



*Nanova Environmental, Inc.*

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3009 David Dr.

Columbia, MO 65202

Phone: (573) 875-6682

Dec. 5, 2016

Yang Qiao  
3733 Aspen Heights Parkway,  
Columbia, MO 65201

Dear Ms. Qiao:

On behalf of Nanova Environmental, Inc. (Company), I am pleased to offer you the position of Software Engineer Intern. As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

Details of the offer are outlined below:

- **Title:** Software Engineer Intern (non-exempt status)
- **Wages:** \$10/hour, no more than 20 hours per week, paid biweekly
- **Starting Date:** Upon approval of CPT
- **Benefit:** Non-benefit eligible

Your responsibilities are as following:

- Developing, maintaining and improving the Company website.
- Communicating with subcontract companies for the GC UI development.
- Providing technical support (coding).
- Supporting the team as needed.

You are required to observe and uphold all of the Company's policies, rules and procedures, including without limitation, confidential policies and procedures, as implemented or varied from time to time. Company's policies, rules and procedures are outlined in the Company's Employee Handbook. Furthermore, accepting employment will be conditional upon agreeing to and signing the Company's standard Proprietary Information and Inventions Agreement attached as EXHIBIT A.

By signing this offer of employment letter, you acknowledge that your employment will be on an-at-will basis. Neither yourself nor the Company has entered into a length of employment contract. This means you are free to leave the Company at any time and Company has the right to change your job position, compensation or terminate you at any time, with or without just cause, upon providing to you such minimum notice as required by law.

You also will be required to verify your eligibility to work in the United States. On your first day of employment, please bring appropriate documentation including:

- Proof of identity and eligibility to work in the United States for I-9 purposes, which may include a Driver license, United State passport or green card.
- Social Security Card. The company must use the name and number as it is printed on the card when completing employment documents and must visually review your card.

These documents must be provided within three days of your begin date. Failure to do so may result in a delay of your start date of employment with the Company.

This letter constitutes the full terms of the Company's employment offer and supersedes all other representations, either written or oral, which may have been made to you. If you accept this offer of employment, your appointment will be subject to all rules, orders, and regulations of the Company.

I am pleased that you are joining the Company and hope you will find your employment rewarding. If you have any questions, please call me at 573-529-3531.

Should you decide not to continue working during this contract with Company, please send us a notice two weeks in advance.

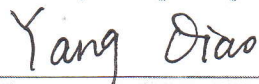
Please signify your acceptance of my offer by signing and returning to me the enclosed copy of this letter no later than Dec. 19<sup>th</sup>, 2016.

Sincerely,

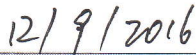


Qingsong Yu  
Vice President  
Nanova Environmental, Inc.  
3806 Mojave Ct.  
Columbia, MO 65202

I hereby accept employment on the conditions set forth in this letter.



Signature of Candidate



Date