out separately. Your compensation for full-time will be **\$90,000.00** per year based on 2080 billable hours. Payment will be made twice per month and is subject to any applicable taxes.

As a condition of your employment, you will be required to sign a Confidentiality and Intellectual Property Agreement, which outlines your responsibilities related to confidential information and intellectual property.

This offer of employment is contingent upon the successful completion of a background check, a confirmation that the employee is not bound by any contractual agreements that restrict the employee's ability to perform the job duties for Integrated Business Solutions and any other requirements necessary for employment. Please let us know if you have any questions or concerns.

We are excited to have you join our team and look forward to your contributions to our company.

Sincerely,

IBS Advisors
Eric Lin, Head of HR Department
hr@ibsadvisers.com

Eric Lin

Acceptance of Offer

I, _____, accept the offer of employment as UI Developer with IBS Advisors, and agree to the terms and conditions outlined in this letter.

Signature: _____

Date: _____



Employment Agreement

The Company is pleased to extend this offer of employment in relation to a project opportunity through **TalenteerUSA** for an end-client assignment as detailed below.

1. Position & Assignment

- Employee Name: Deqing Liang
- Job Title: Full Stack Developer
- Client: Apple Inc
- Assignment Start Date: August 11, 2025
- Work Location: Austin, TX (Hybrid / Onsite as required by Client or Red Oak Technologies, Inc.)

2. Terms of Employment

- The assignment is contingent on successful background checks and client onboarding processes.
- The Employee agrees to comply with all applicable policies, guidelines, and requirements of the client and IBS Advisors.
- The assignment may be modified or terminated based on project needs, performance, or other business requirements.
- The Employee is expected to maintain confidentiality and professionalism throughout the assignment.

3. Acknowledgment and Acceptance

Please sign below to confirm your acceptance of this employment agreement and the assignment terms outlined above.

For IBS Advisors

Signature: _____ *Eric Lin* _____

Name: _____ Eric Lin _____

Title: _____ Head of HR Department _____

Date: _____ 08/06/2025 _____

Accepted and Agreed by Employee

Signature:

Name: Deqing Liang

Date: _____ 08/06/2025 _____