

July 08, 2024

Mansi Khanna

20 Hubbard Ave, Cambridge,

Massachusetts – 02140.

Dear Mansi,

On behalf of FlexTrade Systems Inc. (“FlexTrade”), I am pleased to extend to you this conditional offer of employment as **Software Developer, Client Services** reporting to Jonathan Durinda in FlexTrade’s Milwaukee, WI office.

As compensation for your services, FlexTrade will pay you a base salary at the rate of $105,000 USD per annum, payable in accordance with FlexTrade’s payroll policies in effect from time to time (currently twice monthly, usually on the 15th and on the last business day of each month). This above compensation will hold good when you work from your primary work location as defined above. However, if there are any changes in your primary work location for any reason, then there will be an adjustment to your compensation subject to the work location (change in region/ geography). In addition, you will be eligible to receive a discretionary annual bonus, based upon individual, team and company performance. Further, you are eligible to receive a one-time, lump-sum relocation payment, in the amount of $3,000 USD. The terms of this payment are further defined in the Employment Agreement.

Because you will be a “bona fide executive, administrative, professional or outside sales employee” within the meaning of Section 13(a)(1) of the Fair Labor Standards Act and Section 541 of the Regulations issued thereunder, you will not be eligible to receive overtime pay.

As a full-time employee of FlexTrade, you will be eligible to participate in FlexTrade’s benefit plans and programs (such as medical, dental, life insurance, and 401(k)), and to receive fifteen (15) days of paid vacation annually.

This offer of employment is contingent on our receipt of satisfactory results from a background check, reference check, and drug and alcohol screening tests. Additional information regarding the contact and location information of the laboratory to be used, as well as its hours of operation, will be provided to you. These screening tests must be completed by you within one week after your receipt of the laboratory information.

By signing this offer letter, you acknowledge that your employment with FlexTrade will be at-will and either you or FlexTrade can terminate your employment at any time, with or without cause, upon two weeks’ notice.

It is anticipated that your first day of employment will be on August 5, 2024. On this day, you will be given an orientation by Human Resources at 10:00 a.m., which will include signing an employment agreement, completing employment forms, reviewing fringe benefits, and touring the premises. You will need to bring at that time appropriate documentation for the completion of new hire forms, including proof of eligibility to work in the United States for Form I-9 purposes.

Please note that this letter is not a contract of employment. If the above terms are acceptable, please sign and date this letter in the spaces below and return it to me. The terms of this letter shall supersede any/all terms identified in earlier versions of the same.

We look forward to you joining FlexTrade and participating in FlexTrade’s growth and future success.

Sincerely,

LS Srinivas

SVP- Global HR Lead

FlexTrade Systems, Inc.

Accepted:

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Mansi Khanna

Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_