



Pratt & Whitney

A United Technologies Company

October 25, 2016

Brian Loughran
41 Cambridge Ave
Denville, NJ 07834

Dear Brian,

On behalf of Pratt & Whitney, part of United Technologies Corporation, I am pleased to offer you a position with our organization. The following are specific details about your position:

Title: Assoc Eng, Mechanical
Level: L8
Annual Salary: 68,000
Shift: 1 Shift
Reporting To: Kurt Heinemann, Manager Cold Section Engineering
Human Resource Contact: Berneike _ Benjamin
Start Date: July 10, 2017
Work Location: East Hartford (PW100)

Sign On Bonus: 6000
Relocation Package: UTC Lump sum

Your offer of employment is contingent upon the satisfactory completion of the following established employment requirements: health screening, drug screening, background check, your written consent to abide by our Intellectual Property and Conflict of Interest agreements, and proof of your eligibility to work in the United States. Items not included in the candidate portal will be completed on your first day of work.

Upon your acceptance of this offer, you will receive an email with a link to complete your background check questionnaire online. Please see the attached New Hire Checklist for details as well as other required actions prior to your first day.

We hope you decide to join the Pratt & Whitney team, and we are anxious to hear your decision. Please respond by close of business on November 14, 2016 by choosing I accept on the bottom of your offer form and completing the required acceptance information. Please also call your new supervisor to tell them the good news!

Contact gppwtalentcenter@pw.utc.com if you have any questions about this package. If you need to change your start date, contact your new supervisor,

Sincerely,

Benjamin Berneike
Human Resources

You are being offered a Relocation Package of: UTC Lump sum

Complete this page and fax back to 860-755-0251 within 3 business days

Pratt & Whitney Relocation Agreement

Pratt & Whitney has agreed to provide you certain benefits per the relocation policy in connection with your upcoming move. This agreement is also contingent upon your acknowledgment that, should you voluntarily terminate your employment prior to one (1) year having elapsed from the date of hire in the new position, you will repay Pratt & Whitney for the amount spent for this purpose. This agreement does not constitute an employment contract nor is it a condition of employment.

If you have any questions about this matter, please feel free to call me. Please note your acceptance of the terms and conditions of our offer by signing below and faxing this document with your acceptance confirmation.

Date Accepted: _____

Print your Name: _____

Sign your Name: _____

PRATT & WHITNEY SIGN-ON BONUS REPAYMENT AGREEMENT

Complete this Page and Fax with the Acceptance Confirmation to 860-755-0251 by November 14, 2016.

Pratt & Whitney has agreed to provide you with a sign-on bonus. You will receive your sign-on bonus within 1-2 pay periods. This agreement is also contingent upon your acknowledgement that, should you voluntarily terminate your employment prior to one (1) year having elapsed from the date of hire in the new position, you will repay Pratt & Whitney for the amount spent for this purpose. This agreement does not constitute an employment contract nor is it a condition of employment.

If you have any questions about this matter, please feel free to call me. Please note your acceptance of the terms and conditions of our offer by signing below and faxing this document with your acceptance confirmation.

Accepted: (Please Sign: First, Last)

Date: