



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 Emyrean (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

Date

AIG Employee Services, Inc. PO Box 4447 Houston, TX 77201-4447
Hoang Nguyen 155 Brewster Street APT 2L BRIDGEPORT, CT 06605

Name	Company	Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Hoang Nguyen	AIG Employee Services, Inc.	1455452	11/18/2019	12/01/2019	11/29/2019	

	Gross Pay	BEFORE-TAX DEDUCTIONS	TAXES	AFTER-TAX DEDUCTIONS	Net Pay
Current	4,615.47	467.48	1,124.21	0.00	3,023.78
YTD	125,210.08	17,766.93	30,463.54	0.00	76,979.61

HOURS AND EARNINGS						TAXES		
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD
Annual Incentive Bonus - AI					14,440.00	OASDI	275.67	7,511.21
Holiday Pay	11/18/2019-12/01/2019	14	65.94	923.16	4,154.22	Medicare	64.47	1,756.65
Paid Time Off					4,154.22	Federal Withholding	494.13	13,685.42
Regular Pay - Salary	11/18/2019-12/01/2019	56	65.9341	3,692.31	102,461.64	State Tax - CT	289.94	7,510.26
HOURS AND EARNINGS						TAXES	1,124.21	30,463.54
				4,615.47	125,210.08			

BEFORE-TAX DEDUCTIONS		
Description	Amount	YTD
401K Basic <= 6%	276.93	7,512.73
401K Excess > 6%		5,681.00
Dental PPO Pre Tax	38.58	925.92
Medical Pretax	140.63	3,375.12
Vision Pre Tax	11.34	272.16
BEFORE-TAX DEDUCTIONS	467.48	17,766.93

EMPLOYER PAID BENEFITS			TAXABLE WAGES		
Description	Amount	YTD	Description	Amount	YTD
401K Basic <= 6% ER	276.93	7,512.73	Federal Withholding - Taxable Wages	4,169.31	107,954.83
Basic Life Comp Paid	5.15	123.60			
Bus Trvl Acc Co Pd	7.62	182.88			
CO 401K Contrib	138.47	3,756.48			
Dental PPO Company	32.90	789.60			
Details Not Displayed	732.50	17,580.00			
EMPLOYER PAID BENEFITS	1,193.57	29,945.29			

	Federal	State	ABSENCE PLANS		
Description	Accrued	Reduced	Available		
Marital Status	Married				
Allowances	0	0	168		
Additional Withholding	0				
ABS_Canada & US Paid Time Off	15.75	0			

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
063216608	063216608 *****1150	*****1150		3,023.78 USD



November 05, 2019

To Whom It May Concern:

This letter is to confirm that Hoang Vinh Nguyen resides/resided at 137 Hollow Tree Ridge Rd 1723, Darien, CT, 06820 located at Avalon Darien.

Move-in Date:	9/3/2015
Most Recent Monthly Rent:	\$3795
Number of Late Payments:	1
Number of NSF Payments:	0
Legal Action Ever Taken:	No
Move-out Date:	6/12/2016
Notice Given:	Yes

Sincerely,

A handwritten signature in black ink, appearing to read "K. E. Smy".

Customer Care Center
AvalonBay Communities, Inc.

2901 Sabre Street, Suite 100, Virginia Beach, VA 23452 / (877) 282-6246 / CustomerCareCenter@AvalonBay.com

RESIDENTIAL LEASE

THE TERMS OF THIS LEASE, MADE May 7, 2016, are agreed to by Gladys Makovsky of 27935 Oaklands Circle, Easton, Maryland 21601 as LANDLORD ("we" or "us", whether in the singular or the plural); and Hoang Vinh Nguyen of 137 Hollow Tree Ridge Road, Apt # 1723, Darien, Connecticut 06820 as TENANT ("you").

WE AND YOU AGREE to the following terms:

1. DWELLING, FURNISHINGS, AND USE: We agree to lease to you, and you agree to rent from us, the premises located at 12 Fairfield Avenue, Darien, Connecticut 06820 referred to as the "Dwelling". You agree to use the Dwelling only as a single family residence. Only the following persons shall reside at the property: Hoang Vinh Nguyen, Helen Nguyen, Albert Nguyen and Arthur Nguyen. No person is allowed to live in the Property unless named in the Lease.

2. TERM: The Term of this lease will last from May 15, 2016 to May 31, 2018. Either party may end this Lease at the end of the original Term by written notice. Landlord or Tenant must receive this notice at least 60 days before the end of the Term.

This Lease will automatically renew for one (1) year if neither party ends the Lease at the end of the original Term or of any renewal term. Automatic renewal will not change the terms of this Lease except that the rent for each renewal term is increased to the current market price of the Dwelling as established by Landlord (not to exceed 15%). Landlord may increase the rent or change any other term of the Lease for any renewal period by sending notice to the Tenant at least 30 days before the end of the Term or of any renewal term. Tenant may refuse the renewal terms by sending written notice to Landlord by certified mail, return receipt requested, within 14 days of the date of the Landlord's renewal notice, in which case Tenant must then leave the Property at the end of the Term. The Lease will renew on the terms in Landlord's renewal notice if Tenant does not send notice ending the Lease as required by this Lease. If this Lease is ended and Tenant does not leave the Property on the ending date, Tenant must pay double the then-current monthly rental charge, which is due for each month or portion of a month that Tenant remains in possession of the Property after the ending date.

3. RENT:

A) You agree to pay periodic rent of Three Thousand Dollars (\$3,000.00) on the first day of each and every month beginning on June 1, 2016 and ending on May 31, 2018. You also agree to pay One Thousand Five Hundred dollars (\$1,500.00) as rent for the partial month of May, 2016.

B) Rent is due and payable on the first day of each and every month and you agree to make payments for rent to us at the following address: 27935 Oaklands Circle, Easton, Maryland, 21601 or wherever we tell you by written notice.

C) You agree to pay, as additional rent, a late charge of \$150.00 a month for any rental payment not fully paid within 10 (ten) days of the due date. This late charge is to help cover additional expenses and costs, including collection costs and bank charges, we will incur by reason of your payments being overdue. Any payment that is mailed with a postmark later than the 10th of each month when payment is due shall be considered late.

4. INSURANCE: Landlord is not responsible for any damage to Tenant's personal property. For that reason, Tenant must obtain insurance to protect his or her personal property. Tenant breaks agreements made in this Lease if Tenant fails to obtain personal property insurance. Tenant releases Landlord from

LEASE - FURNISHED OR UNFURNISHED

PARTIES

This Lease, made the 2nd day of May, 2018

between Maria V. Vazquez

of 71 Harbourview Place, Stratford, CT 06615 (Landlord)

and Hoang Vinh Nguyen, Helen Nguyen

of 12 Fairfield Avenue, Darien, CT 06820 (Tenant)

PREMISES

Landlord has rented to Tenant, and Tenant has rented from Landlord, the "Premises" at:

155 Brewster Street, Unit 2L
Bridgeport, CT 06605

together with the furniture and furnishings contained therein, if any, as listed on the attached Schedule A (Schedule to be prepared by Landlord and reviewed by Tenant).

TERM

This Lease begins at noon on June 13, 2018.

and ends at noon on June 12, 2019.

RENT

The total rent for the term of this Lease is \$21,000.00

The rent shall be paid as follows:

2 months security and 1st month's rent due and payable on lease signing and then rent due the 13th of each month for the term of the lease.

Tenant will pay, as additional rent, a late charge of \$ 75.00 for any rental payment not fully paid within 10 days of the due date. The late charge is to help cover additional expenses and costs which may be incurred by reason of payment being overdue.

TENANT'S COVENANTS AND AGREEMENTS

1. Tenant will pay the rent punctually, without demand.
2. Tenant will pay all charges for all operating expenses and all utilities on the Premises, including, but not limited to fuel, water, telephone, gas, and electric service. Maintenance contracts for any of the above in existence at the beginning of the term of this Lease shall be maintained and renewed periodically by Landlord at Landlord's expense. Any other maintenance contracts, such as security or fire alarm systems, shall be maintained by Tenant at Tenant's expense.
3. Tenant will, at his expense, keep the lawn mowed and raked, ice and snow removed, and the grounds in good and neat order.
4. Tenant will, at his expense, remove promptly all garbage, ashes, refuse and waste from the Premises.
5. Tenant will not permit any accumulation of boxes, barrels, packages, wastepaper or other refuse in or upon the Premises.
6. Tenant will make no alterations, additions or improvements to the Premises without Landlord's prior written approval. Tenant will keep the Premises free of mechanics' liens resulting from any alterations, additions, or improvements that Landlord has approved. Tenant will promptly remove such liens that attach to the Premises.
Any alterations or improvements that are attached to the Premises so that they cannot be removed without injury to the Premises will be Landlord's property.
7. Tenant will not cause or permit any waste or injury to the Premises, nor to the fixtures.
8. Tenant will keep the Premises in good condition, and pay the first \$_____ of any cost for each repair or replacement of the electric or plumbing fixtures and of the kitchen equipment and other appliances. Tenant will pay all costs if the repair is required because of the misuse or neglect by Tenant, a member of his family, or any other person on the Premises. If Tenant does not make any required repairs, Landlord may do so and collect the cost from Tenant. Landlord will pay

for all structural repairs (repairs to the roof, walls, foundation or heating system), unless caused by misuse or neglect described above. Tenant will give Landlord prompt notice of any accident to or defects in the Premises, including the water pipes, heating apparatus, or other equipment or appliances.

9. Tenant will comply with all laws of the State of Connecticut and any and all rules, ordinances and regulations of the town within which the Premises are situated, as may relate to the Premises. Tenant will be responsible for all fines, penalties and costs for any actual or threatened violation of any such laws, rules, regulations or ordinances.

10. Tenant will not assign this Lease or sublet all or any part of the Premises without Landlord's prior written consent. If this Lease is assigned or sublet, or if the Premises are occupied by anyone other than Tenant, such other occupant shall be liable to Landlord for rent at the rate set forth herein. Acceptance of rent will not be a waiver of Tenant's promise not to assign, sublet or permit occupancy. Nor will acceptance of rent be acceptance of the other occupant as Tenant. Tenant will remain personally liable for all Tenant's obligations under this Lease, regardless of any assignment, sublease or other occupancy.

11. Tenant will not use or permit the Premises to be used except as a private residence for Tenant and any other parties named in this Lease. The Premises shall not be used for any illegal or hazardous activity.

12. Tenant will not permit the Premises to remain unoccupied for more than 10 days at one time without prior notice to Landlord and, during Tenant's absence, Landlord may enter the Premises to perform necessary or agreed to repairs, alterations or improvements or to show the Premises to prospective tenants, purchasers, mortgagees, workmen or contractors.

13. Showing Premises. During the last 45 days of this lease, Landlord (or Landlord's agents) may show the Premises to parties interested in renting the Premises and may place a keybox on the Premises. At any time during the lease, with reasonable notice to the Tenant, Landlord (or Landlord's agents) may be allowed to show the premises to potential buyers and may place a keybox on Premises.

14. Tenant will permit Landlord or his agents to enter the Premises at reasonable times upon reasonable notice to inspect or to make necessary or agreed upon repairs, alterations or improvements or to show the property to prospective purchasers, mortgagees, workmen or contractors. Tenant will not unreasonably deny Landlord the right to enter the Premises. Landlord or his agents may enter the Premises at any time in case of emergency.

15. Tenant agrees that he has examined the Premises and that he/she is satisfied with the condition. Tenant agrees that he/she has received the Premises in good order and repair, except as otherwise stated in this Lease. Tenant agrees that Landlord has made no representation as to condition or repair and no promise to decorate, alter, repair, or improve the Premises except as provided in this Lease.

16. Upon the termination of the Lease, or Tenant's occupancy of the Premises, Tenant will surrender the Premises, and any furniture and furnishings, to Landlord in as good condition as they were at the beginning of this Lease, reasonable use and wear excepted. The Premises shall be professionally cleaned and left in good order at the termination of this Lease. Landlord may keep any personal property Tenant leaves in the Premises as his own or dispose of it at Tenant's cost.

17. If this Lease includes furniture and furnishings, Tenant will keep them in good order and repair, at Tenant's expense. Tenant will pay for or replace any damage, breakage or loss of any furniture or furnishings.

18. Tenant will use the same fuel company for fuel delivery, care and maintenance of the heating system as Landlord presently uses, or such other company to which the parties agree.

The Landlord's fuel company is United Illuminating

19. Utility Adjustments:

Tenant pays all utilities except water

20. Tenant will maintain throughout the term hereof, public liability and fire insurance for the benefit of both Landlord and Tenant in the following limits:

Public Liability Insurance \$ 300,000.00

Fire Insurance \$ 150,000.00