



October 2, 2019

Hoang Vinh Nguyen

Dear Vinh,

On behalf of TrueBlue, Inc., it is with great pleasure that we extend an offer for you to join our Internal Audit team. We trust that your knowledge, skills and experience will be a valuable asset to our organization and help us achieve our strategy for growth. This offer is based upon the following terms:

Position:	Manager, IT Internal Audit
Location:	Tacoma, Washington
Reporting to:	Angela Treleven, Vice President, Internal Audit
Annual Base Salary:	\$120,000 annually paid on a bi-weekly basis and subject to applicable taxes. This is an exempt position.
Start Date:	TBD

Annual Bonus Potential: Beginning in 2020, you will be eligible to participate in our Corporate Support Annual Bonus program. This plan has a target payout of 10% of your salary and a total bonus potential of up to 12.50% of your salary and will be prorated based on your start date. The bonus plan is based on a combination of company and individual performance.

Relocation: We will relocate you and your family from the Connecticut area to the Tacoma/Seattle area. We will partner with our Relocation vendor, Bristol Mobility, to assist you in your relocation. They would pack up and move your personal and household items. Additionally, we will put you and your family in temporary housing for up to 90 days and your household items in temporary storage for up to 90 days. We will provide transportation of up to two vehicles from Connecticut to the Tacoma/Seattle area. Should you leave your new position voluntarily within one year of your start date, you will be responsible for full repayment of the relocation costs to the Company.

Health & Welfare Benefits: You and your family will be eligible for TrueBlue Health and Welfare Benefits on your first day of employment. During your first week, you will receive an email from Empyrean (our Benefits Enrollment Administrator) with instructions and will have 30 days to enroll. All benefits elected will be retroactive to your hire date.

401(k) Program: You will be eligible to enroll at the beginning of the quarter after six months of employment.

Employee Stock Purchase Plan (ESPP): You will be eligible to participate in the ESPP at the beginning of the month following six months of employment. Under the ESPP, the purchase price for the shares you purchase in a given month shall be the closing price of the Company's stock on the first day of the month and on the last day of the month, whichever is less, minus a 15% discount.



Paid Time Off: You will be eligible to accrue 20 days of time off each year with increases based upon the length of employment. TrueBlue also recognizes six holidays and one floating holiday per year. PTO combines vacation, personal holiday and sick days into one flexible bank of time that you can use to take paid time off from work.

As a Government contractor subject to VEVRAA, we are required to submit a report to the United States Department of Labor each year identifying the number of our employees belonging to each specified "protected veteran" category. You are invited to return to our Careers Website as a returning candidate, choose to update your candidate information and select your 'protected veteran' classification.

Nothing in this offer letter is intended to be a contract of employment or a promise of specific treatment in specific situations. This offer letter does not change your at-will employment status and TrueBlue reserves the right to modify your compensation, title or continued employment as circumstances dictate.

Employment Offer Expiration: This offer of employment expires on Friday, October 4, 2019 at 5:00pm PST.

Vinh, we look forward to the opportunity of working together. If you have any questions regarding this offer letter, please call me (253.573.5042) or Beth Arrisi (253.382.3918).

Sincerely,

Angela Treleven
Vice President, Internal Audit

I understand this written agreement is conditional based upon a satisfactory background check and have read and accept the terms of this employment offer and bonus plan.

Signature

Oct 3, 2019

Date