

January 31, 2019

Yasamin Sartipi
1280 Main St West
Hamilton, ON L8S 4L8

Personal and Confidential

Dear Yasamin:

ABLEAlley is excited to bring you on board as a Software Developer!

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with ABLEAlley.

The Position

ABLEAlley is offering a full-time position for you as Software Developer, reporting to the development team starting on March 1st at McMaster University.

The working hours shall be in accordance with the standard working hours applicable to your department or section. You also agree that ABLEAlley may transfer your work place and work assignment, as necessary for the business needs.

Effective Date

Your employment will commence on March 15th 2019, or at another mutually acceptable date.

Compensation

You will be paid an annualized salary of \$60,000.00, in biweekly payments. All payments are subject to deductions and withholdings required by law.

ABLEAlley pays on a bi-weekly basis on Friday and has 26 pay periods per year.

As part of your compensation, we're also offering bonus and stock options.

Vacation

Vacation pay will be equal to 4% of earnings. Vacation pay will be paid in a lump sum at the earlier of the contract end date or the end of the vacation year in which the vacation pay was earned.

Benefits

As an employee of ABLEAlley you will be eligible for Manulife health insurance.

Privacy Consent

By accepting this offer you agree that ABLEAlley, or related parties such as its affiliates or service provides, may collect, use, transfer, stor, access or disclose your personal information for the purpose of hiring and managing the employment relationship in accordance with applicable law and privacy policies in place, and as amended, from time to time.

Termination of Employment

You may terminate your employment upon two week's notice.

Agreement and Acknowledgements

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before [offer expiration date].

Sincerely,

ABLEAlley

I accept ABLEAlley's offer of employment as outlined above and in the enclosed attachment(s):

Signature _____

Date _____