



October 14, 2020

Mr. Henry N. Osei
11855 Old Columbia Pike
Silver Spring, MD 20904

Dear Henry,

We are pleased to update your internship to a full-time position with X8 LLC. The position is a full-time Jr. Cyber Security Engineer, at an annual salary of \$75,000.00; which will be paid on a semi-monthly basis. This offer does include benefits should you choose to enroll.

To help you continue launch your career successfully at X8, Michael Sutton, CISO will work closely with you.

X8 requests a full time start date of January 4, 2021.

We request your acceptance of this offer by October 30, 2020.

Benefits include (Full Time):

- 168 Hours (21 Days) of PTO Annually
- 11 Federal Holidays
- 401(k) Program
- Primary Medical Benefits (Health/Dental/Vision)
- Disability Benefits (Short/Long Term)
- Life Insurance Benefits

Your employment with X8 LLC is an at-will position and either party can terminate the relationship at any time with or without cause and with or without notice. Your acknowledgement to this offer letter, (along with the final form of any referenced documents), represents the entire agreement between you and X8 LLC and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon X8 LLC.

We would appreciate the courtesy of you signing the attached copy of this letter to indicate your intentions. Please feel free to contact Shelia M. Baesch if you have any questions at 410-491-1306.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sterling Rooke'.

Sterling Rooke, Ph.D.
CEO

Acceptance:

A handwritten signature in black ink, appearing to read 'Henry Osei'.

Henry N. Osei

Date: 11/04/2020