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Hansani Nikeshala Wisidagama  
109 Heatherstone Way  
Glen Burnie, Maryland 21061

Dear Hansani:

GP Strategies Corporation is a global leader in workforce development and one of the world's largest performance improvement companies. Our employees are the best in their fields, and we continue to grow and add new members to our exceptional team.

GP Strategies Corporation is pleased to offer you a regular full-time position as a Financial Analyst effective July 15, 2019, your first day of employment. Your immediate supervisor will be Daniel Luipersbeck. As discussed, your starting annual salary will be \$58,000.00, earned and paid in semi-monthly installments, less applicable taxes. Regular full-time employees are paid on the fifth business day after both the 15th and the last day of each month.

This offer is contingent upon successful verification of any post-secondary education and professional licenses. In addition, because your position may require you to drive on company business, this offer is contingent upon your ability to meet the requirements of the GP Strategies Corporation Auto Safety Program, including an acceptable driving record. When applicable, this offer will also be contingent upon a successful reference, drug screening test and/or criminal background check. If it is determined that you will be unable to satisfy any of these requirements, this offer will become void.

As an employee of GP Strategies Corporation, you will be required to comply with the company's policies and procedures. The policies and procedures are located online through the company's Corporate Intranet site and will be available to you when you report to work. You will also be required to obey all applicable client rules and regulations. In addition, as a GP Strategies Corporation employee, you are an employee-at-will. Both you and the company have the right to terminate your employment at any time for any reason.

In addition, as a full-time regular employee, you are eligible to participate in the GP Strategies Corporation comprehensive benefits plan as outlined on our website at <https://neic.gpstrategies.com/infoctr.aspx?id=us>. Once you begin work, you will be given a detailed explanation of these benefits along with other information through the GP Strategies Corporation Orientation Program. Performance reviews are conducted quarterly to evaluate each employee's progress in his or her respective position. Salary reviews are conducted annually.

All employees are required to complete an I-9 Employment Eligibility Verification Form. Your employment with GP Strategies Corporation is contingent upon successful completion of this form within the required time frame. Please refer to the enclosed list of acceptable documents. When you report to work, you must provide either one form of identification from list A or two forms of identification, one of which must be from list B and one from list C. Although not required, it is helpful to have a copy of your Social Security Card for payroll purposes. If possible, please bring your social security card with you on your first day of employment.

This offer will remain in effect if you sign this letter within 3 days from the date on this letter, and you report to work as expected on your established start date. Please sign below to indicate that you accept the terms of your offer as outlined above. Should you have any questions, feel free to contact me.

We are excited that you are joining us, and we look forward to the contributions you will make at GP Strategies Corporation!

Sincerely,

Jordan A Abraham  
Recruiter, Human Resources  
Email: [jabraham@gpstrategies.com](mailto:jabraham@gpstrategies.com)

I have read, understand, and accept all terms of this offer of employment with GP Strategies Corporation.

By accepting this offer I affirm that I am not currently bound by any agreements that would limit my ability to work for GP Strategies Corporation. I have not previously signed any non-competition, non-disclosure or non-solicitation agreements with any of my prior employers that currently remain in effect of which I have not made GP Strategies Corporation aware. I have provided GP Strategies Corporation with a copy of any such agreements that remain in effect for review. I understand that should it be discovered in the future that I am bound by such an agreement which I did not disclose prior to accepting this offer of employment I may be subject to immediate termination.

