



May 12, 2016

**RE: Confirmation of Full-time Employment for Alejandro Diego**

Dear Alejandro,

We are pleased to confirm our offer to you for a full-time position as Portfolio Manager at Emil van Essen, LLC (EvE) contingent upon execution of EvE's Policies and Procedures and satisfactorily completed reference checks and background verification. Our offer includes the following:

- Start Date: May 5, 2016
- Annual salary: \$72,000, paid bimonthly (payable on the 1<sup>st</sup> and 15<sup>th</sup> of each month)
- If you are still employed six months after start date your annual salary will be increased to \$96,000
- You will be paid incentive compensation in accordance to the Employment Agreement dated May 5, 2016
- Reporting directly to Emil van Essen

This offer is also contingent on a three (3) month introductory period. The introductory period is intended to give you the opportunity to demonstrate your ability to achieve a satisfactory level of performance and to determine whether the new position meets your expectations. EvE will use this period to evaluate your capabilities, work habits and overall performance. If EvE determines that the designated introductory period does not allow sufficient time to thoroughly evaluate your performance, the introductory period may be extended for a specified period. Upon satisfactory completion of the introductory period, you will enter a "regular" employment classification.

During and after your introductory period, your employment by EvE is "at-will", and either you or EvE may terminate your employment by EvE at any time and for any reason, whether with or without cause or with or without reason. No part of this offer letter shall constitute a contract of employment.

Please also find attached our Employee Confidentiality Agreement and Policies and Procedures. Please sign and return one copy of the Confidentiality Agreement, the acknowledgment page of the Policies and Procedures and this offer letter to Russ Rausch or Dennis Callahan. If you have any questions please feel free to call us. We look forward to having you join the EvE team.

Sincerely,

Dennis Callahan  
Chief Operating Officer  
200 South Wacker Dr., #2400  
Chicago, IL 60606

**AGREED AND ACCEPTED**

May 16th, 2016

Forms to read, complete and return for new employees:

1. Offer Letter
2. Health Insurance Application
3. Background Check Release Form
4. Illinois Employee Onboard Forms
5. EvE Supervisory Policies Procedures April 2016
6. EvE Supervisory Policies Procedures April 2016 – Sig Pages