

7/22/2022

Dear Zyad Alkurdi,

We are pleased to offer you employment with Spectrum Net Designs Inc. as Software Developer. Your direct manager will be Kurt Kaptein. Your compensation will be \$30.00/hour, paid weekly in accordance with the Company's standard payroll policies, which may change from time to time. You will be eligible to participate in the Company's benefit plans and programs available to our regular, full-time employees on the 1st day of the month after you have been employed for 60 days which would be October 1, 2022.

You should be aware that your employment with the Company is for no specified period and constitutes at will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Company is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice.

You agree that, during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company.

On your first day of employment you will be expected to sign and comply with a Proprietary Information and Confidentiality Agreement, which requires among other provisions, the requirement to the non-disclosure of proprietary information. In addition, you will be expected to abide by company rules and regulations.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to Kurt Kaptein. A duplicate original is enclosed for your records. This letter may not be modified or amended except by a written agreement, signed by an authorized signatory of the Company and by you.

We are looking forward to having you join Spectrum Net Designs, Inc

Sincerely,

Kurt Kaptein

President

On behalf of Spectrum Net Designs, Inc.

Agreed and accepted this _____ day of _____, _____.

Signed: _____ Address: _____
Zyad Alkurdi

Phone _____ Email Address: _____