



August 27th, 2020

Dear **Zachary**,

I am pleased to confirm your offer of employment with The Kincaid Group as a **Jr. Developer**. The duties of this position were defined and explained during your recent interview. This offer is contingent on favorable drug screen, MVR and background check results. This offer provides you with a unique opportunity to further develop your professional career and to contribute significantly to the future of the company.

We have agreed that you will be paid **\$2,307.69 per pay period (\$60,000 annualized)** due and payable in biweekly installments. This position is classified as an **exempt** position for purposes of federal wage-hour law, which means that you are not eligible for overtime pay for hours, actually worked in excess of 40 in a given workweek. In addition to your compensation, and based on meeting 30+ hours per week, you will be eligible to participate in our health care benefits program on the first of the month following your first 60 days of employment. Please see our Employee Benefits Overview as a separate attachment for more information about your benefits and specific eligibility criteria. Please see summary table below.

Benefit package includes:

Medical	Eligibility effective first of month following 60 days of employment
Holidays	9 paid days per calendar year
401(k)	Eligible the first of the month following 60 days
Dental/Vision	Eligibility effective first of month following 60 days of employment
Voluntary Life	Eligibility effective first of month following 60 days of employment
Paid Time Off	120 hours

As a condition and in consideration of employment, we require all Colleagues to sign all requisite forms. Your employment is subject to the terms of these agreements and is considered "at-will" meaning that either you or the company may terminate the employment relationship at any time with or without notice or cause. Nothing herein is intended to create contractual obligations regarding the terms or duration of employment.

As a U.S. employer, we are required by law to review required documentation verifying your identity and authorization to work in the United States. Please bring with you on your start date at work, the necessary document(s) to complete the required I-9 form.

Zachary, I am pleased to be able to extend this offer to you. We are committed to building a company with colleagues like you, who represent the best in their profession. We are counting on your contribution to the team to help us continue to build a highly professional, ethical, and profitable company. If you have any questions, please contact me at 913-422-1000.

Sincerely,
Rusty Richards
Senior Director Applications and Services

I accept the offer of employment, and its terms, contained in this letter

Zechariah Bult

8/27/2020

Signature

Date