



June 30, 2017

Re: Offer Letter

Dear Elliot,

We really enjoyed getting to know you through the interview process.

There's work and there's a lifestyle. People don't choose Spreetail to collect a paycheck, we choose Spreetail to make a dent in the universe and we are committed to seeing that reality. The journey we've embarked on will take a relentless amount of energy and effort, please do not come here to play it safe. Our vision is founded in our belief to accomplish something big. We are willing to work like hell to achieve those results, and we expect anyone coming in to do the same. Spreetail's accomplishments to date pale in comparison to what the future holds of becoming a multi-billion dollar company!

We are excited to offer you a role as Software Engineer beginning on July 18, 2017. The initial annual salary will be \$90,000.00, paid on a monthly basis.

In addition to the offer above, you will receive a one time \$5,000 signing bonus

Benefits

In addition to the annual salary, here are the benefits of your career with Spreetail.

- **Stock Appreciation Rights:** Up to 5% of yearly salary; based upon company and team performance
- **Company Bonus:** Up to 5% of yearly salary; based upon company and team performance
- **Health Insurance:** Spreetail will pay for individuals full premium and half for spouse/family plans
- **Dental Insurance:** Spreetail will pay half of the dental coverage for individuals/spouse/family plans
- **Paid Time Off:** Untracked number of PTO days


- **Wedding Week:** Enjoy an additional 5 days paid off before or after your wedding
- **Gym Membership:** Spreetail will pay for half of your membership to a specified gym
- **Creating a Home:** After 2 years of employment, Spreetail will give you \$5,000 when you buy a home
- **Year 3 Vacation:** After 3 years of employment, you will be eligible for an all-inclusive vacation
- **Year 5 Sabbatical:** After 5 years of employment, you will be eligible for a 2 week paid sabbatical
- **Annual Company Trip:** You and a guest will be invited to join us for our annual celebration (based on company performance)
- **Donation Matching:** Spreetail will match your donation dollar for dollar, up to \$250 a year and up to \$1,000 if you've been here for 5 years
- **Product Discount:** Enjoy a 20% discount on the products we sell

Thank you for considering Spreetail; where we believe in hiring good people and getting out of their way. You will be in the driver's seat for the impact you decide to create here. Now it's decision time for you, we hope you chose this opportunity to make a dent.

This offer of employment will expire July 03, 2017 at 5:00 pm.

Sincerely,
Spreetail dba VM Innovations

By:



Name: Brett Thome
Title: CEO

I hereby agree to and accept employment with the Company on the terms and conditions set forth in this offer letter.

A handwritten signature in blue ink, appearing to read 'E Mitchell', with a long horizontal flourish extending to the right.

Elliot Mitchell
Dated: 06/30/2017