



Cray Inc.  
2131 Lindau Lane  
Bloomington, MN 55425  
Main Line: 651.605.9000

(651) 605 9000

March 13th, 2018

David Jefts  
1202 Willowbrook Dr  
Cedar Park, TX 78613

Dear David,

Congratulations! Cray Inc. is pleased to extend an employment offer to you for the position of SW Intern reporting to Frank Harris working in our Austin, TX location.

With hopes of you joining Cray as an intern, we offer you the following terms of employment:

- An hourly pay rate of **\$23.00**, paid bi-weekly. This position is classified as a full-time non-exempt position.
- As we discussed, your employment start date is TBD. The approximate duration of your internship is 12-14 weeks. Your anticipated end date is Aug 2018.
- Paid holidays for those Company recognized holidays that occur during the course of your internship, while working full-time hours.

This offer of employment is contingent upon successfully completing a pre-employment background investigation. Your offer of employment could be rescinded based upon data received in the check. To protect the interests of the company, your employment is further conditioned on executing our standard "Employee Invention Assignment and Confidentiality Agreement".

In preparation for your employment with Cray, please note the following:

- Many of your initial employment documents, payroll forms, agreements and new employee orientation material will be presented to you on-line through a specialized website portal. An email will be sent to you with the website and login instructions. You will be informed of your proposed first day arrival time through this tool.
- Be prepared to present documentation that confirms your identity and eligibility for employment in the United States. On your first day of employment with Cray, you will be asked to execute an "Employment Eligibility Certification" (I-9 Form) attesting to such. This also includes E-Verify.

This internship is temporary in duration. Cray Inc. is an "at will" employer and either you or Cray are free to terminate the employment relationship at will (without cause) and at any time.

To indicate your acceptance of this offer, please sign and return a scanned copy of this letter to me at sherrib@cray.com by March 17th, 2018. If you have any questions, please feel free to call me.

Sincerely,

Sherri Bruun  
Sr. Recruiter and Campus Relations

Accepted By: \_\_\_\_\_

David Jefts

Date

3/16/18