



October 1, 2015

Dear Rajat Subhra Ghosh,

We are pleased to offer you employment as a Consultant with Slalom Consulting, a division of Slalom, LLC ("Slalom"). Our business model and long term success demands that we hire experienced creative professionals who deliver results. We are excited to welcome you to our team.

Provided below, and within your Employment Agreement, are the details of our conversations for your employment with Slalom. We are anticipating your first day to be a mutually agreed upon date. You will report to Khurram Latif.

Compensation – Your annual salary will be \$127,000 for all hours worked. You will be paid in accordance with our existing payroll policies for comparably situated employees, subject to required or authorized withholding. Compensation will be subject to review and adjustment by the Company in its sole discretion.

Benefits – Health & welfare benefits (e.g., medical, dental and vision insurance) and 401(k) retirement saving are effective on the first of the month following your first day of employment. Following 30 days after your hire date, you will be automatically enrolled in the 401(k) retirement saving plan with a contribution of 3%. The Company also provides a matching contribution after one year of service. To maintain eligibility for health & welfare benefits, you must be regularly working a minimum of 24 hours per week. Eligibility to participate in our Short-Term Disability plans will occur on the first of the month following six months of employment. Specific details related to our health & welfare benefits and 401(k) retirement saving plan will be provided separately. You will receive information from Human Resources and Fidelity that will provide instructions on to change your contribution amount or stop contributions shortly after your hire date.

Paid Time Off – You will initially be eligible to accrue 15 days (120 hours) of paid time off ("PTO") per year. Up to 120 hours of accrued unused PTO may be carried over at the end of each year in accordance with applicable Company policy posted on the Slalom Portal. In the event you leave Slalom, you will be paid for any unused accrued PTO in accordance with then existing Company policy. Additionally, you will be eligible to receive time off with pay on holidays designated by the Company as paid holidays.

Performance Bonus Opportunity – You will be eligible to receive additional compensation based on individual and Slalom performance criteria to be determined each year, provided your employment with Slalom began on or before October 1st and you are employed by Slalom on the day the discretionary bonus payment is made. Any bonus paid may be pro-rated your first year.

Travel and Business Expenses – Slalom shall pay, or promptly reimburse you, for client, promotional and similar expenditures incurred by you that the Company determines are reasonably necessary for the performance of your duties and for which you submit appropriate receipts and information, so long as such expenditures are in accordance with Company policy. Please familiarize yourself with all of the Company's policies, including travel and business expenses, posted on the Slalom portal.

Other Details – Your employment with Slalom is contingent upon our receiving acceptable results from your background check, employment eligibility verification, favorable references, and execution of the enclosed Employment Agreement which includes certain restrictive provisions. You may be required to

periodically submit to testing for prohibited substances or credit checking, depending on client and/or government requirements, and must agree to do so upon request. By acceptance of this offer, you affirm that you are not bound by any agreement or restriction that would prevent you from accepting employment with or performing services for Slalom or its clients. Slalom reserves the right to modify or change the programs and benefits offered to employees, at any time, at its sole discretion. This offer letter and your Employment Agreement constitute the final agreement and understanding between the parties pertaining to your employment with Slalom, and supersede all prior or contemporaneous agreements, whether verbal or written. All employment at Slalom is at will and can be terminated by either party at any time without advance notice. Nothing in this letter is intended to suggest otherwise. This offer will expire if not accepted within two weeks from the date of this letter.

Rajat, we are confident that you will enjoy your experience with Slalom and look forward to your contributions. Upon your review of this letter, and the enclosed Employment Agreement and background check release form, I look forward to receiving signed copies indicating your acceptance of this offer of at-will employment. Please send your signed copies to your recruiter.

Regards,



Tiago Dias

Agreed to:

Rajat Subhra Ghosh

[Date]