

INFORMATION AND TECHNOLOGY SERVICES

UNIVERSITY OF MICHIGAN

October 25, 2013

Matthew Sebolt
4037 Danford Rd.
Ann Arbor, MI 48105

Dear Matthew:

I am pleased to extend this offer of employment for job opening 86978, Application Developer Intermediate, in the Application & Information Services with Information and Technology Services (ITS) at the University of Michigan. Your position will start on Monday, November 11, 2013.

As agreed, your monthly salary is confirmed at \$5,583.33 for an actual annual salary of \$70,000.00 based on an 100% position. In addition, you will be eligible for consideration for additional financial incentives through the ITS Staff Recognition Program which is designed to encourage and reward work efforts and results that are exceptional and beneficial to the organization.

Your position is classified as exempt according to the Fair Labor Standards Act. As an exempt employee, you will be paid on a monthly basis on the last business day of each month. In addition, your vacation accrual will be based on current University policy.

The University of Michigan is an at-will employer. Nothing in this offer of employment, or any other oral or written statement is intended to be a contract or promise which binds either the University of Michigan or you to continue the employment relationship for any period of time.

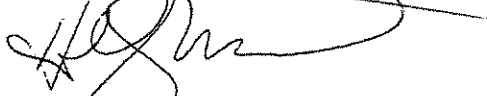
Please hand deliver, scan and e-mail a signed copy to cgreguri@umich.edu or fax to (734) 615-5486 to signify your acceptance of this offer. Please call me at (734) 763-5260 if you have any questions.

Sincerely,



Sam Solovye
Application Development Manager

Sincerely,



Holly Nielsen
Director of Application & Information Services

By signing this letter I, Matthew Sebolt, acknowledge that I have accepted this hire offer with the University of Michigan's Information and Technology Services organization.



Matthew Sebolt

10-25-2013

Date

Cc: Personnel File