May 8, 2017  
  
Alexander Rhone  
5 Blue Spruce Drive   
Hanover, Pennsylvania 1731  
  
Dear Alexander,  
  
We are pleased to offer you the opportunity to join Textron Systems as a Software Engineer I within the Electronic Systems business. This position will report directly to, Matt Walsh, Principal Software Engineer.  
  
We sincerely hope that you consider our offer acceptable, and that your new position will be both challenging and rewarding. Details of the offer are outlined below for your consideration:

**Compensation & Benefits**  
***Salary***: Your Biweekly pay will be $2,538.46, which is $66,000.00 annualized. This position is Exempt under the Fair Labor Standards Act and, as such, you will not be compensated for work in excess of forty hours during any work week.   
  
***Merit Reviews***: You will be eligible to participate in Textron’s merit review program. Your participation in the current year’s plan is based upon your start date. Merit increases are typically effective on or about the first payroll in March of each year based on the payroll schedule of the year in question. This schedule is subject to change based on Company policy and your performance.

***Benefits***: You will be eligible to participate in employee benefits provided in line with the policies of Textron Systems: Electronic Systems and as outlined in the attached Benefits Summary.  All benefits are subject to change based on Company policies.

**Contingencies**  
  
Our offer is contingent upon each of the following:

* The Immigration Reform and Control Act of 1986 requires all U.S. employers to verify the identity and employment eligibility for all persons hired to work in the United States.  For this verification, you will need to complete an Employment Eligibility Form I-9 and provide the required documentation on your first day of employment.  Our Company participates in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security with information from your Form I-9 to confirm your authorization to work in the United States.
* Textron Systems: Electronic Systems maintains a drug-free workplace.  This offer of employment is contingent upon your ability to pass a screening test to detect the usage of controlled or illegal substances.  The information that is necessary for you to schedule your pre-employment drug screen will be provided to you after acceptance.
* This offer of employment is contingent upon successful completion of reference and background verifications from your resume, application or any other hiring documents.  Additional release forms are provided for your completion should you accept this offer.
* As a condition of employment, all employees upon hire with Textron Systems: Electronic Systems are required, as allowed by state law, to participate in 100% direct deposit and complete a direct deposit authorization form.
* This offer of employment is contingent upon successful completion of the Company's required pre-employment Standard Industrial physical examination as designated for this position.
* This position requires the ability to obtain a security clearance.

Textron Systems: Electronic Systems ("our Company") reserves the right to rescind this offer should any of the above contingencies not be met.  
  
By accepting this offer, you understand and acknowledge that this letter sets forth all of the elements of our employment offer, including the terms of the attached policies and employee benefit plans, and that it supersedes all prior agreements and understandings between you and our Company regarding this offer. You further understand and agree that this letter does not create an obligation on our Company or any other person to employ you or to continue your employment for any period of time, and you acknowledge that your employment is at-will and that either you or our Company may terminate your employment at any time, for any reason, with or without cause. Nothing in this letter creates an obligation on the Company’s part to maintain or continue any of the plans or benefits outlined above, all of which are subject to change at any time at the Company’s discretion.  
  
Alexander, we look forward to you becoming a valued employee of Textron Systems: Electronic Systems. Attracting and developing talented people has long been a top strategic priority for Textron Systems: Electronic Systems, and as a result, you will have rich and varied opportunities for professional growth. You will find exciting career opportunities and the chance to work with some of the best in the business.  
  
Please read through our offerings above as well as any associated materials provided to you. We look forward to your decision by May 15, 2017, 6:46:00 PM AST. If we do not receive any response or contact from you by close of business on this date, we will assume that you have declined this offer. Upon successful completion of your background checks and required drug screen, we will arrange for a mutually agreeable start date. Please feel free to contact me at 410-628-5185 or [nhively@textronsystems.com](mailto:nhively@textronsystems.com) if you have any questions.

To accept this offer with a start date of July 10, 2017 please use the options at the bottom of the screen, enter your full name and initials in the boxes below.  By doing so you agree that you understand and acknowledge that entering your name and initials is equivalent to your handwritten signature.  
  
Sincerely,  
  
Nikki Hively  
Textron Systems: Electronic Systems  
Talent Acquisition