



*Where Outdoor Living Comes to Life*



03/07/2025

Colin Williams  
937 N Rocheblave St  
New Orleans, Louisiana 70119

Dear Colin,

We are very pleased to offer you the position of Software Engineer II at our LA - Other Support - Louisiana location. Should you accept, your compensation will be \$95,000.00 annually, paid out \$ 3,653.85 biweekly on Fridays. Your tentative start date will be 03/17/2025.

You will be eligible for all benefits offered to fulltime employees, including 401(k) plan, employee stock purchase plan, medical, dental, life and LTD benefits. A summary of our benefits is included for your reference and you will be eligible on the first of the month after 60 days of employment. Forty-five days prior to your eligibility date, the Benefits Guide and instructions on how to enroll with a Benefits Educator will be mailed to your home address. You will be eligible for 13 days of paid time off (PTO), which will accrue per pay period.

The Company is an at will employer. Employees may leave their employment with the Company at any time, with or without cause, and with or without prior notice. The Company may discharge any employee, with or without cause, and without prior written notice at any time but will try to provide advance notice when possible.

Colin, we hope that you make the decision to accept this offer. Our team was impressed with your candidacy and we believe we can offer you an exceptional and unique career opportunity. I know this decision is of the upmost importance to you and we are committed to doing everything we can to make your transition as smooth as possible. If you have any questions about the terms of our employment offer, please feel free to contact me.

Sincerely,  
Nick Icamina  
Technical Director, Software Delivery