

PRIVATE & CONFIDENTIAL

November 22, 2017

Re: APPOINTMENT LETTER

Dear Julio Mesa,

It is with great excitement that we write this Offer Letter with hopes to welcome you on board to join the Chargebacks911 team. Based on our discussions and mutual interest, we would like to provide the following offer summary.

Title: PHP/Full Stack Developer

Salary: \$50,000 (annual salary, paid bi-weekly)

Relocation: \$2,000 relocation assistance bonus will be paid on the associates first pay period

Benefits: Employee will be eligible for 401K with up to a 4% company match after 1 year, standard health insurance benefits (i.e., United Health Care). 2 paid personal training session per week as part of company wellness package. (Benefits eligibility will follow standard handbook policy)

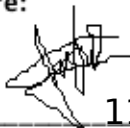
Holiday/Vacation: Paid vacation pursuant to company vacation policy. Upon hire, you will be eligible for designated paid company holidays.

Location: This position is offered at the Clearwater HQ location.

Start Date: This position would start on or about December 4th. (or as soon as available)

I acknowledge that I have read and understood each term set out in this letter and hereby agree, accept and undertake to abide by all the aforesaid terms and conditions.

Signature:



11/24/2017

Acceptance Date