



Tech-X Corporation

July 2, 2015

Walter Goedecke, PE
3210 Dartmouth Ave.
Boulder, CO 80305

Dear Dr. Goedecke:

Tech-X Corporation extends to you an offer of the position of Associate Research Scientist, starting August 1, 2015 (or another date by mutual agreement), at an annual salary rate of \$70,000.

This position is offered for a six-month probationary period ending January 31, 2016.

Your expected duties will be code and algorithms development in Tech-X projects (such as SolarFS) adhering to Tech-X standards. Your code should be tested and documented. You will also be participating in code and algorithms design and review discussions and providing reports as needed. There will be miscellaneous duties that make use of your developing skills including working on grants as needed. Your supervisor will be Svetlana Shasharina.

You will receive employment benefits in the form of vacation, holidays, sick leave, retirement contributions, and medical insurance. Most employee benefits will be proportional to your percent of full-time employment. For full-time employees vacation accrual is at the rate of one day per month (12 days per year) with a maximum accrued amount of two year's accrual. For each year worked at Tech-X employees get an additional vacation day per year up to a maximum of 15 days per year. Tech-X also has a performance-based bonus plan that has averaged more than 5% of employee salary base. Naturally, there is no guarantee of a bonus, but in the past all employees have benefited from this plan.

Company holidays are New Years Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and the Friday after, and two days at Christmas to be determined each year. In addition employees receive one floating holiday each year, which can be taken any time after the employee has been employed for six months.

Full-time employees accrue sick leave at the rate of 7 days per year (starting 3 months after employment begins), with a maximum accrued amount of 14 days.

You will also be eligible for medical insurance with our company plan, to which Tech-X contributes \$275.26 per month for employee-only, \$606.56 per month for employee-plus-spouse,

\$524.74 per month for employee-plus-child, and \$787.34 for employee-plus-family on your behalf. The details of the plan change yearly so you should ask Leslie Rosczyk for the latest information.

Tech-X Corporation will match your contributions to a retirement plan up to a maximum of 5% of your salary or \$18,000 per year, whichever is less. This is a portable retirement plan with no vesting time. For more detailed information please refer to the Tech-X employee handbook or contact Leslie Rosczyk.

Because you reside in the area, Tech-X will not cover any relocation costs.

We are very hopeful that you will decide to join us. In addition to the above, at Tech-X you will find many intangible benefits that come from working in a small company, in particular ours, where there is a high level of excitement about the new science and computer science to be done, and there is a high value placed on entrepreneurship.

To signify your acceptance of this position, please return a copy of this letter with your signature below by July 15, 2015. Of course, we would like to hear your decision as soon as possible. Please contact me if you have any questions or issues that you would like to discuss.

Sincerely,



John R. Cary
CEO, Tech-X Corporation

I accept this offer



Walter Goedecke